

SOUTHERN® UNIVERSITY SYSTEM

BATON ROUGE • NEW ORLEANS • SHREVEPORT

BOARD OF SUPERVISORS MEETING

January 23, 2026

SU Board Room

2nd Floor, J.S. Clark Administration Building

Baton Rouge, Louisiana

9:00 a.m.



January Board Meeting
Southern University System
2nd Floor, J.S. Clark Administration Building
2026-01-23 09:00 - 12:00 CST

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Letter of Intent to Develop a New Academic Certificate/Degree Program, Center, or Institute

Date: November 6, 2025

Academic Unit/College/School: College of Nursing and Allied Health, School of Nursing

Certificate/Degree/Dual Degree Program: Post-master's Certificate Program

Institutional Contact Person:

Name: Dr. Sandra Brown, Dean of College of Nursing and Allied Health

E-mail: Sandra.Brown@sus.edu

Phone Number: 225-771-3266

Type of Program: Graduate Certificate

Title of Program/Certificate/Center/Institute: Post-Masters' Certificate Psychiatric Mental Health Nurse Practitioner (PMHNP) Program

CIP Code: _____

Reviewed and approved by:

A handwritten signature in blue ink that appears to read "A. Taylor".

11/7/2025

Annisa Taylor, DNP, APRN, FNP-BC, PMHNP-BC, CNE
Graduate Program Chair

Date

A handwritten signature in blue ink that appears to read "Sandra C. Brown".

11/7/2025

Sandra C. Brown, DNS, APRN, FNP-BC, CNE, ANEF, FAANP, FAAN
Academic College Dean

Date

Program Abstract:

Overview: The Post-Master's Certificate (PMC) Psychiatric-Mental Health Nurse Practitioner (PMHNP) Program will be the only post-master's certificate nursing program offered on the Southern University Baton Rouge (SUBR) campus and the only post-master's nurse practitioner certificate program offered within the Southern University System (SUS). The plan of study is a total of 21 credits (including 510 clinical hours) delivered over four semesters. Distinct characteristics of the PMC-PMHNP program includes its purpose to develop advanced practice registered nurses (APRNs) in a new role and/or population focus with specialized education in a shorter program length than traditional graduate degree programs. Clinical education requirements would focus exclusively on developing skills within psychiatric mental health settings (inpatient and outpatient) for a range of treatment modalities.

Mission Alignment with the Southern University and A&M College: The PMC-PMHNP program directly aligns with and advances the SUBR mission by expanding access to advanced professional education, developing students as a PMHNP focused clinical leader, addressing urgent community and societal needs by producing a diverse PMHNP workforce, promoting evidence-based practice, clinical inquiry, and professional scholarship, and demonstrating curricular innovation by addressing a state-wide shortage of PMHNP providers.

Mission Alignment with the Southern University School of Nursing: The School of Nursing is dedicated to providing leadership and excellence in nursing education, research, practice, and service to diverse communities. The PMC-PMHNP program advances the mission through educational excellence, advanced practice nursing, leadership, research, evidence-based practice, community service.

Demand for the Certificate Program: There is an urgent need in Louisiana for psychiatric and mental health providers where 97% of the state's parishes are considered psychiatric health care provider shortage areas ([Well Ahead Louisiana](#)). Additionally, a strong and growing interest exists among the SUSON Family Nurse Practitioner (FNP) graduates and master's-prepared nurses in the state to pursue PMC, particularly in advanced psychiatric-mental health nursing. Student demand nationally for PMC APRN programs is steadily increasing according to the American Association of Colleges of Nursing (AACN). Expanding academic programs to prepare professional nurses as PMHNPs will increase access to quality mental health care for children, adolescents, and adults across all age groups in the areas of behavioral health, substance use disorders, and severe mental illness. The PMC-PMHNP program at SUBR will strengthen the state's workforce by producing highly qualified, culturally aware, and service-oriented psychiatric-mental health providers who are well positioned to meet the evolving needs of healthcare systems and the communities they serve.

Collaborative Opportunities: The proposed PMC-PMHNP program would provide significant opportunities to collaborate with multiple programs across SUBR. For example, the Master of Science in Mental Health Counseling program within the College of Nursing and Allied Health (CNAH) and the Social Work program share a common goal with the proposed PMC-PMHNP program. All programs aim to prepare professionals to address the growing mental health needs of diverse populations through compassionate and evidence-based care. Other opportunities to collaborate include interprofessional learning experiences with other academic departments on campus and with clinical partners. The program will partner with new community-based agencies for service activities and outreach. Additionally, the programs can collaborate for research and scholarly innovations focused on integrated healthcare delivery and rural mental health access.

Available Support Funds: The PMC-PMHNP program is strategically positioned to benefit from multiple sources of external support. For example, federal programs offering direct funding for advanced nursing education, state programs supporting workforce expansion in behavioral health to align with Louisiana's critical shortage designations, private foundations, and healthcare partners providing additional pathways for sustainability through scholarships, stipends, and collaborative training initiatives. Together, these funding opportunities can enhance the accessibility, quality, and impact of the PMC-PMHNP program. Additionally, the funding opportunities support both SUSON's mission and the state's commitment to improving mental health outcomes and workforce capacity.

Proposed courses and proposed program design for new Program/Certificate:

The PMC-PMHNP program will build upon the Masters Degree Nursing with a 21 credit hour plan of study spanning four semesters. The program will be delivered in a hybrid format combining asynchronous online coursework, synchronous virtual class sessions, and on-campus clinical intensives, ensuring accessibility for working professionals while maintaining rigorous academic and clinical standards. Students will complete a minimum of 510 supervised direct patient care clinical practice hours, consistent with the certification board requirements and national education standards for Advanced Nursing Practice.

Table 1 is an example of the program's proposed courses and plan of study.

Table 1. Proposed Plan of Study PMC-PMHNP Certificate Program

Semester	Course Title	Credit Hours	Clinical Hours
Fall 2026	Advanced Psychiatric Assessment and Diagnosis Across the Lifespan (2cr didactic; 1cr practicum)	3	60
	Psychopharmacology for Advanced Practice Nurses	3	0
Spring 2027	Individual, Group, and Family Psychotherapy (2.5cr didactic; 2.5cr practicum)	5	150
Fall 2027	Psychiatric-Mental Health Nurse Practitioner I: Diagnosis and Management (2.5cr didactic; 2.5cr practicum)	5	150
Spring 2028	Psychiatric-Mental Health Nurse Practitioner II: Advanced Clinical Practicum (2.5cr didactic; 2.5cr practicum)	5	150
		Total	21
			510

Program Courses

The number of new courses: Five (5)

Number of existing courses: None

Number of credits to complete the program: 21 credits

Anticipated start date: August 2026

Program Structure

Credit Hours: 21 graduate-level credits

Clinical Hours: Minimum 510 supervised direct patient care clinical hours

Delivery Format: Hybrid (asynchronous online, synchronous virtual, on-site clinical intensives)

SACSCOC Statement:

(see details at <https://sacscoc.org/accrediting-standards/substantive-changes/>)

The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) defines a substantive change as *a significant change to the nature or scope of an accredited institution*. This includes changes that could affect the quality of educational programs and services. As a condition of accreditation, SACSCOC requires member institutions to notify them of substantive changes and sometimes seek approval before implementing them.

Based on the above examples: The proposed program would be considered a substantive change and need SACSCOC review because of adding a new program different than those offered.

Proposed Delivery Mode of the new Program/Certificate: Hybrid

Projected Enrollment and Graduates:

	Year 1	Year 2	Year 3	Year 4	Year 5
Projected Enrollment	5	10	15	20	25
Projected Graduates	0	5	10	15	20
Projected Tuition Revenue	56,900	170,070	283,450	396,830	510,210

*Yearly graduate tuition and fees per student is \$11,338

New Resources Requirements:

The SUSON is well positioned to support the new certificate program and will require few new resources. Existing resources include three qualified faculty to support the new program, two faculty licensed for advanced practice nursing in Louisiana and nationally board certified as PMHNPs (a Department Chair and adjunct faculty). Additionally, the school employs one doctorally prepared clinical pharmacist who can teach advanced psychopharmacology to support meeting national certification and licensure requirements. As the program grows, in year 2 we will evaluate the need to add additional resources such as a full-time faculty who is board certified as a PMHNP, a clinical placement coordinator, and 2 additional clinical adjuncts for clinical supervision to support the increased numbers of students.

Type of Resource	Existing Resource	Additional Resource Year 2	Estimated Cost
Faculty	1 FTE 2 Clinical Adjuncts	1 FTE 2 Clinical Adjuncts	\$85,000 – FTE \$10,000/ Clinical Adjunct
Graduate Assistants	0	0	0
Administrative Staff	0	1	\$50,000
Instructional Technologies	3	0	0
Other Resources	Not applicable	0	0

Method of Financing the Proposed Program and Projected Amount: No Additional Funds will be requested to launch the new program.

Approvals:

The appropriate SUBR authority has reviewed and approved the letter of intent to develop the proposal for a new program/Certificate/Dual degree/Center/Institute: **Graduate Certificate**

Reviewed by:

Sandra C. Braun

11/7/2025

Date

Approved by:

Luria Young
V/C for Academic Affairs

11/13/25

Date

Approval Signatures:

Katayon C. Jones

Department Chair

12/02/2025

Date

Peter Mann

College Curriculum Committee, Chair

12/02/2025

Date

Sander C. Braun

College Dean

12/02/2025

Date

N/A

N/A

Graduate School Dean (If graduate course/program)

Date

Rebecca Schlarb

SUBR Curriculum Committee, Chair

12/02/25

Date

Luria Young

Vice Chancellor for Academic Affairs

12/9/25

Date

SUBR Chancellor

12/9/25

Date

Signature: *Luria Young*

Email: *luria.young@sus.edu*

Approval Signatures:

Kathryn C. Jones
Department Chair

12/02/2025

Date

Patricia M. Munoz
College Curriculum Committee, Chair

12/02/2025

Date

Sandra C. Braun
College Dean

12/02/2025

Date

N/A
Graduate School Dean (If graduate course/program)

N/A

Date

Rebecca Scheller
SUBR Curriculum Committee, Chair

12/02/25

Date

Vice Chancellor for Academic Affairs

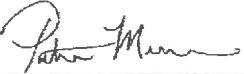
Date

John K. Pierre
SUBR Chancellor

12/9/25

Date

Signatures:



College Curriculum Committee, Chair

11/06/2025

Date



College Dean

11/06/2025

Date

Graduate School Dean (If graduate course/program)

Date



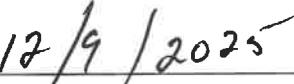
SUBR Curriculum Committee, Chair



Date



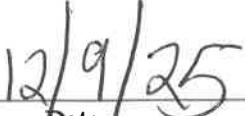
Ex. Vice President -Ex. Vice Chancellor



Date



President-Chancellor



Date

Signatures:

John Mun

College Curriculum Committee, Chair

11/06/2025

Date

Sandra C. Braun

College Dean

11/06/2025

Date

Graduate School Dean (If graduate course/program)

Date

Debra L. Stetzer

SUBR Curriculum Committee, Chair

11/06/2025

Date

Ex. Vice President -Ex. Vice Chancellor

Date

President-Chancellor

Date



College of Business

Dr. Brian Adams, Assistant Dean and
Undergraduate Programs Director
P. O. Box 9723
Baton Rouge, Louisiana 70813
225-771-2520
www.su.edu

December 9, 2025

Dean Donald Andrews, Ph.D.
College of Business
Southern University and A & M College

RE: Approval to Add Distance Learning as a Mode of Delivery for Existing Undergraduate Programs

Dear Dean Andrews,

I am writing to request your approval to proceed with securing the necessary authorizations to add distance learning as an official mode of delivery for all existing undergraduate programs in the College of Business.

To implement distance learning as an approved instructional modality, the following endorsements are required:

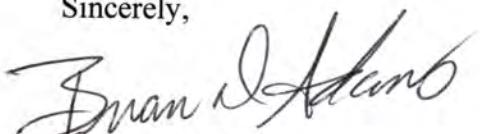
1. Vice Chancellor for Academic Affairs – Dr. Luria Young
2. Chancellor – Dr. John Pierre
3. System President – Dr. Dennis Shields
4. Southern University Board of Supervisors
5. Louisiana Board of Regents
6. Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)

I have prepared the required documentation from the Louisiana Board of Regents Academic Affairs Policy 2.12, titled “Delivery of Degree Programs Through Distance Education Technology: Request for Authority to Offer an Existing Academic Program Through Distance Learning Technologies.” The form has been completed for each of the six undergraduate degree programs within the College of Business, and it requires the first three signatures listed above.

A signature line is provided below for your approval. Upon receiving your signed authorization, I will personally deliver the documents to Dr. Young. In our initial conversations, she expressed her support for this initiative and indicated her willingness to approve and forward the request to the Chancellor.

Thank you in advance for your consideration and support as we continue expanding educational access and strengthening the academic offerings within the College of Business. We will provide you with the implementation plan as we proceed.

Sincerely,



Brian D. Adams
Assistant Dean
Undergraduate Programs Director
College of Business

Approval:



Dr. Donald Andrews
Dean, College of Business
Southern University and A & M College

DELIVERY OF DEGREE PROGRAMS THOROUGH DISTANCE EDUCATION TECHNOLOGY

REQUEST FOR AUTHORITY TO OFFER AN EXISTING ACADEMIC PROGRAM THROUGH DISTANCE LEARNING TECHNOLOGIES

(Academic Affairs Policy 2.12, revised January 2014)

1. University or College

Southern University and Agricultural & Mechanical College

2. Name, Phone and Email Address of contact person for questions regarding this request

Brian Adams, (225)-771-2520, Brian_adams@sus.edu ,

3. Name of Degree Program and CIP Classification

Bachelor of Science in Accounting (CIP: 52.0301)

4. List the initial date of implementation

August 2026

5. Briefly describe the program. If there are any differences (e.g., curriculum, admission, graduation requirements, etc.) between the program to be delivered via distance learning and the program offered through traditional delivery modes, explain and provide a rational for the differences.

There are no differences in the learning outcomes for the program. This request is to add distant learning as an additional mode of delivery for the program. Classes will be offered over 8 week terms. Regular and Substantive Interaction (RSI) plans will be in place for all courses. Courses will be designed based on Quality Matters (QM) and the Association of College and University Educators (ACUE) standards.

6. Briefly describe the extent to which the program will be offered via distance learning.

The Program will be offered 100% online and provide another mode of delivery for our existing program.

7. Describe distance learning technologies which will be used to offer the proposed program.

The distant learning technologies that will be used include but will not be limited to canvas learning management systems, watermarks, and lucid white board.

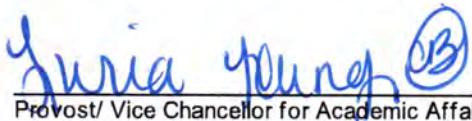
8. Indicate where (city/town and parish) the proposed program will be offered.

Baton Rouge, East Baton Rouge Parish

9. Describe processes in place to ensure that students have structured access to faculty.

As part of the RSI plan, Faculty will offer virtual office hours, Canvas Messaging, email, discussion boards, and phone access for students.

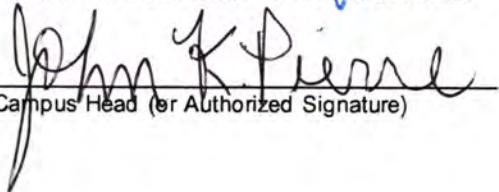
If this is the campus' first request for approval to offer 50% or more of a program electronically, upon approval by the Board of Regents the campus must submit notification to the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) prior to implementation. Once the SACSCOC provides a letter acknowledging acceptance of this notification to the campus, a copy should be provided to the Board of Regents.

 B

Provost/ Vice Chancellor for Academic Affairs

12/9/25

Date



Campus Head (or Authorized Signature)

System Head (or Authorized Signature)

DELIVERY OF DEGREE PROGRAMS THORUGH DISTANCE EDUCATION TECHNOLOGY

REQUEST FOR AUTHORITY TO OFFER AN EXISTING ACADEMIC PROGRAM THROUGH DISTANCE LEARNING TECHNOLOGIES

(Academic Affairs Policy 2.12, revised January 2014)

1. University or College

Southern University and Agricultural & Mechanical College

2. Name, Phone and Email Address of contact person for questions regarding this request

Brian Adams, (225) 771-2520, Brian_adams@sus.edu

3. Name of Degree Program and CIP Classification

Bachelor of Science in Finance (CIP: 52.0801)

4. List the initial date of implementation

August 2026

5. Briefly describe the program. If there are any differences (e.g., curriculum, admission, graduation requirements, etc.) between the program to be delivered via distance learning and the program offered through traditional delivery modes, explain and provide a rational for the differences.

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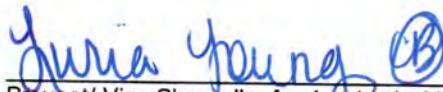
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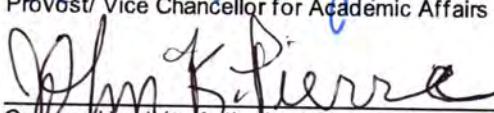
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Provost/ Vice Chancellor for Academic Affairs



Campus Head (or Authorized Signature)



Date

System Head (or Authorized Signature)

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REQUEST FOR AUTHORITY TO OFFER AN EXISTING ACADEMIC PROGRAM THROUGH DISTANCE LEARNING TECHNOLOGIES

(Academic Affairs Policy 2.12, revised January 2014)

1. University or College

Southern University and Agricultural & Mechanical College

2. Name, Phone and Email Address of contact person for questions regarding this request

Brian Adams, (225) 771- 2520, Brian_adams@sus.edu

3. Name of Degree Program and CIP Classification

Bachelor of Science in Management (CIP: 52.0201)

4. List the initial date of implementation

August 2026

5. Briefly describe the program. If there are any differences (e.g., curriculum, admission, graduation requirements, etc.) between the program to be delivered via distance learning and the program offered through traditional delivery modes, explain and provide a rational for the differences.

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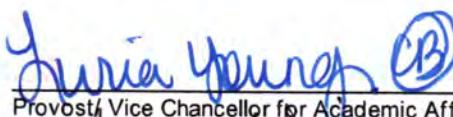
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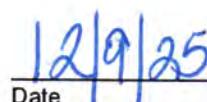
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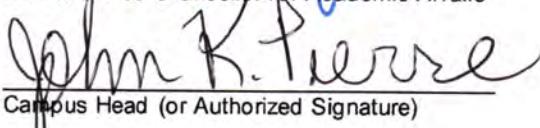
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System Head (or Authorized Signature)

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Southern University and Agricultural & Mechanical College

2. Name, Phone and Email Address of contact person for questions regarding this request

Brian Adams, (225) 771- 2520, Brian_adams@sus.edu

3. Name of Degree Program and CIP Classification

Bachelor of Science in Marketing (CIP: 52.1401)

4. List the initial date of implementation

August 2026

5. Briefly describe the program. If there are any differences (e.g., curriculum, admission, graduation requirements, etc.) between the program to be delivered via distance learning and the program offered through traditional delivery modes, explain and provide a rational for the differences.

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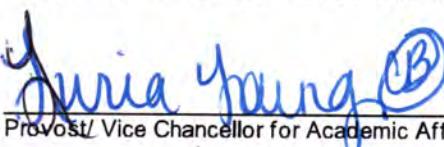
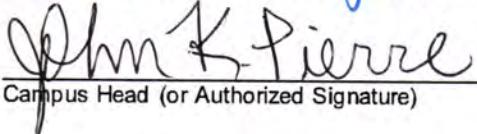
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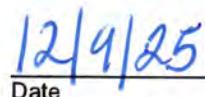
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Yuria Young (B)
Provost/Vice Chancellor for Academic Affairs

John K. Pierre
Campus Head (or Authorized Signature)


12/9/25
Date


System Head (or Authorized Signature)

DELIVERY OF DEGREE PROGRAMS THORUGH DISTANCE EDUCATION TECHNOLOGY

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(Academic Affairs Policy 2.12, revised January 2014)

1. University or College

Southern University and Agricultural & Mechanical College

2. Name, Phone and Email Address of contact person for questions regarding this request

Brian Adams, (225) 771- 2520, Brian_adams@sus.edu

3. Name of Degree Program and CIP Classification

Bachelor of Business Administration in Risk Management and Insurance, (CIP: 52.1701)

4. List the initial date of implementation

August 2026

5. Briefly describe the program. If there are any differences (e.g., curriculum, admission, graduation requirements, etc.) between the program to be delivered via distance learning and the program offered through traditional delivery modes, explain and provide a rational for the differences.

There are no differences in the learning outcomes for the program. This request is to add distant learning as an additional mode of delivery for the program. Classes will be offered over 8 week terms. Regular and Substantive Interaction (RSI) plans will be in place for all courses. Courses will be designed based on Quality Matters (QM) and the Association for College and University Educators (ACUE) standards.

6. Briefly describe the extent to which the program will be offered via distance learning.

The Program will be offered 100% online and provide another mode of delivery for our existing program.

7. Describe distance learning technologies which will be used to offer the proposed program.

The distant learning technologies that will be used include but will not be limited to the canvas learning management system, watermarks, and lucid white board.

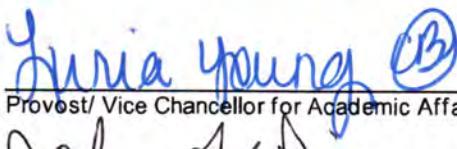
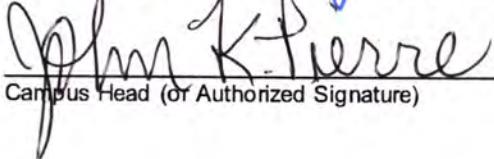
8. Indicate where (city/town and parish) the proposed program will be offered.

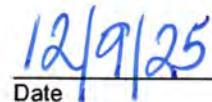
Baton Rouge, East Baton Rouge Parish

9. Describe processes in place to ensure that students have structured access to faculty.

As part of the RSI plan, faculty will offer virtual office hours, Canvas messaging, email, discussion boards, and phone access for students.

If this is the campus' first request for approval to offer 50% or more of a program electronically, upon approval by the Board of Regents the campus must submit notification to the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) prior to implementation. Once the SACSCOC provides a letter acknowledging acceptance of this notification to the campus, a copy should be provided to the Board of Regents.


Yuria Young (B)
Provost/ Vice Chancellor for Academic Affairs

John K. Pierre
Campus Head (or Authorized Signature)


12/9/25
Date

System Head (or Authorized Signature)

DELIVERY OF DEGREE PROGRAMS THOROUGH DISTANCE EDUCATION TECHNOLOGY

REQUEST FOR AUTHORITY TO OFFER AN EXISTING ACADEMIC PROGRAM THROUGH DISTANCE LEARNING TECHNOLOGIES

(Academic Affairs Policy 2.12, revised January 2014)

1. University or College

Southern University and Agricultural & Mechanical College

2. Name, Phone and Email Address of contact person for questions regarding this request

Brian Adams, (225) 771- 2520, Brian_adams@sus.edu

3. Name of Degree Program and CIP Classification

Bachelor of Business Administration in Entrepreneurship (CIP: 52.0701)

4. List the initial date of implementation

August 2026

5. Briefly describe the program. If there are any differences (e.g., curriculum, admission, graduation requirements, etc.) between the program to be delivered via distance learning and the program offered through traditional delivery modes, explain and provide a rational for the differences.

There are no differences in the learning outcomes for the program. This request is to add distant learning as an additional mode of delivery for the program. Classes will be offered over 8 week terms. Regular and Substantive Interaction (RSI) plans will be in place for all courses. Courses will be designed based on Quality Matters (QM) and the Association of College and University Educators (ACUE) standards.

6. Briefly describe the extent to which the program will be offered via distance learning.

The Program will be offered 100% online and provide another mode of delivery for our existing program.

7. Describe distance learning technologies which will be used to offer the proposed program.

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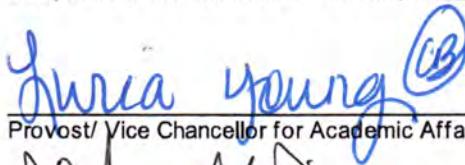
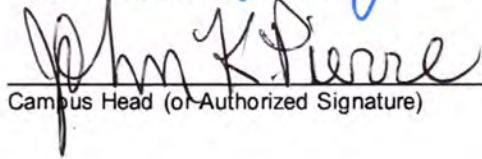
8. Indicate where (city/town and parish) the proposed program will be offered.

Baton Rouge, East Baton Rouge Parish

9. **Describe processes in place to ensure that students have structured access to faculty.**

As part of the RSI plan, faculty will offer virtual office hours, canvas messaging, email, discussion boards, and phone access for students.

If this is the campus' first request for approval to offer 50% or more of a program electronically, upon approval by the Board of Regents the campus must submit notification to the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) prior to implementation. Once the SACSCOC provides a letter acknowledging acceptance of this notification to the campus, a copy should be provided to the Board of Regents.


Provost/ Vice Chancellor for Academic Affairs

Campus Head (or Authorized Signature)

12/9/25
Date

System Head (or Authorized Signature)



Office of the Chancellor

J.S. Clark Administration Building
Post Office Box 9820
Baton Rouge, Louisiana 70813
Office: 225 771-2360

January 6, 2026

Dr. Orlando McMeans, Interim President
Southern University System
4th Floor, J S Clark Administration Building
Baton Rouge, Louisiana 70813

Re: Request to Place CAAI² on the January 2026 Board Agenda

Dear Interim President McMeans,

I am writing to request that the Center for Applied AI and Institutional Innovation (CAAI²) be included in the January 2026 Board of Supervisors Packet for approval. This initiative is a cornerstone of Southern's strategic transformation and is aligned with the objectives of the Thurgood Marshall College Fund. It is designed as a student embedded, cross-functional innovation hub that integrates applied AI technologies with Lean Six Sigma methodologies to enhance institutional effectiveness, academic success, and research competitiveness.

Approval by the Board of Supervisors will enable us to 1) establish the Center within the office of the Chancellor, with operational alignment with Academic Affairs, Information Technology, and Research; 2) launch student-centered roles as AI + Process Improvement Associates; and 3) advance measurable outcomes in institutional efficiency, curriculum modernization, and research capacity as outlined in the Thurgood Marshall College Fund grant framework.

I respectfully request that this item be placed on the January 2026 board agenda. If you have any questions, please feel free to contact me.

Yours sincerely,

A handwritten signature in black ink that reads 'John K. Pierre'.
John K. Pierre, Chancellor
and Vanue B. Lacour Endowed Law Professor

Approved

A handwritten signature in blue ink that reads 'Orlando McMeans'.

Orlando McMeans, Interim President



Office of Academic Affairs

J.S. Clark Administration Building
Post Office Box 9820
Baton Rouge, Louisiana 70813
Office: 225 771-2360

January 6, 2026,

Chancellor John K. Pierre
Southern University and A&M Colleges
3rd Floor, JS Clark Administration Building
Baton Rouge, LA 70813

RE: Request to Place CAAI² on Board Agenda for Action Item Approval

Dear Chancellor Pierre,

I am writing to respectfully request that the **Center for Applied AI and Institutional Innovation (CAAI²)** be placed on the upcoming **Board of Supervisors agenda as an action item for approval**. This initiative is a cornerstone of Southern University's strategic transformation. It is directly aligned with the objectives of the **Thurgood Marshall College Fund (TMCF) HBCU Capacity Building Grant** recently awarded to our institution.

The CAAI² is designed as a **student-embedded, cross-functional innovation hub** that integrates **applied AI technologies with Lean Six Sigma methodologies** to enhance institutional effectiveness, academic success, and research competitiveness. Its three strategic pillars—**Applied AI for Institutional Effectiveness, AI for Academic and Workforce Futures, and AI-Driven Research, Governance & Innovation**—position Southern University as a **national model for sustainable digital innovation among HBCUs**.

Approval by the Board will enable us to:

- Establish the Center within the Office of the Chancellor, with operational alignment with Academic Affairs, IT, and Research.
- Launch student-centered roles as **AI + Process Improvement Associates**, embedding real-world workforce skills across campus units.
- Advance measurable outcomes in institutional efficiency, curriculum modernization, and research capacity as outlined in the TMCF grant framework.

This action is critical to meeting grant deliverables and ensuring Southern University's leadership in AI-driven transformation. I appreciate your support in moving this forward and stand ready to provide any additional documentation or presentations needed for the Board's consideration.

Additionally, we will need to identify and secure an appropriate space to house the Center to ensure its successful establishment and operational effectiveness.

Sincerely,

A handwritten signature in blue ink that reads 'Luria Young'.

Luria Young, Ph.D.
Vice Chancellor for Academic Affairs

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Organization Information

Grant Information

Dates & Financials

Documents

Organization Information

Institution Name:	Southern University and A&M College
Primary Contact:	Luria Young
Primary Signatory:	Luria Young
Institutional Address:	3rd Floor, JS Clark Administration Building, Baton Rouge, LA 70813
Capacity Building Project Lead Full Name:	Luria Young
Capacity Building Project Lead Title:	Vice Chancellor for Academic Affairs
Capacity Building Project Lead Email:	Luria_Young@subr.edu
Capacity Building Project Lead Phone:	225-205-7158
Institutional DUNS Number:	05-351-5743
Institutional FEIN Number:	1-726000817-A
501(c)(3) Status:	Yes

Grant Information

Proposed Project Title:	Building Capacity for Strategic Data Leadership at Southern University and A&M College
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Executive Summary:

Southern University and A&M College (SUBR), an HBCU and 1890 land-grant institution in Louisiana, seeks to transform its data infrastructure and student success outcomes through the Thurgood Marshall College Fund (TMCF) HBCU Capacity Building Grant.

Project Focus: We will build capacity in strategic data leadership across three interrelated areas, **enrollment management, learner success, and digital infrastructure**, to improve institutional performance. Despite SU's proud history and mission of educational equity, current challenges include low retention (~67%), progression (~13%, 30 earned credit hours) and graduation rates (~10% 4-year), enrollment pressures, and fragmented data systems. This project proposes four goals to address these gaps: (1) integrate and enhance data systems for real-time analytics, (2) improve learner success interventions (advising, academic support) using data, (3) increase progression and persistence through data-driven strategies, and (4) strengthen faculty/staff capacity in data-informed decision-making and quality instruction. Measurable outcomes include higher first-year retention and progression rates, reduced equity gaps in performance, and a data governance framework institutionalized. Key activities span implementing technology solutions (Ellucian Banner development and upgrades, EAB Navigate360, IntelliBoard analytics), training (faculty development via ACUE, Quality Matters), and policy/process improvements.

Total Funding Request: \$2,000,000 (two-year project). The investment will support technology tools, consulting partnerships (e.g., Ultimate Consulting IT, NISS, PDP, K16 Solutions), and training, all aligned to SU's strategic plan and the Louisiana Board of Regents' learner success metrics. This initiative will position SU for sustainable improvement in learner outcomes and operational excellence through strategic data leadership.

Institutional Capacity Narrative:

History and Mission

Southern University and A&M College (SUBR), the flagship of the Southern University System (SUS), the only Historically Black College and University System in the Nation, was established in 1880 with a mission to provide quality education to African Americans in the South. Located in Baton Rouge, Louisiana, SUBR has since grown into a thriving land-grant institution and an R2 research university dedicated to academic excellence, community engagement, and social mobility. SUBR's mission centers on providing "affordable world-class education" and transformative service to Louisiana, the nation, and the world. As a public HBCU, SUBR has a proud legacy of advancing educational opportunity, expanding access, and driving social and economic progress in its communities. SUBR's leadership values educational attainment as key to Louisiana's prosperity and strives to improve outcomes for today's learners.

Current Challenges and Opportunities

Despite its rich legacy, Southern University and A&M College (SUBR) faces persistent challenges that underscore the need for capacity building in data-driven strategies. Learner success outcomes remain below desired levels: the Fall 2021 first-to-second year retention and progression rate is approximately 67%, and 13% respectively, and the 4-year graduation rate is only around 10%, placing SUBR in the bottom quartile nationally. This indicates many learners struggle to complete degrees in a timely manner. Leadership has identified these outcomes as a top priority under SUS's Student Success initiative. Low retention, progression, and completion not only impact learners' lives and prospects, but also affect the university's performance-based funding and reputation. Furthermore, academic preparedness gaps remain a concern, as SU enrolls many first-generation and economically disadvantaged learners who may require additional support to succeed. For instance, internal data show significant DFW (Drop/Fail/Withdraw) rates in gateway courses, disproportionately affecting low-income learners, which contribute to attrition. Improving academic outcomes and closing these gaps are pressing needs.

Enrollment pressures have also emerged. Undergraduate enrollment, while stabilizing recently, remains short of growth targets due to low retention and progression rates. The 2026 target is approximately 7,055 learners (headcount), reflecting a push for growth after periods of decline. SUBR has experienced fluctuations in enrollment due to retention and progression issues, competition, demographic shifts, and the COVID-19 pandemic. Some academic programs have faced persistent low enrollment and completion, which is now an even greater concern in light of the 2025 Budget Reconciliation Act. To reach long-term goals, SUBR must strengthen recruitment pipelines through expanded dual enrollment, adult learners, transfer students, Jaguar Success Academy and improve retention of enrolled learners. The challenges include modernizing marketing/outreach, enhancing the learner experience to boost persistence, progression, and ensuring academic programs align with learner and workforce demand. Lack of data-driven enrollment management threatens SUBR's stabilization and growth goals.

Compounding these issues are *financial resource* constraints and capacity gaps. Years of state funding cuts to higher education in Louisiana have strained all public universities, and HBCUs like SUBR have felt this acutely. The Comparative Financial Analysis of Louisiana's Land-Grant Universities: The Morrill Acts and Brown Revisited (Tate and Arbuthnot, 2025) underscores how decades of inequitable funding have disproportionately burdened SUBR, with net assets declining from \$104 million in 2011 to \$45 million in 2021, evidence of systemic disinvestment and vulnerability. Doing "more with less" has been the norm.

Budget limits have left key positions, such as data analysts, technology specialists, additional advisors, and paid tutors unfilled, overextending current staff and faculty. Training in modern data tools and evidence-based practices has been ad hoc and reactive, as needed. To truly improve outcomes, SUBR needs an infusion of resources to hire and/or train personnel dedicated to data analytics, learner support, and digital learning enhancement. Moreover, while leadership is enthusiastic about using data, the institutional culture and processes need significant bolstering to support data-driven strategies. As a part of the proposal, we are establishing of the Center Artificial Intelligent (AI) and Institutional Innovation (CAAI2), developing a formal data governance structure, standardizing data-informed decision protocols, and cultivating widespread data literacy among faculty and staff. All representing needed capacity building areas within this project proposal.

The current administration, under the *leadership* of Chancellor John K. Pierre, exemplifies a deep and demonstrated commitment to transformational change, prioritizing learner success, community engagement,

and diversified revenue growth. The Chancellor's leadership cabinet brings exceptional depth and breadth of experience critical to the success of this capacity-building grant. The Vice Chancellors for Academic Affairs, Finance and Administration, Student Affairs, Enrollment Management, and Research each possess over three decades of leadership in higher education or state government, much of it dedicated to Southern University. Our institutional knowledge and strategic insight uniquely position us to drive sustainable capacity growth at SUBR.

Another critical challenge is fragmented data systems and decision-making silos. Like many institutions, SUBR's data infrastructure has evolved in pieces: a student information system (SIS, Ellucian Banner) for student learner records, finance, and human resources, a learning management system (recently transitioned from Moodle to Canvas), a customer relationship management tool for learners (EAB Navigate 360), a customer relationship management tool for enrollment (Slate), and other various platforms for financial aid, housing, etc. These siloed systems hinder a timely, holistic view of learner and institutional performance. As a result, academic advisors can not easily see LMS engagement data alongside Banner academic history in one place, nor could faculty easily identify at-risk students early using cross-platform analytics. Data reporting has been largely retrospective and labor-intensive, relying on the Office(s) of Institutional Research and Effectiveness to compile reports. While these offices serve as the repository of historical data and analytics for planning, much of these analyses are used for annual compliance reporting or accreditation rather than day-to-day decision support. Consequently, interventions for a struggling learner or a struggling program may come late or not at all.

In short, SUBR's current data ecosystem is under-utilized for proactive learner success management. Additionally, the lack of automated workflows and modern analytics means some processes such as degree audits, early alerts, predicting course demand are not as efficient or insight-rich as they could be. A comprehensive, integrated data approach is needed to inform timely actions at both macro (institution-wide policy) and micro (individual learner support) levels. These realities demand urgent capacity building at SUBR for it to remain for generations to come. By increasing 1) learner success and career readiness; 2) building capacity in faculty, staff, and students; 3) enhancing operational efficiencies; 4) advancing the data governance infrastructure to drive effectiveness and innovation, to the extent that these four areas become a part of the framework for the university, SUBR can be a model of sustainable excellence.

In summary, Southern University's institutional needs can be distilled into three areas: (1) improve learner success outcomes with an emphasis on progression, (2) stabilize and grow enrollment through strategic recruitment, improved retention and progression, and (3) modernize data infrastructure and practices to enable proactive, informed leadership at all levels. These needs align closely with the Louisiana Board of Regents' Master Plan priorities, calling for increased graduates by 2030 and emphasizes improving college success and closing achievement gaps as key strategies. SUBR's challenges are significant but addressable with a focused capacity-building effort that leverages data as a strategic asset.

Past Capacity-Building Efforts and Assets to Leverage

Southern University and A&M College (SUBR) is not starting from scratch in its quest to improve, several initiatives in recent years have laid groundwork that this project will build upon. First, SUBR has made technological investments in enterprise systems and tools aimed at learner success. The university uses Ellucian Banner as its enterprise resource planning (ERP) system for student, academic, and financial data. In 2019, SUBR upgraded to Banner 9, providing a more modern platform and APIs for integration. However, many advanced features remain untapped as we are in the process of finally turning off Banner 8 this October 2025. This grant will capitalize on Banner's capabilities for automating workflows and degree analytics with targeted consulting and training. Additionally, SUBR adopted EAB's Navigate 360 as a learner success CRM. The Navigate360 platform connects administrators, faculty, and learners to coordinate advising, track progress, and send early alerts. SUBR has launched a learner mobile app for Navigate360, making it easier for learners to view schedules, get reminders, and connect with advisors. While Navigate360 is in place, usage by faculty/staff could be wider. This project will drive full utilization to support early interventions. Similarly, SUBR implemented IntelliBoard as a learning analytics and compliance add-on to Canvas. IntelliBoard provide an opportunity for College Deans and Department Chairpersons to retain learners and increase engagement in the learning environment. These tools, Banner, Navigate360, LMS analytics, form a solid technological foundation. The capacity gap was not having them but rather connecting and using them strategically. This project explicitly focuses on integrating these systems, both technically and in practice, to enable data-driven leadership. In short, SUBR's prior investments in Ellucian, EAB, and IntelliBoard provide a strong base on which to build a unified data ecosystem for learner success.

Another significant effort has been the creation of councils, task forces, and plans around innovation. Notably, SUBR's leadership convened an Artificial Intelligence (AI) Advisory Council in 2025 to explore how emerging AI tools can enhance learning and operations. While the AI Advisory Council was exploratory, it signaled SUBR's recognition of the digital transformation happening in higher education and the need to be proactive, especially

after the Big Beautiful Bill was passed. Within this funding request, SUBR proposes the establishment of the Center for Applied AI and Institutional Innovation (CAAI²) as a transformative anchor for institutional capacity building, workforce readiness, research and academics, and strategic data leadership. CAAI² combines AI and Lean Six Sigma to drive academic success, efficiency, and research. CAAI² is structured around three strategic pillars: 1) Applied AI for Institutional Effectiveness, 2) AI for Academic and Workforce Futures, and 3) AI-Driven Research, Governance & Innovation. These three pillars are unified by a commitment to data-driven, scalable, and learner-powered transformation. With learners serving as trained process analysts and AI associates, CAAI² positions SUBR as a national HBCU model for sustainable digital innovation and institutional research and effectiveness. The proposed center will channel this momentum by actually implementing select AI-driven solutions, like automated analytics dashboard and an AI-powered chatbot for student support services in partnership with industry experts. The AI Advisory Council helped increase awareness and understanding of AI among both faculty and administrators, which improves readiness for this capacity grant's more concrete actions.

SUBR has also pursued academic quality and student support initiatives that align with our goals. Through Title III (federal HBCU support) funding, SUBR established a "Center for Student Success" and implemented programs like intrusive advising, mentorship, coaching, and a summer bridge for incoming students called Jaguar Success Academy. These efforts have shown promise. Participants in the summer bridge program had higher first-semester GPAs and retention than non-participants. However, they have been limited in scale. Additionally, SUBR's faculty have engaged in professional development around teaching and online course design. The university embraced Quality Matters (QM) standards when expanding online education, committing to rigorous course design benchmarks. A limited number of the approximately 350 full-time faculty have been trained in QM's Applying the Quality Matters Rubric (APPQMR) workshop, and SUBR maintains a QM campus membership and peer review process for online courses. This demonstrates an institutional dedication to instructional quality, which the proposed project will amplify by training more faculty and officially certifying courses and online programs to QM standards.

Moreover, SUBR joined the Association of College and University Educators (ACUE) initiative through a statewide consortium in 2021, nominating an initial cohort of faculty for ACUE's Effective Teaching Practices certification. Though limited by state funding, ACUE-trained faculty reported improved teaching and engagement. This grant will allow SUBR to scale up faculty development, leveraging ACUE's proven program. Studies at the University of Southern Mississippi showed that first-year courses taught by ACUE-certified faculty had 6.4 percentage points higher pass rates and 5.3 points lower DFW rates. These past efforts in faculty development and learner support are assets to expand. Current infrastructure through our Institute for Teaching and Learning Excellence [ITLE] and the Office of eLearning, also known as SU Online, exists to support training. What is needed are resources and coordination to extend these programs campus-wide.

Organizationally, SUBR has strengths that bolster its capacity for leveraging this project to inspire positive transformative changes. Leadership commitment is high, as our system's President has made student success and data-informed innovation top priorities. The SUS's strategic planning office has developed an "Accountability Scorecard" system to track key performance indicators yearly, instilling a habit of assessment. SUBR Office(s) of Institutional Research and Effectiveness are capable units for providing data analytics to support planning, resource allocation, assessment, and decision-making at both macro and micro levels. Our staff and data analysts will be integral to the project, and they have demonstrated experience with the data systems and compliance reporting requirements.

Additionally, SUBR benefits from system-level support. As part of the SUS, cross-campus collaboration will be leveraged. SUS's Board of Supervisors and the Louisiana Board of Regents are closely watching and encouraging improvements in outcomes, providing an external impetus. SUBR's strategic plan alignment is explicitly aligned to the Board of Regents' Louisiana Master Plan for Higher Education and the state's Outcomes-Based Funding formula. This alignment means that improvements in retention, progression, completion, and other metrics not only fulfill SUBR's mission but also translate into tangible funding and recognition, a strong incentive structure for sustainability.

Lastly, SUBR has forged external partnerships that will be leveraged. Currently we are working with Ultimate Consulting IT, LLC, an experienced higher-ed IT consulting firm, to optimize ERP and identity systems. Ultimate Consulting has provided Banner support and custom solutions, but under this grant, their expertise will help SUBR maximize Banner by developing automated workflows and fully utilizing modules with the intent to integrate data across platforms. SUBR is also exploring partnerships through the State with K16 Solutions, a firm specializing in data integration and archiving for learning systems. K16 is known for its Scaffold platform with the capability to streamline data from our LMS, SIS, CRM, ERP in a data warehouse. SUBR is exploring additional partnerships with organizations like AAC&U, AASCU, and NISS. These networks provide access to resources and experts in learner success that the project can consult, which accelerates institutional transformation in our learner success efforts. In conclusion, SUBR comes into this grant proposal with a clear understanding of its challenges and a foundation of prior and assets. Modern, but underutilized,

enterprise systems in place, initial pilots in advising and teaching innovation have proved effective by limited, dedicated staff in institutional research and effectiveness and student support roles, and strong leadership backing. The institution is ready to capitalize on these strengths. TMCF's investment will link technology, people, and processes to elevate performance. The commitment to change is evident at all levels, from the Offices of the President and Chancellor to front-line faculty and staff who have shown eagerness for tools like Navigate360 and professional development when given the opportunity.

Project Narrative and Timeline:

Project Overview

This two-year initiative aims to enhance institutional capacity through strategic data use, supporting learner success and operational excellence. The project addresses three focus areas: 1) Enrollment, 2) Learner Success, and 3) Digital Infrastructure through four overarching goals. The activities are described below.

Goal 1: Integrate and Enhance Data Systems for Strategic Decision-Making

Rationale: SUBR needs a unified data infrastructure for timely, informed decisions. Current systems (Banner SIS, Canvas LMS, Navigate CRM) are siloed. This goal lays the digital foundation.

Objective: Launch interactive dashboards and governance structures

· **Activity:** Build a centralized Data Warehouse and Analytics Platform by Year 1 using Power BI.

Outcome: Five dashboards launched, for at-risk learner tracking, retention, persistence and progression, DFW Rates, 50+ users by Year 2.

· **Activity:** Integrate early alert analytics into EAB Navigate by Year 1.

Outcome: 100% of first-time freshmen monitored; 65% of flagged students receive interventions.

· **Activity:** Automate three administrative processes for enrollment management, learner records, and human resources in Banner Workflow.

Outcome: Featured user usage increases from 40% to 60%.

· **Activity:** Launch a Data Governance Committee to create standards, policies and a framework.

Outcome: Data Governance Framework and/or Handbook published; 60% of staff trained in compliance by Year 2.

Goal 2: Improve Learner Success and Academic Readiness through Data-Informed Interventions

Rationale: Learner retention, persistence, progression, and gateway course completion are essential to improving performance metrics. Improved data systems enable targeted interventions and wraparound support.

Objective: Increase student academic performance utilizing existing learner success platforms, such as EAB NAVigate360, and student interventions (reading diagnostic assessments, peer tutoring, supplemental instructors, UC Ambassador Leadership and Coaching)

· **Activity:** Redesign the First-Year Learner Experience "College Success" courses with instructional designers and ACUE-certified by Year 1.

Outcome: Retention increases from 64% to 67%; Fall-to-Spring retention exceeds 85%; Progression increases from 13% to 18%.

· **Activity:** Launch Gateway Course Success Initiative, including the McGraw-Hill Accelerate 3000 Literacy Program to assess academic readiness

Outcome: DFW rates decrease by 3-5% annually, with larger improvements for lower social and economic students.

· **Activity:** Expand academic support using data to target outreach.

Outcome: 200 students tutored/mentored each semester; average GPA gain of 0.5 points.

· **Activity:** At risk interventions (tutoring, supplemental instruction, coaching, structured academic planning sessions)

- **Outcome:** Raise 4-year graduation rate to 12% and 6-year graduation rate to 32% by 2027.

Goal 3: Increase Enrollment and Access Through Data-Driven Outreach and Retention

Rationale: Achieving SUBR's enrollment and financial targets requires expanding learner access and supporting progression beyond the first year.

Objective: Increase efficiencies with enrollment management, inclusive of financial aid, quality of course offerings.

- **Activity:** Deploy predictive analytics to optimize enrollment management and early detection of at-risk learners.

Outcome: 3-5% increase in first-time freshmen by Fall 2026; 5-point boost in application-to-enrollment conversion.

- **Activity:** Expand dual enrollment and SU Online ACUE and QM-certified course offerings.

Outcome: Dual enrollment grows 3-5%; online enrollment increases 3-5%.

- **Activity:** Improve progression at thirty and sixty earned credit hours and re-enroll stop-outs.

Outcome: Progression improves by 3-5%; 50 stop-outs re-engaged.

- **Activity:** Integrate financial aid and academic analytics to mitigate attrition.

Outcome: 3-5% reduction in "financial dropouts."

Goal 4: Strengthen Data Leadership, Culture, and Skills

Rationale: Sustainable transformation requires faculty and staff capacity, not just systems. This goal embeds a culture of data-informed action and continuous improvement across all divisions.

Objective: Strengthen faculty qualifications to deliver innovative andragogy and assessment of student learning and immerse all employees in a "Just Be Nice" customer service campaign, all towards continuous improvement.

- **Activity:** Train 100+ faculty through ACUE and QM by Year 2.

Outcome: Courses show improved learner outcomes; teaching ratings improve 0.5 points.

- **Activity:** Train 50+ staff and leaders in analytics.

Outcome: 70% report increased confidence; at least one unit-level change documented per participant.

- **Activity:** Improve course quality through ACUE and QM reviews.

Outcome: 15 courses meet QM standards; 25% of the faculty are ACUE-certified.

- **Activity:** Institutionalize "data-to-action" forums for a culture of continuous improvement

Outcome: 3+ policy changes enacted based on data review.

- **Activity:** Deliver customer service training to 500+ employees

Outcome: A friendlier learning environment with a direct impact on student success

Alignment with TMCF and Strategic Priorities

This project aligns with TMCF's goals of improved learner outcomes, enhanced institutional effectiveness, and increased long-term capacity. It also supports Louisiana's 60% credential attainment goal and SREB's pillars. Faculty development, data infrastructure, and high-impact retention and progression efforts will be sustained post-grant via reallocated resources, increased tuition revenue, and targeted fundraising.

Project Timeline & Milestones

Year 1

- **Q1:** Hire project manager; launch Data Governance Committee; begin vendor contracts; initiate data warehouse build.
- **Q2:** Launch initial dashboards; pilot early alert system; faculty Cohort 1 begins ACUE; deploy CRM-driven recruitment.
- **Q3:** Release dashboards; assign success coaches; implement data policies; automate Banner processes.
- **Q4:** Evaluate retention and progression outcomes; hold Jaguar Success Academy; complete ACUE Cohort 1; assess progress.

Year 2

- **Q5:** Expand dashboards; ACUE Cohort 2 begins; review recruitment data; launch second year experience support.
- **Q6:** Address bottlenecks; host training by AAC&U; integrate AI analytics; share mid-project outcomes.
- **Q7:** Review retention data; finalize policies; draft sustainability plan.
- **Q8:** Final evaluation; institutionalize programs; hand-off system maintenance; hold symposium.

Existing Programs and Activities to be Leveraged towards fulfilling the goals and objectives of this capacity building investment include the

1. Jaguar Success Academy (JSA), a non-residential summer bridge program for pre-college students with unfinished learning from secondary school. JSA is supported by external partners. The redesigned gateway courses supported by this project will help with strengthening the academic knowledge base of SUBR students.
2. The University College Center for Student Success Programs and Activities, such as the Student Engagement and Retention Initiatives (First and Second Year Experience, Tutoring Center in part, Academic Advisor/Coaches) are supported by the Title III activity, "University College."
3. The Institute for Teaching and Learning Excellence professional development programs and activities are partially supported by the Title III activity, "Strengthening the Academic Infrastructure."

Sustainability Plan:

Ensuring the long-term sustainability of improvements is a core principle of this project. Southern University is fully committed to maintaining and building upon the outcomes achieved by 2027 so that the progress continues well beyond the grant period. This sustainability plan addresses how each major component will be sustained, identifying specific strategies and demonstrating leadership's commitment to embed successful elements into permanent operations. We break this plan into several dimensions: 1) financial sustainability; 2) programmatic sustainability; 3) infrastructure capacity, and cultural sustainability.

Financial Sustainability and Resource Diversification

A primary concern is how SUBR will fund ongoing costs after grant funds end. Our university will develop a multi-pronged strategy, including increased tuition revenue from enrollment stabilization and/or growth. A virtuous cycle is expected, where, by Year 2, meeting our enrollment and retention targets will lead to an increase in tuition and fee revenue. For example, a 10% increase in freshman enrollment and a 5% higher retention of continuing students could translate to several hundred additional students paying tuition in 2026-2027. These new revenues will be earmarked in part to sustain project initiatives. Specifically, SUBR's has modeled that improved retention is financially impactful: retaining an additional 50 freshmen into sophomore year and beyond can bring in over \$500,000 in tuition in aggregate (assuming ~\$10k per student annually). Thus, the project will "pay for itself" over time by improving learner success. The Administration will explore any portion of net new tuition revenue resulting from increased enrollment or retention will be allocated to sustaining learner success staffing and tools as a reinvestment loop.

Reallocation and Institutionalization into Base Budget:

SUBR's leadership is prepared to explore how we can absorb key positions into the regular operating budget post-grant. Positions like the Project Manager and successful new advisor or analyst roles will be proposed for inclusion in the FY2028-29 budget. This commitment is buoyed by the fact that SUBR's strategic plan calls for enhancing institutional effectiveness staffing. Historically, SU has sustained grant-funded initiatives through Title III or state funds when evidence supports their value.

State and Federal Grants & Designated Funds:

We will leverage other funding sources to continue elements of the project, including Title III (U.S. Department of Education – HBCU funds), which Southern receives annually for capacity strengthening. The Title III plan can be amended to include support for data analytics infrastructure and learner success programs. In fact, Title III often funds activities improving retention and academic quality at HBCUs, so this is a natural fit. By demonstrating success by 2027, we will make a strong case in our Title III continuation application to assume those costs.

Louisiana Board of Regents Support:

The state has an outcomes-based funding formula and also targeted initiatives to strengthen Louisiana's post-secondary institutions. If we show clear improvement in outcomes, SUBR could benefit from performance funding increases or apply for state grants. We will actively pursue such opportunities, highlighting how our TMCF-funded project laid the groundwork. Additionally, improved outcomes will reflect in the outcomes-based formula, potentially yielding additional state funds that can be channeled to sustain our success efforts.

Federal and Foundation Grants:

We will seek new grants to extend work – for instance, an NSF grant for education innovation (to continue work on AI/data science education in the curriculum) or U.S. Department of Education Title III-Part F or PBI (Predominantly Black Institutions) grants focusing on learner success. Leveraging TMCF funding to build capacity, SUBR will be more competitive for such grants. Our Office of Research and Sponsored Programs will start identifying calls in Year 2. We will emphasize continuity – e.g., a grant to expand our data analytics center into a regional hub for HBCU data leadership could attract funder interest.

Internal Reallocation:

SUBR will examine areas of cost savings or lower priority that can be trimmed to sustain this project's core aspects. For example, if certain legacy software or redundant processes can be phased out due to our new integrated system (saving licensing or labor costs), those funds can be reallocated. The improved efficiency from automation may allow us to redirect staff time and dollars. Also, as part of the budgeting process, each division will be asked to support learner success. Academic Affairs will commit adjunct salary funds to ensure supplemental instruction continues, and allocate activity funds to keep the early-alert program going, etc. This shared responsibility model is being cultivated through the Data Leadership culture.

Private Partnerships and Philanthropy:

We will engage the Southern University System Foundation and corporate partners for support. The project's success stories will be used in fundraising campaigns.

Dates & Financials

Start and end dates must be within November 2025 and November 2027. The entire project should take place over a 2 Year period. PLEASE NOTE: Second year funding will be contingent upon submitting timely and accurate Grant Reports.

Start Date:	11/1/2025
End Date:	11/30/2027
Grant Amount Requested (Max \$2,000,000)	\$0.00

Grant Budget Tracker Instructions

- Purpose: Show how requested funds will be used ~~re-----~~ to drive outcomes.

- Indirect costs are capped at 15%
- Include a 100-word narrative (in the "Grantee Comments" section) per category explaining:
 - Why is it needed
 - How was the amount calculated
 - How it ties directly to your project outcomes
- If, after completing the Grant Budget Tracker below, you would like to submit a more detailed budget, please upload your budget in the "Grant Documents" section below and select "Application Budget Upload" as the file type.
- Please review budget category examples below.

Personnel & Staffing

Project Manager/Director, Capacity Building Team Lead, Faculty/Instructor Stipends, Academic Advisors, Student Success Coaches, Institutional Researchers, Data Analysts, Administrative Support, IT Support Staff, Grant Compliance Coordinator, Professional Development Coordinator, Communications/Marketing Staff

Fringe Benefits

Health Insurance, Retirement Contributions, Payroll Taxes, Other Institutional Benefit Rates

Consulting & Professional Services

External Evaluators, Strategic Planning Consultants, Faculty Development Trainers, Research/Assessment Consultants, Career Services Consultants, Institutional Effectiveness Consultants

Technology & Digital Infrastructure

Customer Relationship Management (CRM) Systems, Learning Management Systems Enhancements, Predictive Analytics Platforms, Early Alert Systems, Data Warehousing Tools, Chatbots and AI Tools for Student Support, Cybersecurity Upgrades, Network Infrastructure Enhancements, Software Licenses and Subscriptions

Equipment & Capital Investments

Research Lab Equipment, Classroom Technology, Laptops/Tablets for Staff or Students, Server Upgrades, Wi-Fi Infrastructure Expansion, Office Furniture for Project Staff

Supplies & Materials

Office Supplies, Curriculum Materials, Professional Books and Publications, Printing and Copying Costs, Marketing and Outreach Materials

Travel & Lodging

Site Visits to Peer Institutions, Attendance at Capacity Building Conferences, Travel for Consultants or Coaches, In-State or Regional Training Events, Lodging and Per Diem

Training & Professional Development

Faculty Development Workshops, Staff Certification Programs, Leadership Institutes, Online Courses or Learning Modules, Conferences and Webinars, Training Subscriptions

Student Engagement & Retention Initiatives

Orientation Programming, Summer Bridge Programs, Peer Mentoring Initiatives, Mental Health & Wellness Services, Student Leadership Development, Stipends for Student Ambassadors or Peer Tutors, Events for Parents and Families, Co-curricular Learning Tools

Assessment & Evaluation

Surveys and Data Collection Tools, Institutional Research Support, External Program Evaluation Services, Reporting Software or Dashboards

Marketing & Communications

Campaign Development, Digital Advertising, Graphic Design Services, Website Updates, Community Outreach Materials

Indirect Costs (Capped at 15%)

Institutional Overhead, Facilities and Utilities, Administrative Support – must be justified if seeking above the cap

Other Direct Costs

Honoraria for Guest Lecturers, Community Partnership Stipends, Recruitment and Hiring Costs for Project Staff, Insurance and Legal Fees, Food & Refreshment, Programmatic Events

▼ Documents

Required minimum of 2 Letters of Support

Purpose: Demonstrate leadership and board-level commitment.

Instructions - Include letters signed by:

- The Institution's President/Chancellor
- Chair of the Board of Trustees

Strongly Recommended

Include additional letters from:

- Key Academic or Administrative Leaders
- External Partners (e.g., Corporations, Community Organizations)

Letters must affirm:

- Understanding and endorsement of the project goals
- Commitment to removing internal barriers for project success
- Willingness to sustain efforts after the grant period

GRANT DOCUMENTS

Final_Faculty Senate Letter_TMCF Proposal.pdf

Letters of Support 4 (Optional) | SUBR Faculty Senate

Added by Luria Young at 1:51 PM on August 4, 2025

SUBR_SGALetter.pdf

Letters of Support 3 (Optional)

Added by Luria Young at 1:51 PM on August 4, 2025

SUBRChancellor_VCAALetter_TMCFGrant.pdf

Letters of Support 1 (President)

Added by Luria Young at 1:50 PM on August 4, 2025

TMCF_SUBR_BoSResolution.pdf

Letters of Support 2 (Board)

Added by Luria Young at 1:50 PM on August 4, 2025

Board and System Administration

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Board and System Administration

	Original Approved Budget	BA-7 Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26	Favorable/(Unfavorable) Est. Fiscal Year Totals
Means of Financing:							
State General Fund Direct	\$ 4,065,380			\$ 4,065,380	\$ 2,540,862	\$ 4,065,380	\$ -
Due From Board							
Statutory Dedications							
Federal Funds							
Interagency Transfers							
SGR Excess Authority							
Self - Generated Revenues							
TOTAL	\$ 4,065,380	\$ -	\$ -	\$ 4,065,380	\$ 2,540,862	\$ 4,065,380	\$ -
Functional Expenditures:							
Instruction							
Research							
Public Service							
Academic Support	121,600			121,600	62,754	121,600	
Total Academic Areas	121,600			121,600	62,754	121,600	
Student Services							
Institutional Support	3,879,525			3,879,525	1,361,034	3,879,525	
Scholarships & Fellowships							
Total Student Support	3,879,525			3,879,525	1,361,034	3,879,525	
Library							
Plant Operations/Maintenance							
Total OP & M							
Debt Service							
Interagency Transfers	64,255			64,255		64,255	
Revenue/Expenditures							
Other and Unallotted							
Total Expenditures By Function	\$ 4,065,380	\$ -	\$ -	\$ 4,065,380	\$ 1,423,788	\$ 4,065,380	\$ -
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 1,117,074	\$ -	\$ -
Object Expenditures:							
Regular Salaries	1,897,962			1,897,962	967,159	1,897,962	
Other Compensation	52,000			52,000	25,998	52,000	
Related Benefits	681,429			681,429	271,621	681,429	
Total Personal Services	2,631,391			2,631,391	1,264,779	2,631,391	
Travel	260,000			260,000	47,523	260,000	
Operating Services	301,700			301,700	74,728	301,700	
Supplies	113,000			113,000	32,275	113,000	
Professional Services	127,000			127,000	1,050	127,000	
Other Charges	566,789			566,789	-	566,789	
Capital Outlay	65,500			65,500	3,433	65,500	
Library Acquisitions							
Other & Transfers							
Unallotted							
Total Expenditures By Object	\$ 4,065,380	\$ -	\$ -	\$ 4,065,380	\$ 1,423,788	\$ 4,065,380	\$ -
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 1,117,074	\$ -	\$ -

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Board and System Administration

Self-Generated Revenue by Enrollment								
	Prior Year Actual FTEs	Tuition and Fee Collections	Collections per FTEs	Increase/(Decrease) FTE (est.)	Potential Increase/(Decrease) Revenue	Total SGR Revenue (est.)		
Full-Time Equivalent Students	-	-	-	-	-	-		
Self-Generated Revenue Certification								
Self-Generated Revenue:								
	Original Approved Budget	BA-7's Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26		
Total Current Yr. Unrest. Rev.	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Actual Cash Collections								
Receivables (days past due):								
0 to 30								
31 to 60								
61 to 90								
90+								
Prior Yr. Rev. used in Cur. Yr.	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Cash Balance								
Actual as July 1st			Actual as of Qtr. Ended		Projected Year Ended			
Unrestricted	\$ 1,552,212			\$ 1,069,438	\$ 1,629,823			
Restricted	-			-	-			
TOTAL	\$ 1,552,212			\$ 1,069,438	\$ 1,629,823			
Current Year Cash Increase/(Decrease)			\$ (482,774)		\$ 77,611			
<i>I hereby certify that the above information is true and correct to the best of my knowledge.</i>								
<u>Flandus McClinton, Jr.</u>								
<small>Flandus McClinton, Jr. (Jan 20, 2026 17:15:39 CST)</small>								
<u>Flandus McClinton, Vice President for Finance</u>			<i>Date</i>					
<u>Orlando McMeans</u>								
<small>Orlando McMeans (Jan 20, 2026 08:49:46 CST)</small>								
<u>Dr. Orlando F. McMeans, Interim President</u>			<i>Date</i>					

Baton Rouge Campus

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Baton Rouge Campus

	Original Approved Budget	BA-7 Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 06/30/26	Favorable/(Unfavorable) Est. Fiscal Year Totals
Means of Financing:							
State General Fund Direct	\$ 25,730,701		\$ -	\$ 25,730,701	\$ 12,865,352	\$ 25,730,701	\$ -
Due From Board							
Statutory Dedications	1,847,009		-	1,847,009	630,581	1,847,009	-
Federal Funds	-			-	-	-	-
Interagency Transfers	4,476,791			4,476,791	1,863,874	4,476,791	-
SGR Excess Authority	-			-	-	-	-
Self - Generated Revenues	73,543,866	-	-	73,543,866	69,524,534	75,044,016	1,500,150
TOTAL	\$ 105,598,367	\$ -	\$ -	\$ 105,598,367	\$ 84,884,341	\$ 107,098,517	\$ 1,500,150
Functional Expenditures:							
Instruction	40,100,497			40,100,497	22,476,073	40,670,172	(569,675)
Research	384,123			384,123	215,299	389,580	(5,457)
Public Service	758,263			758,263	425,002	769,035	(10,772)
Academic Support	11,905,845		-	11,905,845	6,673,150	12,074,985	(169,140)
Total Academic Areas	53,148,728	-	-	53,148,728	29,789,524	53,903,772	(755,044)
Student Services	4,714,896			4,714,896	2,642,669	4,781,876	(66,980)
Institutional Support	15,229,924			15,229,924	8,536,276	15,446,283	(216,359)
Scholarships & Fellowships	15,009,526		-	15,009,526	8,412,744	15,222,754	(213,228)
Total Student Support	34,954,346	-	-	34,954,346	19,591,689	35,450,913	(496,567)
Library					-	-	-
Plant Operations/Maintenance	12,504,649			12,504,649	7,008,776	12,682,290	(177,641)
Total OP & M	12,504,649	-	-	12,504,649	7,008,776	12,682,290	(177,641)
Debt Service					-	-	-
Interagency Transfers	4,990,644			4,990,644	2,797,224	5,061,542	(70,898)
Revenue/Expenditures					-	-	-
Other and Unallotted					-	-	-
Total Expenditures By Function	\$ 105,598,367	\$ -	\$ -	\$ 105,598,367	\$ 59,187,213	\$ 107,098,517	\$ (1,500,150)
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ 25,697,128	\$ -	\$ -	\$ (0)
Object Expenditures:							
Regular Salaries	50,211,313			50,211,313	27,110,387	50,507,882	(296,569)
Other Compensation	201,377			201,377	154,387	201,377	-
Related Benefits	20,288,885			20,288,885	10,038,272	20,387,741	(98,856)
Total Personal Services	70,701,575	-	-	70,701,575	37,303,046	71,097,000	(395,425)
Travel	337,570			337,570	115,630	337,570	-
Operating Services	8,341,651		-	8,341,651	5,263,892	8,341,651	-
Supplies	835,411			835,411	430,406	1,014,003	(178,592)
Professional Services	1,101,480			1,101,480	74,175	1,101,480	-
Other Charges	19,028,355		-	19,028,355	15,882,661	19,954,488	(926,133)
Capital Outlay	124,032			124,032	-	124,032	-
Library Acquisitions	137,649			137,649	117,403	137,649	-
Other & Transfers	4,990,644			4,990,644	-	4,990,644	-
Unallotted	-			-	-	-	-
Total Expenditures By Object	\$ 105,598,367	\$ -	\$ -	\$ 105,598,367	\$ 59,187,213	\$ 107,098,517	\$ (1,500,150)
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ 25,697,128	\$ -	\$ -	\$ (0)

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Baton Rouge Campus

Self-Generated Revenue by Enrollment

	Prior Year Actual FTEs	Tuition and Fee Collections	Collections per FTEs	Increase/(Decrease) FTE (est.)	Potential Increase/(Decrease) Revenue	Total SGR Revenue (est.)
Full-Time Equivalent Students	14,968	\$ 73,543,866	4,913	-	\$ -	\$ 73,543,866

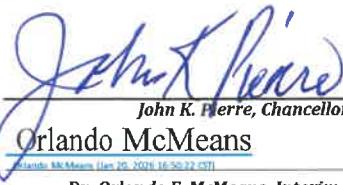
Self-Generated Revenue Certification

Self-Generated Revenue:

Original Approved Budget	BA-7's Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26
Total Current Yr. Unrest. Rev.	\$ -	\$ -	\$ -	\$ 69,524,534	\$ 75,044,016
Actual Cash Collections				44,116,125	75,044,016
Receivables (days past due):				25,408,409	-
0 to 30				24,115,790	
31 to 60				10,579	
61 to 90				49,616	
90+				1,232,423	
Prior Yr. Rev. used in Cur. Yr.	\$ -	\$ -	\$ -	\$ -	\$ -

Cash Balance	Actual as of July 1st	Actual as of Qtr. Ended	Projected Year Ended
Unrestricted	\$ 2,973,176	\$ 6,639,254	\$ 3,256,000
Restricted	2,134,208	2,906,007	2,753,000
TOTAL	\$ 5,107,384	\$ 9,545,261	\$ 6,009,000
	Curr ent Year Cash Increase/(Decrease)	\$ 4,437,876	\$ 901,616

I hereby certify that the above information is true and correct to the best of my knowledge.


John K. Pierre, Chancellor
Orlando McMeans
Orlando McMeans (Jan 10, 2024) 16:50:22 (CT)

Dr. Orlando F. McMeans, Interim President

Date

Higher Education
Restricted/Auxiliary Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Baton Rouge Campus

	Original Approved Budget	Current Revenues	Projected Additional Revenues	Total Projected Revenues	Current Expenses	Projected Additional Expenses	Total Projected Expenses	Current Estimated Total Balance***
Athletics	\$ 12,890,391	\$ 5,812,743	\$ 8,370,296	\$ 14,183,040	\$ 8,298,793	\$ 6,874,867	\$ 15,173,660	\$ (990,621)
Contracted Services*		-	-	-	-	-	-	-
Dining Services**	1,189,000	380,780.01	997,942.43	1,378,722	525,907.02	458,427.06	984,334.08	394,388
Student Housing**	8,584,832	8,453,960.18	390,172.66	8,844,133	4,843,395.11	3,134,232.00	7,977,627.11	866,506
Bookstore and Campus Shops**	250,000	212,357.89	37,642.11	250,000	26,502.34	68,298.16	94,800.50	155,200
Student Center/Union	910,855	633,600.20	180,551.58	814,152	373,720.98	440,430.93	814,151.91	(0)
Student Health Center	2,572,000	1,957,613.00	322,015.88	2,279,629	1,018,588.17	915,846.24	1,934,434.41	345,194
Vending	130,000	34,498.53	94,855.47	129,354	61,698.22	67,655.61	129,353.83	0
Card Services / Card ID	269,790	203,188	-	203,188	102,799	-	102,798.77	100,389
Recreation / Wellness	-	-	-	-	-	-	-	-
Print Shop	-	-	-	-	-	-	-	-
Intramural Athletics	806,437	593,801.38	116,432.41	710,234	305,294.78	402,312.39	707,607.17	2,627
Other Club Organizations	4,334,109	3,508,286	-	3,508,286	2,309,951	-	2,309,950.82	1,198,335
Power Plant/Utilities/Etc.	-	-	-	-	-	-	-	-
Other (Explain)	4,340,876	4,814,340	220,932	5,035,272	1,123,850	179,530	1,303,380	3,731,892
Total (excluding Athletics)	\$ 23,387,899	\$ 20,792,425	\$ 2,360,545	\$ 23,152,969	\$ 10,691,706	\$ 5,666,732	\$ 16,358,438	
Grand Total	\$ 36,278,290	\$ 26,605,168	\$ 10,730,841	\$ 37,336,009	\$ 18,990,500	\$ 12,541,599	\$ 31,532,099	

*Check those included (insert rows above to provide detail costs):

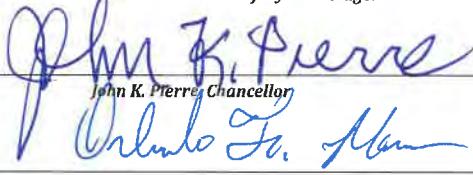
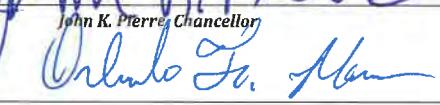
Dining Services
 Student Housing
 Bookstore & Campus Shops
 Other (Explain)

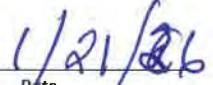
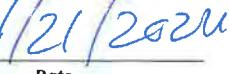
**Please explain additional costs if the services are contractual.

Dining Services:
 Student Housing:
 Bookstore and Campus Shops

***If the Current Estimated Total Balance is negative, please provide an explanation and the institution's next steps.

I certify that the information in this Auxiliary Financial Report is true and correct to the best of my knowledge.


 John K. Pierre, Chancellor

 Orlando K. McMeans


 Date

 Date

Law Center

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Law Center

	Original Approved Budget	BA-7 Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26	Favorable/(Unfavorable) Est. Fiscal Year Totals
Means of Financing:							
State General Fund Direct	\$ 7,472,825			\$ 7,472,825	\$ 3,736,414	\$ 7,472,825	\$ -
Due From Board							
Statutory Dedications	199,674			199,674	66,708	199,674	-
Federal Funds							
Interagency Transfers							
SGR Excess Authority							
Self - Generated Revenues	17,580,329	-	-	17,580,329	17,215,579	18,489,179	908,850
TOTAL	\$ 25,252,828	\$ -	\$ -	\$ 25,252,828	\$ 21,018,701	\$ 26,161,678	\$ 908,850
Functional Expenditures:							
Instruction	8,180,092			8,180,092	3,036,639	8,344,937	(164,845)
Research							
Public Service	197,610			197,610	3,813	197,610	-
Academic Support	2,244,280			2,244,280	2,057,388	2,436,599	(192,319)
Total Academic Areas	10,621,982	-	-	10,621,982	5,097,841	10,979,146	(357,164)
Student Services	3,311,477			3,311,477	1,906,194	3,311,477	-
Institutional Support	8,287,495	-		8,287,495	3,484,555	8,839,181	(551,686)
Scholarships & Fellowships	1,600,000			1,600,000	745,411	1,600,000	-
Total Student Support	13,198,972	-	-	13,198,972	6,136,160	13,750,658	(551,686)
Library							
Plant Operations/Maintenance	1,125,237			1,125,237	-	1,125,237	-
Total OP & M	1,125,237	-	-	1,125,237	-	1,125,237	-
Debt Service							
Interagency Transfers	306,637			306,637	-	306,637	-
Revenue/Expenditures							
Other and Unallotted							
Total Expenditures By Function	\$ 25,252,828	\$ -	\$ -	\$ 25,252,828	\$ 11,234,001	\$ 26,161,678	\$ (908,850)
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 9,784,700	\$ -	\$ -
Object Expenditures:							
Regular Salaries	13,498,499			13,498,499	6,856,506	13,498,499	-
Other Compensation							
Related Benefits	4,764,583			4,764,583	1,974,150	4,764,583	-
Total Personal Services	18,263,082	-	-	18,263,082	8,830,656	18,263,082	-
Travel	400,000			400,000	162,525	400,000	-
Operating Services	2,696,479	-		2,696,479	474,134	3,101,637	(405,158)
Supplies	257,165			257,165	121,770	257,165	-
Professional Services	500,000			500,000	153,613	664,845	(164,845)
Other Charges	2,494,465			2,494,465	1,069,850	2,494,465	-
Capital Outlay	325,000			325,000	4,987	181,528	143,472
Library Acquisitions	10,000			10,000	260,107	492,319	(482,319)
Other & Transfers	306,637			306,637	156,359	306,637	-
Unallotted							
Total Expenditures By Object	\$ 25,252,828	\$ -	\$ -	\$ 25,252,828	\$ 11,234,001	\$ 26,161,678	\$ (908,850)
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 9,784,700	\$ -	\$ -

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Law Center

Self-Generated Revenue by Enrollment						
	Prior Year Actual FTEs	Tuition and Fee Collections	Collections per FTEs	Increase/(Decrease) FTE (est.)	Potential Increase/(Decrease) Revenue	Total SGR Revenue (est.)
Full-Time Equivalent Students	1,618	\$ 18,474,952	11,418	-	\$ -	\$ 18,474,952
Self-Generated Revenue Certification						
Self-Generated Revenue:						
	Original Approved Budget	BA-7's Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26
Total Current Yr. Unrest. Rev.	\$ 17,580,329	\$ -	\$ -	\$ 17,580,329	\$ 17,215,579	\$ 18,489,179
Actual Cash Collections				9,852,547		18,489,179
Receivables (days past due):				7,363,033		-
0 to 30				7,305,385		
31 to 60				-		
61 to 90				-		
90+				57,648		
Prior Yr. Rev. used in Cur. Yr.	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Actual as July 1st						
Cash Balance				Actual as of Qtr. Ended	Projected Year Ended	
Unrestricted	\$ 2,862,398			\$ 2,221,764	\$ 2,862,398	
Restricted	5,198,740			3,842,679	3,198,740	
TOTAL	\$ 8,061,138			\$ 6,064,443	\$ 6,061,138	
Current Year Cash Increase/(Decrease)				\$ (1,996,695)	\$ (2,000,000)	
<i>I hereby certify that the above information is true and correct to the best of my knowledge.</i>						
<u>Orlando McMeans</u> Alvin Washington (Jan 20, 2026 12:41:17 CST) Date Orlando McMeans (Jan 20, 2026 08:37:39 CST) Date Dr. Orlando F. McMeans, Interim President Date						

New Orleans Campus

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University New Orleans Campus

	Original Approved Budget	BA-7 Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26	Favorable/(Unfavorable) Est. Fiscal Year Totals
Means of Financing:							
State General Fund Direct	\$ 12,616,982		\$ -	\$ 12,616,982	\$ 6,308,490	\$ 12,616,982	\$ -
Due From Board							
Statutory Dedications	572,798			572,798	376,018	572,798	
Federal Funds							
Interagency Transfers							
SGR Excess Authority							
Self - Generated Revenues	11,880,901			11,880,901	10,366,419	11,880,901	
TOTAL	\$ 25,070,681	\$ -	\$ -	\$ 25,070,681	\$ 17,050,927	\$ 25,070,681	\$ -
Functional Expenditures:							
Instruction	\$ 8,454,386	\$ -	\$ -	\$ 8,454,386	\$ 3,309,680	\$ 8,454,386	\$ -
Research							
Public Service					120,243	17,793	(17,793)
Academic Support	2,219,408	-	-	2,219,408	401,683	2,219,408	-
Total Academic Areas	10,673,794	-	-	10,673,794	3,831,606	10,691,587	(17,793)
Student Services	866,347	-	-	866,347	370,239	866,347	-
Institutional Support	7,655,199	-	-	7,655,199	2,949,213	7,628,091	27,108
Scholarships & Fellowships	350,000	-	-	350,000	565,001	350,000	-
Total Student Support	8,871,546	-	-	8,871,546	3,884,453	8,844,438	27,108
Library	-			-	-	-	-
Plant Operations/Maintenance	4,241,680	-	-	4,241,680	1,682,594	4,241,680	-
Total OP & M	4,241,680	-	-	4,241,680	1,682,594	4,241,680	-
Debt Service							
Interagency Transfers	1,283,661	-	-	1,283,661	550,705	1,283,661	-
Revenue/Expenditures					53,835	9,315	(9,315)
Other and Unallotted							
Total Expenditures By Function	\$ 25,070,681	\$ -	\$ -	\$ 25,070,681	\$ 10,003,193	\$ 25,070,681	\$ -
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 7,047,734	\$ -	\$ -
Object Expenditures:							
Regular Salaries	12,665,807			12,665,807	5,040,882	12,410,807	255,000
Other Compensation							
Related Benefits	4,672,403			4,672,403	1,868,761	4,447,403	225,000
Total Personal Services	17,338,210	-	-	17,338,210	6,909,643	16,858,210	480,000
Travel	30,000	-	-	30,000	5,031	30,000	-
Operating Services	4,544,799	-	-	4,544,799	1,913,866	4,377,291	167,508
Supplies	176,000	-	-	176,000	14,799	176,000	-
Professional Services	34,916	-	-	34,916	9,692	34,916	-
Other Charges	1,663,095	-	-	1,663,095	599,457	2,039,649	(376,554)
Capital Outlay	-			-	-	-	-
Library Acquisitions							
Other & Transfers	1,283,661	-	-	1,283,661	550,705	1,554,615	(270,954)
Unallotted	-			-	-	-	-
Total Expenditures By Object	\$ 25,070,681	\$ -	\$ -	\$ 25,070,681	\$ 10,003,193	\$ 25,070,681	\$ -
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 7,047,734	\$ -	\$ -

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University New Orleans Campus

Self-Generated Revenue by Enrollment							
	Prior Year Actual FTEs	Tuition and Fee Collections	Collections per FTEs	Increase/(Decrease) FTE (est.)	Potential Increase/(Decrease) Revenue	Total SGR Revenue (est.)	
Full-Time Equivalent Students	2,533	\$ 8,347,564	3,296	193	\$ 636,036	\$ 8,983,600	

Self-Generated Revenue Certification							
Self-Generated Revenue:							
	Original Approved Budget	BA-7's Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26	
Total Current Yr. Unrest. Rev.	\$ 11,880,901	\$ -	\$ 11,880,901	\$ 10,366,419	\$ 11,880,901		
Actual Cash Collections				5,941,564		11,880,901	
Receivables (days past due):				4,424,855		-	
0 to 30				3,952,893			
31 to 60				554			
61 to 90				9,961			
90+				461,448			
Prior Yr. Rev. used in Cur. Yr.	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

Cash Balance	Actual as of July 1st		Actual as of Qtr. Ended	Projected Year Ended
	Unrestricted	Restricted		
Unrestricted	\$ (1,699,796)		\$ 16,638	\$ 635,000
Restricted	517,525		648,952	750,000
TOTAL	\$ (1,182,271)		\$ 665,590	\$ 1,385,000
		Current Year Cash Increase/(Decrease)	\$ 1,847,861	\$ 2,567,271

I hereby certify that the above information is true and correct to the best of my knowledge.



Dr. Joseph Bouie, Jr., Chancellor
Orlando McMeans
Orlando McMeans (Jan 20, 2026 08:48:39 CST)

Dr. Orlando F. McMeans, Interim President
Orlando F. McMeans (Jan 20, 2026 08:48:39 CST)

Higher Education
Restricted/Auxiliary Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University New Orleans Campus

	Original Approved Budget	Current Revenues	Projected Additional Revenues	Total Projected Revenues	Current Expenses	Projected Additional Expenses	Total Projected Expenses	Current Estimated Total Balance***
Athletics	\$ 1,060,000	\$ 480,924	\$ 579,076	\$ 1,060,000	\$ 439,440	\$ 620,560	\$ 1,060,000	\$ -
Contracted Services*	-	-	-	-	-	-	-	-
Dining Services**	40,000	80,000	65,000	145,000	7,878	4,500	12,378	132,622
Student Housing**	1,700,000	1,355,917	990,500	2,346,417	712,974	550,000	1,262,974	1,083,443
Bookstore and Campus Shops**	18,000	-	-	-	-	-	-	-
Student Center/Union	85,000	79,172	55,000	134,172	9,398	15,000	24,398	109,774
Student Health Center	250,000	357,554	125,000	482,554	165,167	93,250	258,417	224,137
Vending	10,000	6,249	5,250	11,499	-	-	-	11,499
Other - Facility Rentals	175,500	16,763	20,000	36,763	21,713	12,300	34,013	2,750
Other - Auxiliary - Other self generated revenue	-	44,391	-	44,391	-	-	-	44,391
Card Services / Card ID	-	-	-	-	-	-	-	-
Recreation / Wellness	-	-	-	-	-	-	-	-
Print Shop	-	-	-	-	-	-	-	-
Intramural Athletics	65,000	48,113	35,600	83,713	7,415	10,000	17,415	66,298
Other Club Organizations	-	-	-	-	-	-	-	-
Power Plant/Utilities/Etc.	-	-	-	-	-	-	-	-
Other Club - Agency funds - Tuition & Fees	-	660,478	350,000	1,010,478	238,334	195,000	433,334	577,144
Other Club - Agency funds - Other Operating	-	14,771	8,500	23,271	21,742	1,529	23,271	-
Other Club - Agency funds - Other Nonoperating	-	1,037,447	445,600	1,483,047	787,789	285,100	1,072,889	410,158
Other (Explain)	-	-	-	-	-	-	-	-
Total (excluding Athletics)	\$ 2,343,500	\$ 3,700,855	\$ 2,100,450	\$ 5,801,305	\$ 1,972,410	\$ 1,166,679	\$ 3,139,089	
Grand Total	\$ 3,403,500	\$ 4,181,779	\$ 2,679,526	\$ 6,861,305	\$ 2,411,850	\$ 1,787,239	\$ 4,199,089	

*Check those included (insert rows above to provide detail costs):

Dining Services
 Student Housing
 Bookstore & Campus Shops
 Other (Explain)

**Please explain additional costs if the services are contractual.

Dining Services:
 Student Housing:
 Bookstore and Campus Shops

***If the Current Estimated Total Balance is negative, please provide an explanation and the institution's next steps.

I certify that the information in this Auxiliary Financial Report is true and correct to the best of my knowledge.

Dr. Joseph Bouie, Jr., Chancellor

Date

Orlando McMeans

Orlando McMeans (Jan 20, 2026 08:48:39 CST)

Dr. Orlando F. McMeans, Interim President

Date

Shreveport Campus

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Shreveport Campus

	Original Approved Budget	BA-7 Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26	Favorable/(Unfavorable) Est. Fiscal Year Totals
Means of Financing:							
State General Fund Direct	\$ 7,047,725		\$ -	\$ 7,047,725	\$ 3,523,863	\$ 7,047,725	\$ -
Due From Board							
Statutory Dedications	187,112			187,112	64,540	187,112	-
Federal Funds							
Interagency Transfers	-			-	-	-	-
SGR Excess Authority	-			-	-	-	-
Self - Generated Revenues	9,283,950	-	-	9,283,950	6,258,009	9,283,950	-
TOTAL	\$ 16,518,787	\$ -	\$ -	\$ 16,518,787	\$ 9,846,412	\$ 16,518,787	\$ -
Functional Expenditures:							
Instruction	4,936,953			4,936,953	2,715,678	4,936,953	-
Research					-	-	-
Public Service					-	-	-
Academic Support	275,324			275,324	91,056	275,324	-
Total Academic Areas	5,212,277	-	-	5,212,277	2,806,734	5,212,277	-
Student Services	1,777,257			1,777,257	549,550	1,777,257	-
Institutional Support	5,736,250			5,736,250	3,441,567	5,416,171	320,079
Scholarships & Fellowships	100,000			100,000	215,223	407,573	(307,573)
Total Student Support	7,613,507	-	-	7,613,507	4,206,340	7,601,001	12,506
Library				-	-	-	-
Plant Operations/Maintenance	2,895,044			2,895,044	299,003	2,895,044	-
Total OP & M	2,895,044	-	-	2,895,044	299,003	2,895,044	-
Debt Service				-	-	-	-
Interagency Transfers	797,959			797,959	810,465	810,465	(12,506)
Revenue/Expenditures				-	-	-	-
Other and Unallotted				-	-	-	-
Total Expenditures By Function	\$ 16,518,787	\$ -	\$ -	\$ 16,518,787	\$ 8,122,542	\$ 16,518,787	\$ -
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 1,723,870	\$ -	\$ -
Object Expenditures:							
Regular Salaries	8,984,562			8,984,562	4,086,282	8,737,209	247,353
Other Compensation				-	-	-	-
Related Benefits	3,878,248			3,878,248	1,559,009	3,655,791	222,457
Total Personal Services	12,862,810	-	-	12,862,810	5,645,291	12,393,000	469,810
Travel	45,000			45,000	6,626	45,000	-
Operating Services	2,262,518	-		2,262,518	1,185,278	2,262,518	-
Supplies	185,500	-		185,500	101,928	185,500	-
Professional Services	40,000	-		40,000	89,731	189,731	(149,731)
Other Charges	325,000			325,000	283,223	632,573	(307,573)
Capital Outlay				-	-	-	-
Library Acquisitions				-	-	-	-
Other & Transfers	797,959			797,959	810,465	810,465	(12,506)
Unallotted				-	-	-	-
Total Expenditures By Object	\$ 16,518,787	\$ -	\$ -	\$ 16,518,787	\$ 8,122,542	\$ 16,518,787	\$ -
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 1,723,870	\$ -	\$ -

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Shreveport Campus

Self-Generated Revenue by Enrollment						
	Prior Year Actual FTEs	Tuition and Fee Collections	Collections per FTEs	Increase/(Decrease) FTE (est.)	Potential Increase/(Decrease) Revenue	Total SGR Revenue (est.)
Full-Time Equivalent Students	1,910	\$ 7,925,366	\$ 4,149	125	\$ 518,676	\$ 8,444,042
Self-Generated Revenue Certification						
Self-Generated Revenue:						
	Original Approved Budget	BA-7's Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26
Self-Generated Revenue:						
Total Current Yr. Unrest. Rev.	\$ 9,283,950	\$ -	\$ -	\$ 9,283,950	\$ 6,258,009	\$ 9,283,950
Actual Cash Collections					4,436,563	9,283,950
Receivables (days past due):					1,821,446	-
0 to 30					1,402,952	
31 to 60						
61 to 90					5,528	
90+					412,966	
Prior Yr. Rev. used in Cur. Yr.	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cash Balance						
Actual as July 1st				Actual as of Qtr. Ended	Projected Year Ended	
Unrestricted	\$ 174,831			\$ 678,198	\$ 1,000,000	
Restricted	655,477			732,319	800,000	
TOTAL	\$ 830,308			\$ 1,410,517	\$ 1,800,000	
		Current Year Cash Increase/(Decrease)		\$ 580,209	\$ 969,692	

I hereby certify that the above information is true and correct to the best of my knowledge.


Dr. Aubra Gantt (Jan 20, 2026 16:02:22 CST)


Orlando McMeans (Jan 20, 2026 08:36:30 CST)


Dr. Orlando F. McMeans, Interim President

Higher Education
Restricted/Auxiliary Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Shreveport Campus

	Original Approved Budget	Current Revenues	Projected Additional Revenues	Total Projected Revenues	Current Expenses	Projected Additional Expenses	Total Projected Expenses	Current Estimated Total Balance***
Athletics	\$ 332,802	\$ 194,614	\$ 138,188	\$ 332,802	\$ 188,766	\$ 144,036	\$ 332,802	\$ -
Contracted Services*		-	-	-	-	-	-	-
Dining Services**	6,000	1,161.00	4,839.00	6,000	-	-	-	6,000
Student Housing**	750,000	539,242.00	653,751.00	1,192,993	436,413.00	756,580.00	1,192,993	-
Bookstore and Campus Shops**	61,000	1,734.00	59,266.00	61,000	-	55,000.00	55,000	6,000
Student Center /Union	95,000	60,492.19	50,000.00	110,492	37,042.00	73,450.00	110,492	0
Student Health Center		-	-	-	-	-	-	-
Vending	14,000	4,992.00	9,008.00	14,000	-	10,000.00	10,000	4,000
Card Services / Card ID		-	-	-	-	-	-	-
Recreation / Wellness		-	-	-	-	-	-	-
Print Shop		-	-	-	-	-	-	-
Intramural Athletics		-	-	-	-	-	-	-
Other Club Organizations	1,972,100	1,680,998.00	291,102.00	1,972,100	1,621,499.00	300,000.00	1,921,499	50,601
Power Plant/Utilities / Etc.		-	-	-	-	-	-	-
Other (Explain) MSKICK	140,000	26,508	113,492	140,000	63,296.00	76,704.00	140,000	-
Total (excluding Athletics)	\$ 3,038,100	\$ 2,315,127	\$ 1,181,458	\$ 3,496,585	\$ 2,158,250	\$ 1,271,734	\$ 3,429,984	
Grand Total	\$ 3,370,902	\$ 2,509,741	\$ 1,319,646	\$ 3,829,387	\$ 2,347,016	\$ 1,415,770	\$ 3,762,786	

*Check those included (insert rows above to provide detail costs):

Dining Services #
 Student Housing #
 Bookstore & Campus Shops #
 Other (Explain) #

**Please explain additional costs if the services are contractual.

Dining Services:
 Student Housing:
 Bookstore and Campus Shops

***If the Current Estimated Total Balance is negative, please provide an explanation and the institution's next steps.

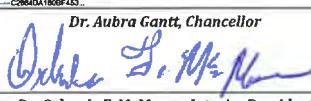
I certify that the information in this Auxiliary Financial Report is true and correct to the best of my knowledge.

DocuSigned by:
 Aubra Gantt
 C0840A1000045...

1/21/2026

Date

Dr. Aubra Gantt, Chancellor



Dr. Orlando F. McMeans, Interim President


 1/21/2026
 Date

Agricultural Research and Extension Center

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Agricultural Research and Extension Center

	Original Approved Budget	BA-7 Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26	Favorable/(Unfavorable) Est. Fiscal Year Totals
Means of Financing:							
State General Fund Direct	\$ 9,990,406			\$ 9,990,406	\$ 6,244,003	\$ 9,990,406	\$ -
Due From Board							
Statutory Dedications	1,804,807			1,804,807	469,727	1,804,807	-
Federal Funds	3,654,209			3,654,209	2,220,138	3,654,209	-
Interagency Transfers	-			-	-	-	-
SGR Excess Authority	-			-	-	-	-
Self - Generated Revenues	-			-	-	-	-
TOTAL	\$ 15,449,422	\$ -	\$ -	\$ 15,449,422	\$ 8,933,868	\$ 15,449,422	\$ -
Functional Expenditures:							
Instruction							
Research	2,545,532			2,545,532	1,518,558	2,545,532	-
Public Service	2,962,132			2,962,132	1,598,971	2,962,132	-
Academic Support	363,210			363,210	-	363,210	-
Total Academic Areas	5,870,874			5,870,874	3,117,529	5,870,874	-
Student Services							
Institutional Support	6,890,140			6,890,140	2,603,340	6,890,140	-
Scholarships & Fellowships							
Total Student Support	6,890,140			6,890,140	2,603,340	6,890,140	-
Library							
Plant Operations/Maintenance	2,491,857			2,491,857	271,802	2,491,857	-
Total OP & M	2,491,857			2,491,857	271,802	2,491,857	-
Debt Service							
Interagency Transfers	196,551			196,551	190,664	196,551	-
Revenue/Expenditures							
Other and Unallotted							
Total Expenditures By Function	\$ 15,449,422	\$ -	\$ -	\$ 15,449,422	\$ 6,183,336	\$ 15,449,422	\$ -
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 2,750,532	\$ -	\$ -
Object Expenditures:							
Regular Salaries	7,631,909			7,631,909	3,666,230	7,631,909	-
Other Compensation	81,527			81,527	25,000	81,527	-
Related Benefits	2,557,650			2,557,650	1,179,386	2,557,650	-
Total Personal Services	10,271,086			10,271,086	4,870,616	10,271,086	-
Travel	158,449			158,449	76,989	158,449	-
Operating Services	445,000			445,000	272,023	445,000	-
Supplies	472,439			472,439	146,110	472,439	-
Professional Services	384,405			384,405	52,079	384,405	-
Other Charges	2,221,492			2,221,492	303,053	2,221,492	-
Capital Outlay	1,300,000			1,300,000	271,802	1,300,000	-
Library Acquisitions							
Other & Transfers	196,551			196,551	190,664	196,551	-
Unallotted							
Total Expenditures By Object	\$ 15,449,422	\$ -	\$ -	\$ 15,449,422	\$ 6,183,336	\$ 15,449,422	\$ -
Surplus (Deficit) for Period	\$ -	\$ -	\$ -	\$ -	\$ 2,750,532	\$ -	\$ -

Higher Education
Unrestricted Operating Revenue and Expenditure Analysis
For Quarter Ended December 31, 2025
Southern University Agricultural Research and Extension Center

Self-Generated Revenue by Enrollment						
	Prior Year Actual FTEs	Tuition and Fee Collections	Collections per FTEs	Increase/(Decrease) FTE (est.)	Potential Increase/(Decrease) Revenue	Total SGR Revenue (est.)
Full-Time Equivalent Students	-	-	-	-	-	-
Self-Generated Revenue Certification						
Self-Generated Revenue:						
	Original Approved Budget	BA-7's Approved by Board but not approved by OPB *	OPB Approved BA-7's	Current Revised Budget	Actual YTD For Quarter Ended 12/31/25	Estimated Fiscal Year Totals as of 6/30/26
Self-Generated Revenue:						
Total Current Yr. Unrest. Rev.	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Actual Cash Collections						
Receivables (days past due):						
0 to 30						
31 to 60						
61 to 90						
90+						
Prior Yr. Rev. used in Cur. Yr.	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cash Balance						
	Actual as of July 1st			Actual as of Qtr. Ended	Projected Year Ended	
Unrestricted	\$ 139,127			\$ 2,424,308	\$ 139,127	
Restricted	-			-	-	
TOTAL	\$ 139,127			\$ 2,424,308	\$ 139,127	
Current Year Cash Increase/(Decrease)						
				\$ 2,285,181		
<i>I hereby certify that the above information is true and correct to the best of my knowledge.</i>						
 Orlando McMeans (Jan 20, 2026 08:41:25 CST)						
<u>Dr. Orlando F. McMeans, Chancellor</u> <u>Orlando McMeans</u> Orlando McMeans (Jan 20, 2026 08:41:58 CST)				Date		
<u>Dr. Orlando F. McMeans, Interim President</u> Dr. Orlando F. McMeans, Interim President				Date		

**Southern University System
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2026
As of December 31, 2025
Executive Summary**

Attached is a summary of the Southern University System fiscal year 2025-2026 general operating budget financial activities for the month ending December 31, 2025. The Southern University System is reporting a \$2,409,000 increase in self-generated revenue as compared to the approved budget. The expenditure for the campuses has been adjusted to offset the increase for the fiscal year.

Southern University Board and System Administration

The System Office is funded from state appropriations and there is no projected shortfall in revenues.

Southern University Baton Rouge Campus

The Baton Rouge Campus has a \$1,500,150 increase in self-generated revenue as compared to the approved budget. The Baton Rouge Campus has increased personal services, supplies, other charges, and scholarships to balance the operating budget for the fiscal year.

Southern University Law Center

The Law Center has a \$908,850 increase in self-generated revenue as compared to the approved budget. The Law Center has increased operating expenditures, professional services, and acquisitions to balance the operating budget for the fiscal year.

Southern University News Orleans Campus

The New Orleans Campus is funded from state appropriations and self-generated revenue and there is no projected shortfall in revenues.

Southern University Shreveport Campus

The Shreveport Campus is funded from state appropriations and self-generated revenue and there is no projected shortfall in revenues.

Southern University Agricultural Research and Extension Center

The Agricultural Research and Extension Center is funded from state appropriations and federal funds and there is no projected shortfall in revenues.

Summary

Based on the information above, the campuses have made the appropriate adjustments to maintain a balance budget as of December 31, 2025. Revenues and expenditures will be monitored to ensure a balanced operating budget for fiscal year 2025-2026.

Southern University System
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2026
As of December 31, 2025

	FY26 Budget	Actual	Projected	Total FY26	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 66,924,019	\$ 35,218,984	\$ 31,705,035	\$ 66,924,019	\$ -	52.6%
Statutory Dedicated	4,611,400	1,607,574	3,003,826	4,611,400	\$ -	34.9%
Federal	3,654,209	2,220,138	1,434,071	3,654,209	\$ -	60.8%
Self Generated						
Tuition - Fall 2025	34,597,353	38,113,588	\$ -	38,113,588	3,516,235	110.2%
Tuition - Spring 2026	31,072,732	29,444,486	435,745	29,880,231	(1,192,501)	94.8%
Tuition - Summer	6,707,865	2,275,315	4,432,550	6,707,865	\$ -	33.9%
Out-of-State Fees	19,702,948	20,511,364	62,020	20,573,384	870,436	104.1%
Other	20,208,148	13,019,788	6,403,191	19,422,979	(785,169)	64.4%
Interagency Transfer	4,476,791	1,863,874	2,612,917	4,476,791	\$ -	41.6%
Total Revenues	\$ 191,955,465	\$ 144,275,110	\$ 50,089,355	\$ 194,364,465	\$ 2,409,000	75.2%
Expenditures						
Salaries	\$ 94,890,052	\$ 47,727,447	\$ 46,901,821	\$ 94,629,268	\$ (260,784)	50.3%
Other Compensation	334,904	205,385	129,519	334,904	\$ -	61.3%
Related Benefits	36,843,198	16,891,199	19,637,807	36,529,006	(314,192)	45.8%
Total Personal Services	\$ 132,068,154	\$ 64,824,031	\$ 66,669,147	\$ 131,493,178	\$ (574,976)	49.1%
Travel	1,231,019	414,325	816,694	1,231,019	\$ -	33.7%
Operating Services	18,592,147	9,183,921	9,813,385	18,997,306	405,159	49.4%
Supplies	2,039,515	847,288	1,370,819	2,218,107	178,592	41.5%
Total Operating Expenses	\$ 21,862,681	\$ 10,445,534	\$ 12,000,898	\$ 22,446,432	\$ 583,751	47.8%
Professional Services	2,187,801	380,340	2,122,036	2,502,376	314,575	17.4%
Other Charges	9,175,415	878,110	7,894,442	8,772,552	(402,863)	9.6%
Debt Services						
Interagency Transfers	7,639,707	3,910,484	4,077,691	7,988,175	348,468	51.2%
Total Other Charges	\$ 19,002,923	\$ 5,168,934	\$ 14,094,169	\$ 19,263,103	\$ 260,180	27.2%
General Acquisitions	452,532	116,274	336,258	452,532	\$ -	25.7%
Library Acquisitions	437,649	377,510	252,458	629,968	192,319	86.3%
Major Repairs	1,072,000	245,121	973,407	1,218,528	146,528	22.9%
Total Acquisitions/Major Repairs	\$ 1,962,181	\$ 738,905	\$ 1,562,123	\$ 2,301,028	\$ 338,847	37.7%
Scholarships	17,059,526	14,976,669	3,884,055	18,860,724	1,801,198	87.8%
Total Expenditures	\$ 191,955,465	\$ 96,154,072	\$ 98,210,393	\$ 194,364,465	\$ 2,409,000	50.1%

Southern University Board and System Administration
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2026
As of December 31, 2025

	FY26 Budget	Actual	Projected	Total FY26	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 4,065,380	\$ 2,540,862	\$ 1,524,518	\$ 4,065,380	\$ -	62.5%
Statutory Dedicated	-	-	-	-	-	
Federal						
Self Generated						
Tuition - Fall 2025			-	-	-	
Tuition - Spring 2026			-	-	-	
Tuition - Summer			-	-	-	
Out-of-State Fees			-	-	-	
Other			-	-	-	
Interagency Transfer						
Total Revenues	\$ 4,065,380	\$ 2,540,862	\$ 1,524,518	\$ 4,065,380	\$ -	62.5%
Expenditures						
Salaries	\$ 1,897,962	\$ 967,159	\$ 930,803	\$ 1,897,962	\$ -	51.0%
Other Compensation	52,000	25,998	26,002	52,000	-	50.0%
Related Benefits	681,429	271,621	409,808	681,429	-	39.9%
Total Personal Services	\$ 2,631,391	\$ 1,264,779	\$ 1,366,612	\$ 2,631,391	\$ -	48.1%
Travel	260,000	47,523	212,477	260,000	-	18.3%
Operating Services	301,700	74,728	226,972	301,700	-	24.8%
Supplies	113,000	32,275	80,725	113,000	-	28.6%
Total Operating Expenses	\$ 674,700	\$ 154,526	\$ 520,174	\$ 674,700	\$ -	22.9%
Professional Services	127,000	1,050	125,950	127,000	-	0.8%
Other Charges	502,534	-	502,534	502,534	-	0.0%
Debt Services		-	-	-	-	
Interagency Transfers	64,255	-	64,255	64,255	-	0.0%
Total Other Charges	\$ 693,789	\$ 1,050	\$ 692,739	\$ 693,789	\$ -	0.2%
General Acquisitions	65,500	3,433	62,067	65,500	-	5.2%
Library Acquisitions		-	-	-	-	
Major Repairs		-	-	-	-	
Total Acquisitions/Major Repairs	\$ 65,500	\$ 3,433	\$ 62,067	\$ 65,500	\$ -	5.2%
Scholarships		-	-	-	-	
Total Expenditures	\$ 4,065,380	\$ 1,423,788	\$ 2,641,592	\$ 4,065,380	\$ -	35.0%

Southern University Baton Rouge Campus
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2026
As of December 31, 2025

	FY26 Budget	Actual	Projected	Total FY26	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 25,730,701	\$ 12,865,352	\$ 12,865,349	\$ 25,730,701	\$ -	50.0%
Statutory Dedicated	1,847,009	630,581	1,216,428	1,847,009	\$ -	34.1%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2025	23,284,500	25,596,138	-	25,596,138	2,311,638	109.9%
Tuition - Spring 2026	20,396,500	20,807,427	(1,991,600)	18,815,827	(1,580,673)	102.0%
Tuition - Summer	4,321,800	1,314,190	3,007,610	4,321,800	-	30.4%
Out-of-State Fees	13,543,623	14,864,059	(551,250)	14,312,809	769,186	109.7%
Other	11,997,443	6,942,721	5,054,722	11,997,443	-	57.9%
Interagency Transfer	4,476,791	1,863,874	2,612,917	4,476,791	-	41.6%
Total Revenues	\$ 105,598,367	\$ 84,884,341	\$ 22,214,176	\$ 107,098,517	\$ 1,500,150	80.4%
Expenditures						
Salaries	\$ 50,211,313	\$ 27,110,387	\$ 23,397,495	\$ 50,507,882	\$ 296,569	54.0%
Other Compensation	201,377	154,387	46,990	201,377	-	76.7%
Related Benefits	20,288,885	10,038,272	10,349,469	20,387,741	98,856	49.5%
Total Personal Services	\$ 70,701,575	\$ 37,303,046	\$ 33,793,954	\$ 71,097,000	\$ 395,425	52.8%
Travel	337,570	115,630	221,940	337,570	-	34.3%
Operating Services	8,341,651	5,263,892	3,077,759	8,341,651	-	63.1%
Supplies	835,411	430,406	583,597	1,014,003	178,592	51.5%
Total Operating Expenses	\$ 9,514,632	\$ 5,809,929	\$ 3,883,295	\$ 9,693,224	\$ 178,592	61.1%
Professional Services	1,101,480	74,175	1,027,305	1,101,480	-	6.7%
Other Charges	4,018,829	149,264	3,969,565	4,118,829	100,000	3.7%
Debt Services	-	-	-	-	-	-
Interagency Transfers	4,990,644	2,202,290	2,788,354	4,990,644	-	44.1%
Total Other Charges	\$ 10,110,953	\$ 2,425,730	\$ 7,785,224	\$ 10,210,953	\$ 100,000	24.0%
General Acquisitions	62,032	52,224	9,808	62,032	-	84.2%
Library Acquisitions	137,649	117,403	20,246	137,649	-	85.3%
Major Repairs	62,000	28,948	33,053	62,000	-	46.7%
Total Acquisitions/Major Repairs	\$ 261,681	\$ 198,575	\$ 63,106	\$ 261,681	\$ -	75.9%
Scholarships	15,009,526	13,449,933	2,385,726	15,835,659	\$ 826,133	89.6%
Total Expenditures	\$ 105,598,367	\$ 59,187,213	\$ 47,911,305	\$ 107,098,517	\$ 1,500,150	56.0%

Southern University Law Center
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2026
As of December 31, 2025

	FY26 Budget	Actual	Projected	Total FY26	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 7,472,825	\$ 3,736,414	\$ 3,736,411	\$ 7,472,825	\$ -	50.0%
Statutory Dedicated	199,674	66,708	132,966	199,674	-	33.4%
Federal	-			-	-	
Self Generated						
Tuition - Fall 2025	4,151,832	4,490,455	-	4,490,455	338,623	108.2%
Tuition - Spring 2026	3,903,986	4,292,158	-	4,292,158	388,172	109.9%
Tuition - Summer	887,966	243,376	644,590	887,966	-	27.4%
Out-of-State Fees	4,927,500	4,648,050	380,700	5,028,750	101,250	94.3%
Other	3,709,045	3,541,539	248,311	3,789,850	80,805	95.5%
Interagency Transfer	-	-	-	-	-	
Total Revenues	\$ 25,252,828	\$ 21,018,701	\$ 5,142,977	\$ 26,161,678	\$ 908,850	83.2%
Expenditures						
Salaries	\$ 13,498,499	\$ 6,856,506	\$ 6,641,993	\$ 13,498,499	\$ -	50.8%
Other Compensation	-	-	-	-	-	
Related Benefits	4,764,583	1,974,150	2,790,433	4,764,583	-	41.4%
Total Personal Services	\$ 18,263,082	\$ 8,830,657	\$ 9,432,425	\$ 18,263,082	\$ -	48.4%
Travel	400,000	162,525	237,475	400,000	-	40.6%
Operating Services	2,696,479	474,134	2,627,504	3,101,638	405,159	17.6%
Supplies	257,165	121,770	135,395	257,165	-	47.4%
Total Operating Expenses	\$ 3,353,644	\$ 758,429	\$ 3,000,374	\$ 3,758,803	\$ 405,159	22.6%
Professional Services	500,000	153,613	511,232	664,844	164,844	30.7%
Other Charges	894,465	324,438	570,027	894,465	-	36.3%
Debt Services	-	-	-	-	-	
Interagency Transfers	306,637	156,359	150,278	306,637	-	51.0%
Total Other Charges	\$ 1,701,102	\$ 634,410	\$ 1,231,536	\$ 1,865,946	\$ 164,844	37.3%
General Acquisitions	25,000	4,987	20,013	25,000	-	19.9%
Library Acquisitions	300,000	260,107	232,212	492,319	192,319	86.7%
Major Repairs	10,000	-	156,528	156,528	146,528	0.0%
Total Acquisitions/Major Repairs	\$ 335,000	\$ 265,094	\$ 408,753	\$ 673,847	\$ 338,847	79.1%
Scholarships	1,600,000	745,411	854,589	1,600,000	-	46.6%
Total Expenditures	\$ 25,252,828	\$ 11,234,001	\$ 14,927,677	\$ 26,161,678	\$ 908,850	44.5%

Southern University New Orleans Campus
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2026
As of December 31, 2025

	FY26 Budget	Actual	Projected	Total FY26	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 12,616,982	\$ 6,308,490	\$ 6,308,492	\$ 12,616,982	\$ -	50.0%
Statutory Dedicated	572,798	376,018	196,780	572,798	-	65.6%
Federal	-			-	-	
Self Generated						
Tuition - Fall 2025	3,706,057	4,038,893	-	4,038,893	332,836	109.0%
Tuition - Spring 2026	3,493,225	2,941,949	551,276	3,493,225	-	84.2%
Tuition - Summer	685,157	215,483	469,674	685,157	-	31.5%
Out-of-State Fees	850,000	767,355	82,645	850,000	-	90.3%
Other	3,146,462	2,402,739	410,887	2,813,626	(332,836)	76.4%
Interagency Transfer		-	-			
Total Revenues	\$ 25,070,681	\$ 17,050,927	\$ 8,019,754	\$ 25,070,681	\$ -	68.0%
Expenditures						
Salaries	\$ 12,665,807	\$ 5,040,882	\$ 7,314,925	\$ 12,355,807	\$ (310,000)	39.8%
Other Compensation	-	-	-	-	-	
Related Benefits	4,672,403	1,868,761	2,613,051	4,481,812	(190,591)	40.0%
Total Personal Services	\$ 17,338,210	\$ 6,909,643	\$ 9,927,976	\$ 16,837,619	\$ (500,591)	39.9%
Travel	30,000	5,031	24,969	30,000	-	16.8%
Operating Services	4,544,799	1,913,866	2,630,933	4,544,799	-	42.1%
Supplies	176,000	14,799	161,201	176,000	-	8.4%
Total Operating Expenses	\$ 4,750,799	\$ 1,933,696	\$ 2,817,103	\$ 4,750,799	\$ -	40.7%
Professional Services	34,916	9,692	25,224	34,916	-	
Other Charges	1,313,095	34,456	778,639	813,095	(500,000)	2.6%
Debt Services		-	-	-	-	
Interagency Transfers	1,283,661	550,705	1,074,805	1,625,510	341,849	42.9%
Total Other Charges	\$ 2,631,672	\$ 594,853	\$ 1,878,668	\$ 2,473,521	\$ (158,151)	22.6%
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	-	-	-	-	-	0.0%
Major Repairs	-	-	-	-	-	
Total Acquisitions/Major Repairs	\$ -	0.0%				
Scholarships	350,000	565,001	443,741	1,008,742	658,742	161.4%
Total Expenditures	\$ 25,070,681	\$ 10,003,193	\$ 15,067,488	\$ 25,070,681	\$ -	39.9%

Southern University Shreveport Campus
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2026
As of December 31, 2025

	FY26 Budget	Actual	Projected	Total FY26	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 7,047,725	\$ 3,523,863	\$ 3,523,862	\$ 7,047,725	\$ -	50.0%
Statutory Dedicated	187,112	64,540	122,572	187,112	\$ -	34.5%
Federal		-	-			
Self Generated						
Tuition - Fall 2025	3,454,964	3,988,102	-	3,988,102	533,138	115.4%
Tuition - Spring 2026	3,279,021	1,402,952	1,876,069	3,279,021	-	42.8%
Tuition - Summer	812,942	502,266	310,676	812,942	-	61.8%
Out-of-State Fees	381,825	231,900	149,925	381,825	-	60.7%
Other	1,355,198	132,789	689,271	822,060	(533,138)	9.8%
Interagency Transfer						
Total Revenues	\$ 16,518,787	\$ 9,846,412	\$ 6,672,375	\$ 16,518,787	\$ -	59.6%
Expenditures						
Salaries	\$ 8,984,562	\$ 4,086,282	\$ 4,650,927	\$ 8,737,209	\$ (247,353)	45.5%
Other Compensation	-	-	-	-	-	0.0%
Related Benefits	3,878,248	1,559,009	2,096,782	3,655,791	(222,457)	40.2%
Total Personal Services	\$ 12,862,810	\$ 5,645,291	\$ 6,747,709	\$ 12,393,000	\$ (469,810)	43.9%
Travel	45,000	6,626	38,374	45,000	-	14.7%
Operating Services	2,262,518	1,185,278	1,077,240	2,262,518	-	52.4%
Supplies	185,500	101,928	83,572	185,500	-	54.9%
Total Operating Expenses	\$ 2,493,018	\$ 1,293,832	\$ 1,199,186	\$ 2,493,018	\$ -	51.9%
Professional Services	40,000	89,731	100,000	189,731	149,731	
Other Charges	225,000	75,650	149,350	225,000	-	33.6%
Debt Services		-	-			
Interagency Transfers	797,959	810,465	-	810,465	12,506	101.6%
Total Other Charges	\$ 1,062,959	\$ 975,846	\$ 249,350	\$ 1,225,196	\$ 162,237	91.8%
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	-	-	-	-	-	0.0%
Major Repairs	-	-	-	-	-	0.0%
Total Acquisitions/Major Repairs	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Scholarships	100,000	207,573	200,000	407,573	307,573	207.6%
Total Expenditures	\$ 16,518,787	\$ 8,122,542	\$ 8,396,245	\$ 16,518,787	\$ -	49.2%

Southern University Agricultural Research and Extension Center
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2026
As of December 31, 2025

	FY26 Budget	Actual	Projected	Total FY26	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 9,990,406	\$ 6,244,003	\$ 3,746,403	\$ 9,990,406	\$ -	62.5%
Statutory Dedicated	1,804,807	469,727	1,335,080	1,804,807	\$ -	26.0%
Federal	3,654,209	2,220,138	1,434,071	3,654,209	\$ -	60.8%
Self Generated						
Tuition - Fall 2025	-	-	-	-	-	-
Tuition - Spring 2026	-	-	-	-	-	-
Tuition - Summer	-	-	-	-	-	-
Out-of-State Fees	-	-	-	-	-	-
Other	-	-	-	-	-	-
Interagency Transfer	-	-	-	-	-	-
Total Revenues	\$ 15,449,422	\$ 8,933,867	\$ 6,515,555	\$ 15,449,422	\$ -	57.8%
Expenditures						
Salaries	\$ 7,631,909	\$ 3,666,230	\$ 3,965,679	\$ 7,631,909	\$ -	48.0%
Other Compensation	81,527	25,000	56,527	81,527	\$ -	30.7%
Related Benefits	2,557,650	1,179,386	1,378,264	2,557,650	\$ -	46.1%
Total Personal Services	\$ 10,271,086	\$ 4,870,616	\$ 5,400,470	\$ 10,271,086	\$ -	47.4%
Travel	158,449	76,989	81,460	158,449	\$ -	48.6%
Operating Services	445,000	272,023	172,977	445,000	\$ -	61.1%
Supplies	472,439	146,110	326,329	472,439	\$ -	30.9%
Total Operating Expenses	\$ 1,075,888	\$ 495,122	\$ 580,766	\$ 1,075,888	\$ -	46.0%
Professional Services	384,405	52,079	332,326	384,405	\$ -	13.5%
Other Charges	2,221,492	294,303	1,924,326	2,218,629	(2,863)	13.2%
Debt Services	-	-	-	-	-	-
Interagency Transfers	196,551	190,664	-	190,664	(5,887)	97.0%
Total Other Charges	\$ 2,802,448	\$ 537,046	\$ 2,256,652	\$ 2,793,698	\$ (8,750)	19.2%
General Acquisitions	300,000	55,629	244,371	300,000	\$ -	18.5%
Library Acquisitions	-	-	-	-	-	-
Major Repairs	1,000,000	216,173	783,827	1,000,000	\$ -	21.6%
Total Acquisitions/Major Repairs	\$ 1,300,000	\$ 271,802	\$ 1,028,198	\$ 1,300,000	\$ -	20.9%
Scholarships	-	8,750	-	8,750	8,750	
Total Expenditures	\$ 15,449,422	\$ 6,183,336	\$ 9,266,086	\$ 15,449,422	\$ -	40.0%



POLICY TITLE

Data Governance, Management & Oversight Policy

POLICY NUMBER

SUS 8-011

EXECUTIVE SUMMARY

1. What is the purpose/rationale for this policy?

The purpose of this Data Governance & Oversight policy is to establish a unified, system-wide framework that ensures responsible, ethical, secure, and strategically aligned management of data across the Southern University System (SUS). This policy strengthens institutional accountability, protects sensitive information, enhances decision-making through reliable data, and ensures compliance with federal, state, and accrediting bodies' requirements regardless to where University data is used, stored or maintained.

Data governance serves as a foundational pillar supporting the University's broader digital transformation efforts, including artificial intelligence (AI) usage, digital literacy, online education, analytics, and accessibility initiatives. Clear governance standards—paired with oversight and shared accountability—ensure that the University's data lifecycle (collection, storage, access, use, sharing, retention, and disposal) is consistent, compliant and secure.

By treating data as a high-value institutional asset, the Southern University System acknowledges that both structured and unstructured data must be managed intentionally and systematically. This ensures data-informed decision making and fosters trust in institutional information.

2. What is the fiscal impact of this policy?

The fiscal impact of this policy is expected to be minimal to moderate, depending on the campus-level infrastructures and maturity of existing data management processes. Required expenditures may include:

- System-wide or campus-level data governance tools (inventories, classification systems, compliance tracking)
- Periodic training for faculty, staff and administrators in the development of courses
- Strengthened cybersecurity, access-control systems and data-protection platforms.
- Support for compliance monitoring, internal audits, and secure storage systems.

Long-term benefits such as reduced data breaches, fewer compliance violations, improved efficiency, improved retention and reporting accuracy—are expected to outweigh any possible initial implementation costs.

3. Was this policy developed based on best practices and in alignment with similar universities /colleges, policy organizations such as Association of Governing Boards of Universities and Colleges (AGB), Southern Association of Colleges and Schools – Commission on Colleges (SACSCOC), Louisiana Board of Regents, etc. Briefly discuss and provide an example.

This policy is aligned with nationally recognized best practices and frameworks established by:

- **Louisiana Board of Regents (BoR)** – Guidance on the Responsible and Ethical Use of Artificial Intelligence, Data & Information Governance requirements, statewide cybersecurity mandates, and digital risk mitigation expectations.
- **Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)** – Standards related to institutional effectiveness, data accuracy, privacy, student records, information security, academic integrity, and compliance oversight.
- **Association of Governing Boards of Universities and Colleges (AGB)** – Best practices for board governance of technology, enterprise risk management (ERM), and oversight of digital and data strategy.
- **Federal Cybersecurity and Intelligence Frameworks (FBI, CIA)** – Sector guidance on cyber threats, intelligence-informed risk assessments, counterintelligence protection, digital forensics, data-protection expectations, and national security-aligned protocols for safeguarding sensitive information and preventing system vulnerabilities.
- **National and International Standards Organizations** – Including **EDUCAUSE**, **National Institute of Standards and Technology (NIST)**, Cybersecurity Framework, and **ISO/IEC** standards for data governance, information security, privacy, and digital accessibility.
- **Peer higher-education institutions** – Such as Louisiana State University, University of Louisiana at Lafayette, Tulane University, Prairie View A&M University, and other regional HBCUs and public systems that maintain mature data governance, AI oversight, and cybersecurity programs.
- **Other University System Information Technology and Data Governance policies**

Example of Alignment with Best Practices

For example, LSU and Tulane University both utilize data governance models that include:

- Centralized oversight committees
- Clearly defined data steward and data owner roles
- Formal classification levels
- Risk-based access controls
- Regular compliance audits

The Southern University System's policy mirrors this structure by establishing a unified Data Governance and Oversight Program, assigning formal roles and responsibilities, and integrating NIST-aligned cybersecurity practices—strengthening protections against data misuse, breaches, and operational risk.

By implementing a systemwide governance model supported by federal intelligence standards, state regulations, national best practices, and HBCU peer benchmarking, the Southern University System positions itself as a leader in ethical data stewardship, AI oversight, cybersecurity, and digital accountability.

4. If this is a policy revision or update, please provide a summary of the proposed revisions and reason(s) for the revisions.

This document represents a comprehensive update and revision of the university's previous data governance policy. The revisions were necessary to modernize the policy, clarify roles across the System, and align the university with state, federal, and national best practices in data governance, privacy, and data stewardship. Key updates include:

- 1. Expanded Data Governance Framework**

The policy now establishes a more robust, system-wide governance structure—including the Data Governance, Management and Oversight Committee—to ensure consistent oversight, accountability, and cross-campus coordination.

- 2. Integration of Data Classification and Security Standards**

The updated policy incorporates a formal data classification model and aligns security, privacy, and access requirements with recognized standards and regulatory expectations.

- 3. Clear Definition of Roles and Responsibilities**

Roles such as Data Trustees, Data Stewards, Data Custodians, and Data Users have been more clearly defined to ensure transparency, accountability, and shared responsibility for data quality, protection, and appropriate use.

- 4. Alignment With Best Practices and System Priorities**

Revisions integrate current best practices in higher-education data management and draw from peer university models. The policy also aligns with the Southern University System's strategic priorities and compliance expectations set by federal regulations, SACSCOC, and the Louisiana Board of Regents.

- 5. Updated Procedures for Data Lifecycle Management**

The revised policy incorporates guidelines for data creation, storage, sharing, archival, and destruction to ensure data integrity, reduce duplication, and support System-wide decision-making.

- 6. Integration With Related Policies (AI, Security, Web Accessibility)**

The revised version ensures seamless alignment with the university's AI Umbrella Policy, Information Security Policy, Web Content Accessibility Guidelines (WCAG 2.1) Web Accessibility requirements, and other technology-related policies.

The rapid evolution of data environments increased regulatory expectations, and the need for System-level consistency necessitated a comprehensive update. The revised policy strengthens governance, enhances security, standardizes data practices across campuses, and ensures that the university remains compliant, data-informed, and strategically positioned to support student success and institutional effectiveness.



POLICY TITLE

Data Governance, Management, and Oversight Policy

POLICY NUMBER

SUS-8-011

<p>Responsible Unit(s): System Division of Information Technology, System Office for Compliance, System Office of Human Resources, and each Campus's Division of Academic Affairs, Office of Institutional Effectiveness, Registrar, and Division of Enrollment Management</p> <p>Responsible Official(s): System Chief Information Officer, System Director for Compliance, Chief Human Resources Officer, and each Campus's Vice Chancellor for Academic Affairs, Senior Official for Institutional Effectiveness, Registrar, and Vice Chancellor for Enrollment Management</p> <p>Policy Classification: Information Technology</p>	<p>Effective Date: <i>01/24/2026</i></p> <p>Last Reviewed Date: <i>01/24/2026</i></p> <p>Origination Date: <i>01/24/2026</i></p>
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I. POLICY STATEMENT AND RATIONALE

The Southern University System is committed to safeguarding data as a strategic institutional asset. All System data—regardless of form, location, or system of origin—must be collected, accessed, used, stored, shared, and disposed of responsibly, ethically, securely, and in accordance with federal, state, system-wide, and campus-level requirements.

The rationale for this policy is to ensure:

- Protection of sensitive and confidential information
- Establish system-wide standards for data quality, classification, retention, privacy, and security.
- Maintain a system-wide data inventory and data custodian registry.
- Approve data-access levels and define institutional data-sharing protocols.
- Oversee data-risk assessments, compliance audits, reporting accuracy and remediation
- Collaborate with the AI Advisory Committee on data use for AI models and tools.

- Collaborate with the Digital Accessibility Committee to provide equitable access to information technology and digital content for all members of the community.
- Review and recommend updates to the data-governance framework annually.
- Ensure campus policies align with system-wide requirements.

II. POLICY SCOPE AND AUDIENCE

This policy applies to:

- All campuses within the Southern University System.
- All faculty, staff, administrators, contractors, vendors, and affiliates who access or use System data.
- All information systems, learning technologies, analytic tools, AI systems, cloud-based platforms, student information systems, financial systems, and digital repositories.
- All data types, including student records, HR data, financial data, research data, health information, and operational data.

Audience includes Academic Affairs, Information Technology, Institutional Research, Institutional Effectiveness, Registrar Office, Enrollment Management, Finance & Administration, Human Resources, Research & Sponsored Programs, Student Services, Compliance, and all data-handling units.

III. POLICY COMPLIANCE

Failure to comply with the policy may result in:

- Suspension or revocation of access to System data resources
- Disciplinary action up to and including termination for employees, contractors, or consultants. Dismissal for interns and volunteers.
- Suspension or expulsion for students.
- Civil or criminal prosecution, as applicable.

Non-compliance with this policy includes, but is not limited to, the following actions:

- **Unauthorized access, sharing, or use of System data** — including accessing data without a legitimate business or academic need, or sharing protected information with individuals who do not have appropriate permission.
- **Failure to follow data handling and storage requirements** — such as saving restricted or confidential data on unapproved devices, personal cloud services, or unencrypted media.
- **Circumventing security controls** — including bypassing authentication requirements, disabling encryption, or attempting to override system safeguards.

- **Improper disposal of System data** — discarding printed or electronic records without following approved retention and destruction procedures.
- **Using AI tools, software, or third-party applications without required approvals** — particularly when tools involve processing System data, student information, or sensitive content.
- **Submitting false, misleading, or incomplete information** during data collection, reporting, auditing, or compliance reviews.
- **Failure to report data incidents, breaches, or suspected misuse** within 5 days or less to the appropriate System authority.
- **Installing unapproved applications, plugins, or integrations** on System systems that could compromise data security or integrity.
- **Using System data for personal gain, unauthorized research, or non-System purposes.**
- **Neglecting required trainings, refusing to participate in compliance activities**, or ignoring official directives from authorized governance committees.

IV. POLICY DEFINITIONS

Data Governance: The system-wide framework for managing data throughout its lifecycle to ensure quality, security, accessibility, and ethical usage.

Data Governance Committee: A group of System leaders responsible for setting data policies and ensuring adherence.

Data Custodian: Division of Information Technology (DoIT) is the data custodian. Responsible for providing a secure infrastructure in support of the data, including, but not limited to, providing physical security, backup and recovery processes, granting access privileges to system users as authorized.

Data Stewards: Representatives of the System who are assigned the responsibility to serve as a steward of System data in a particular area. They are responsible for developing procedures for creating, maintaining, and using System data, based on System policy and applicable state and federal laws.

Data Trustee: is a senior institutional leader who has executive-level responsibility and authority over a major data domain of the System. Data Trustees ensure that data within their area of oversight is managed ethically, securely, and in accordance with institutional policies, state and federal regulations, accreditation requirements, and best practices.

Data Classification Levels:

- **Public**-Information that may be freely shared with the public without risk of harm to the System, its students, employees, operations or reputation.
- **Internal**-Information intended for internal use within the Southern University System and not approved for public release.
- **Confidential**-Information protected by laws, regulations, contracts, or System policy. Unauthorized access, disclosure, alteration or destruction could cause significant harm to individuals or the institution.
- **Restricted**-The highest level of sensitive information. Unauthorized disclosure, access, or loss could cause severe legal, financial, reputational, operational, or safety related harm to the System or individuals.

Data Certification Levels: represent the degree of validation, accuracy, completeness, governance compliance, or institutional approval assigned to a dataset before it can be used for reporting, analytics, decision-making, or external submission. Ensure that data is trustworthy, traceable, and aligned with institutional, state, federal, and accreditation requirements.

Data User: Individuals who need and use System data as part of their assigned duties or in fulfillment of assigned roles or functions within the System community. E.g. Faculty, staff, students who use System data for analysis, reporting or decision-making.

Data Producers: Individuals responsible for entering, formatting, and maintaining data.

Data Inventory: A comprehensive listing of institutional data assets, systems, and owners. **Personally Identifiable Information (PII):** Data that can identify an individual, such as name, SSN, or ID number.

Protected Data: Data protected under FERPA, HIPAA, or other regulations.

Data Lifecycle: The stages of data—from creation and collection to storage, access, use, sharing, and disposal.

Data Breach: Unauthorized access, disclosure, loss, or misuse of institutional data.

Security measures: Processes, software, and hardware used by system and network administrators to ensure the confidentiality, integrity, and availability of the information technology resources and data owned by the System and its authorized users. Security measures may include reviewing files for potential or actual policy violations and for investigating security-related issues.

System: The Southern University System and its institutions.

V. POLICY IMPLEMENTATION PROCEDURES

A. System-wide Data Governance Committee (DGC)

1. Provides oversight and accountability to ensure consistent practices across all campuses
 - o Enforce campus compliance with system-wide data policies and procedures
 - o Establish system-wide standards for data quality, classification, retention, privacy, and security
 - o Maintain a system-wide data inventory and data custodian registry.
 - o Approve data access levels and define institutional data-sharing protocols
 - o Oversee data-risk assessments, compliance audits, reporting accuracy, and remediation.
 - o Collaborate with the AI advisory committee and the Digital Accessibility committee
 - o Coordinate data governance with DoIT security, institutional research, and academic affairs
 - o Review and recommend updates to the data-governance framework annually.
 - o Ensure campus policies align with system-wide requirements.
2. Policy Oversight & Alignment
 - o Recommend updates to the Data Governance Policy.

- Ensure alignment with federal law, state mandates, and Louisiana Board of Regents' Data governance policies
- 3. Risk Management & Incident Response
 - Evaluate and document non-compliance of data incidents, breaches, misuse, or accessibility failures
 - Recommend mitigation strategies and corrective actions
 - Work collaboratively with DoIT Security
- 4. Training & Competency Development
 - Support the development of campus-wide data training programs
 - Support unit-level data stewards with training and resources
 - Ensure faculty, staff, and students understand responsible data handling.
 - Promote awareness of accessibility requirements.
- 5. Monitoring & Reporting
 - Conduct annual reviews of data systems for compliance, accessibility, and performance
 - Manage campus data assets, inventories, access permissions, and data-quality procedures
 - Provide quarterly/annual data governance reports to the Chancellor/President and Board. Reporting data governance risks and mitigation strategies to the System senior leadership.
- 6. Vendor/Contractor Data Oversight
 - Evaluate vendor compliance with data residency, data ownership, deletion procedures, and ethical practices

Membership Requirements

A. The Data Governance Chair shall be the System Chief Information Officer (or equivalent).

- Membership on the committee shall be role based, drawn from major data domains and supporting units==including institutional research/effectiveness, registrar, HR, finance, IT, sponsored programs, enrollment management, academic affairs, legal counsel, compliance, etc. and approved by the President. These roles are based on primary data domains of the institution as well as roles from additional areas of the institution that have a vested interest in data governance.
- Members shall participate in ongoing professional development to maintain competence in emerging technologies, accessibility practices, and data governance regulations.
- Terms of membership; committee members shall serve three-year terms with the option of one-year extensions.

- Meetings shall be held at least monthly. A meeting may be called at any time by the Chair when sensitive items arise or cancelled if no agenda exists.

The DGC acts as an advisory capacity to the System's senior leadership and works in coordination with executive governance bodies and other oversight councils.

B. Data Stewards:

- Maintain, classify, and monitor the data within their assigned domain
- Ensure data integrity, accuracy, and policy compliance
- Approve or deny access requests for specific data sets
- Address data quality issues and coordinate remediation

C. Data Users:

- Researchers must document AI use in methods sections where applicable, including model type, prompts, and limitations, echoing the System's emphasis on disclosure and accountability in graduate research.
- Research involving AI must comply with IRB, data-use agreements, and sponsor requirements.
- Training data and output must be managed in accordance with data governance, privacy, and intellectual property policies.

D. The System will maintain a data governance program. Core elements include:

A cross-functional data governance committee responsible for: data classification and standards, AI and analytics data requirements, data access policies and role-based permissions, data quality, and lifecycle management

1. Data Classification and Use

- Institutional data will be classified by sensitivity (e.g. restricted, confidential, internal, public) and protected accordingly.
- AI tools may only access data consistent with classes and with minimum-necessary use principles.

2. Data Retention and Deletion

- AI generated content, logs, models, and input datasets must adhere to institutional record-retention schedules.
- Documented disposal of archiving of AI models and associated data must occur at end of life or when superseded.

3. Vendor/Third Party Data Governance

- Vendor contracts must address data ownership, data residency, data access, deletion/return of data upon contract termination, confidentiality, audit rights.

- Vendors must commit to accessibility, bias mitigation, and security controls, aligned with institutional standards.

4. Audit and Incident Response
 - Periodic audits of AI systems for data governance compliance
 - AI-related data incidents will follow established incident response protocols, including required notifications and corrective actions.
 - Document findings, remediation actions, and maintain a register of AI systems in use (inventory).
5. Training and Awareness
 - Data Users (faculty, staff, and approved student employees) will complete periodic training on data-handling responsibilities, AI-related data risks, privacy, and security controls.
6. Continuous Improvement
 - Where third-party platforms are not compliant, the System will provide alternate access methods and work with vendors using tools such as VPATs (Voluntary Product Accessibility Templates) to improve accessibility over time.

VI. POLICY RELATED INFORMATION

This policy is supported by and should read alongside:

- Southern University Acceptable Use of Information Technology Resources
<https://www.subr.edu/assets/subr/WirelessNetwork/acceptusetechnology.pdf>
- Southern University and A & M College System Data Classification Policy
<https://www.subr.edu/assets/subr/DoIT/IT-DataClassification-Approved.pdf>
- Southern University and A& M College System Information Security Policy Plan
https://www.sus.edu/assets/sus/DoIT/Information-Security-Policy-Plan_Sept21.pdf
- Southern University and A&M College System Cyber Security Policy
www.sus.edu/assets/sus/DoIT/Cybersecuriy-Policy_Sept21.pdf
- Southern University System Comprehensive Artificial Intelligence Use Policy
<https://www.sus.edu/assets/sus/systempolicies/System-Policies/01/1-004.pdf>
- Louisiana Board of Regents Policy on Responsible, Ethical, and Secure Use of AI
<https://www.doa.la.gov/doa/ots/policies-and-forms/artificial-intelligence-acceptable-use-policy/>

- Louisiana State Government PPM -74 Web Accessibility Compliance
<https://www.doa.la.gov/media/2tsfafxj/ppm-74-amendment-web-accessibility-compliance.pdf>
- State of Louisiana AI Acceptable Use Police (OTS)
https://www.doa.la.gov/doa/ots/policies-and-forms/artificial-intelligence-acceptable-use-policy/?utm_source=chatgpt.com
- Southern University System, Louisiana State University, University of Louisiana at Lafayette, LSUE, Southeastern and SUSLA web accessibility statements and resources
<https://www.sus.edu/page/accessibility-statement>
https://louisiana.edu/web-accessibility?utm_source=chatgpt.com
- Institutional Data Governance and Data Management Policies
https://www.lsu.edu/data/datagov/data_governance.php?utm_source=chatgpt.com

Southern University Smart Glasses and Wearable Technology policy-*in development*

VII. POLICY HISTORY AND REVIEW CYCLE

This is a new policy. The Data Governance & Oversight Policy establishes the system's first comprehensive framework for managing institutional data as a strategic asset. This new policy defines roles and responsibilities, classification and certification levels. It has been developed to align with state and federal regulations, Louisiana Board of Regents requirements and best practices in higher education data governance.

VIII. POLICY URL

www.sus.edu/page/policy-search

IX. POLICY APPROVAL

Orlando F. McMeans, Ph.D.

Interim President, Southern University and A&M
College System

Effective Date of Policy

The Honorable Tony M. Clayton

Chair-Southern University
System Board of Supervisors

Effective Date of Policy



POLICY TITLE

Umbrella Policy on Artificial Intelligence Use, Data Governance, Management and Oversight, and Web Content Accessibility Guidelines (WCAG 2.1 AA)

POLICY NUMBER

SUS 8-010

EXECUTIVE SUMMARY

1. What is the purpose/rationale for this policy?

The University recognizes the transformative role Artificial intelligence (AI) in teaching, learning, research, operations, student services, communications, and data-driven decision-making. This umbrella policy integrates:

Ethical AI use and academic integrity requirements from the Southern University System Comprehensive AI Use Policy.

Cybersecurity, risk management, and data protection standards from the Louisiana Board of Regents Policy and Responsible, Ethical, and Secure Use of AI (Policy # IT-006)

Web accessibility and Web Content Accessibility Guidelines 2.1 Level AA compliance requirements from Louisiana State Executive Order Policy and Procedure Memoranda Number 74 (PPM- Number 74)—Web Accessibility Compliance (LAC 4:V Chapter 61)

The purpose of this integrated policy is to:

1. Ensure responsible, secure, transparent, equitable, and ethical use of AI across the institution.
2. Provide clear expectations for faculty, staff, students, administrators, contractors, and vendors.
3. Strengthen data governance, privacy, accessibility, cybersecurity, and intellectual property protections.
4. Promote innovation while protecting academic integrity, rigor, institutional reputation, and operational resilience.
5. Ensure all university digital content and AI-supported services comply with WCAG 2.1 AA and American Disabilities Act (ADA) requirements.
6. Adhere to Louisiana State Executive Order (PPM -74) and Louisiana State Board of Regents policy alignment.

This policy advances institutional accountability, creates a unified governance structure, and supports continuous improvement in alignment with federal and state laws, accreditation requirements, and national and state-level best practices.

2. What is the fiscal impact of this policy?

Implementation of this integrated Artificial Intelligence, Data Governance, and Web Accessibility policy will require a strategic, multi-year investment in technology infrastructure, workforce development, and governance processes. These expenditures represent both initial and recurring obligations necessary to ensure System-wide compliance with state and federal regulations, mitigate institutional risk, and support accreditation readiness and high-quality digital learning environments. Preliminary estimates indicate that the required training for all System employees may range from approximately **\$250,000 to \$1,000,000**, depending on the scope of adoption, vendor selection, and the number of personnel requiring certification or ongoing professional development. Additional fiscal considerations may include system upgrades, licensing fees, accessibility remediation, staffing to support governance and monitoring functions, and periodic third-party assessments. This investment is essential to sustaining a secure, ethical, and compliant AI-enabled ecosystem across the Southern University System.

A. Technology and Licensing

- Acquisition or expansion of approved AI tools, analytics and monitoring platforms and accessibility evaluation tools.
- Integration of AI tools into existing enterprise systems in line with secure development and testing and data-risk classifications.

B. Workforce Development

- Ongoing AI literacy, academic-integrity, data governance, and accessibility training for faculty, staff, students, and administrators (AI & data governance resources and academic integrity training modules)

C. Governance, Oversight, and Accessibility

- Support for institutional AI Oversight Committee, Data Governance, and Accessibility Councils
- Regular accessibility audits and remediation of legacy digital content to meet WCAG 2.1 AA.

These costs are justified by improved risk management, compliance, reduced exposure to legal or accreditation risk, better data-informed decision making, enhanced student experience, and more inclusive digital environments.

3. Was this policy developed based on best practices and in alignment with similar universities/colleges, policy organizations such as Association of Governing Boards of Universities and Colleges (AGB), Southern Association of Colleges and Schools – Commission

on Colleges (SACSCOC), Louisiana Board of Regents, etc. Briefly discuss and provide an example.

This umbrella policy is aligned with the Louisiana Board of Regents Policy on Responsible, Ethical, and Secure Use of AI (system-level governance, AI risk and tools inventory, cybersecurity, enforcement)- Policy # IT-006

Southern University System Comprehensive AI Use Policy (ethical AI, academic integrity, FERPA protection, instructional use)- SUS-1-004

Southern University System Cybersecurity Policy No. 8-001

Southern University System Information Security Policy Plan No. 8-002

Southern University IT Procurement Policy for All System Campuses

Southern University IT Data Classification Policy for All System Campuses

Louisiana State Government PPM 74 Web Accessibility Compliance and state requirements for WCAG 2.1 AA and ADA. -LAC 4:V Chapter 61

In addition, the policy incorporates best practices from other Louisiana and national universities, including AI usage in coursework and communication, data governance and classification, digital governance and accessibility.

This policy also reflects National Institute of Standards and Technology (NIST) AI risk management framework (risk classification, secure development, monitoring).

Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) requirements related to academic integrity, distance education, and student support.

American Disabilities Act (ADA) Section 508, Department of Justice (DOJ) Final Rule on digital accessibility, and AGB governance principles. April 24, 2024.

Association of Governing Boards of Universities and Colleges (AGB) principles

4. If this is a policy revision or update, please provide a summary of the proposed revisions and reason(s) for the revisions.

This document represents a comprehensive revision and expansion of the Southern University System's existing Artificial Intelligence (AI) policy. The revisions were necessary to transform the prior AI guidance—which focused primarily on ethical use and academic integrity—into a fully integrated Umbrella Policy that addresses the broader institutional implications of AI across university departments, academics, operations, data protection, and digital accessibility.

The updated Umbrella AI Policy includes the following major enhancements:

1. Expanded Scope

The revised policy extends beyond instructional AI use to now include:

- Administrative and operational AI applications
- Research-related AI use
- AI-enabled student services and advising
- Enterprise-level AI technologies and automation tools

2. Creation of Formal Governance Bodies

New governance structures have been established, including:

- AI Advisory Council
- Data Governance, Management & Oversight Committee
- Digital Accessibility Officer with WCAG 2.1 oversight responsibilities

3. Integration of Data Governance Requirements

The updated policy aligns AI use with institutional data governance standards through:

- Data classification rules
- Privacy and security protections
- Requirements for handling restricted and confidential data
- Institutional Data Governance Policy Enforcement

4. AI Tools Inventory and Risk Assessment Process

The policy introduces formal processes for:

- Vetting and approving AI tools
- Maintaining a centralized AI Tools Inventory
- Conducting AI risk assessments using defined risk tiers
- Assessing vendor security, privacy, bias mitigation, and accessibility documentation

5. Updated Procurement and Vendor Requirements

AI procurement now requires:

- Contractual data protection clauses
- Vendor security reviews
- Accessibility conformance reports (e.g., Voluntary Product Accessibility Templates (VPATs))
- Alignment with institutional risk and governance standards

6. Full Integration of WCAG 2.1 AA Digital Accessibility Requirements

The revised policy adds new accessibility standards related to:

- Accessible AI interfaces
- Accessible digital content and multimedia
- Internal controls and pre-publication accessibility checks
- Mandatory accessibility statements for university web properties by Louisiana Executive Order PPM-74.

7. Addition of Comprehensive Training and Education Requirements

The new version establishes training expectations for:

- Faculty (AI literacy, pedagogy, accessibility, integrity)
- Staff (data governance, AI tools, privacy, AI literacy)
- Students (ethical AI use, literacy, integrity)
- Specialized roles (data stewards, instructional designers, IT staff)

8. Updated Compliance and Enforcement Measures

Clearer enforcement language has been added to outline:

- AI misuse enforcement
- Data policy violations
- Accessibility non-compliance
- Vendor accountability measures



POLICY TITLE

Umbrella Policy on Artificial Intelligence Use, Data Governance, Management and Oversight, and Web Content Accessibility Guidelines (WCAG 2.2 AA)

POLICY NUMBER

SUS- 8-010

Responsible Unit(s): System Division of Information Technology, System Office for Compliance, System Office of Human Resources, and each Campus's Division of Academic Affairs	Effective Date: <i>12/18/2025</i>
Responsible Official(s): System Chief Information Officer, System Director for Compliance, Chief Human Resources Officer, and each Campus's Vice Chancellor for Academic Affairs	Last Reviewed Date: <i>12/15/2025</i>
Policy Classification: Information Technology	Origination Date: <i>12/15/2025</i>

I. POLICY STATEMENT AND RATIONALE

The Southern University System is committed to the responsible, ethical, secure, and inclusive use of technology across all academic, administrative, and operational functions. This umbrella policy establishes a unified institutional framework governing (1) the use of Artificial Intelligence (AI), (2) data governance, management, and oversight, and (3) digital and web accessibility in compliance with Web Content Accessibility Guidelines (WCAG 2.2) Level AA. Together, these domains safeguard the System's academic integrity, protect institutional and personal data, and ensure that all digital content and services are accessible to every member of the System community.

The System requires all employees, students, vendors, contractors, and affiliated partners to follow the standards and expectations defined in this policy. This includes the ethical use of AI tools; the secure collection, storage, management, and sharing of System data; and the design, development, and maintenance of accessible digital content and technologies.

All AI usage must align with federal and state regulations, Louisiana Board of Regents guidance, SACSCOC expectations, national accessibility standards, and emerging national best practices. All institutional data must be handled in accordance with approved data governance structures, including required data classification, data quality standards,

internal controls, inventory processes, and privacy and security protocols. All System websites, digital platforms, instructional materials, and online technologies must meet or exceed WCAG 2.2 AA accessibility standards to ensure equitable access.

This policy affirms the System's commitment to transparency, accountability, innovation, data stewardship, digital equity, and continuous improvement. It requires each campus to demonstrate compliance, participate in training, document processes, complete required assessments, and remediate areas of noncompliance within established timelines. Through this unified framework, the Southern University System seeks to strengthen institutional effectiveness, support responsible innovation, improve accessibility, and uphold the System's mission of excellence in teaching, research, and service.

This policy sets forth the overarching governance, responsibilities, and controls for use, procurement, deployment, and management of artificial intelligence (AI) technologies, data assets, and digital content across the institution. The rationale is to:

- Enable innovation and efficient use of AI-driven tools while ensuring ethical, secure, transparent, and accountable usage.
- Provide expectations for faculty, staff, students, administrators, contractors, and vendors.
- Ensure proper data governance— Cybersecurity, risk management, and data protection standards data classification, access, quality, retention, and disposal—when leveraging AI systems.
- Ensure web and digital-content accessibility in compliance with WCAG 2.2 Level AA (or higher) so that AI-enabled digital services do not undermine accessibility for persons with disabilities.
- Aligns institutional policy with the Louisiana Board of Regents' policy on the responsible, ethical, and secure use of AI in public post-secondary education in Louisiana.
- Adherence to Louisiana State Government Policy and Procedure Memoranda Number 74 (PPM-74)
- Establish governance committees and accessibility leadership

II. POLICY SCOPE AND AUDIENCE

This policy applies to:

- All institutional units and all employees, students, contractors, affiliates, third-party vendors, and partners engaged with the institution.
- All uses of AI technologies (including but not limited to machine learning, generative AI, large language models, decision-support systems) deployed for institutional business, teaching, research, student services, administration, or externally facing digital content.
- All digital content and web/mobile assets developed, procured or managed by the institution (including AI-driven content generation or delivery) that must comply with accessibility standards.

- All data assets (structured, unstructured, synthetic) that are processed, analyzed, ingested, output, or otherwise involved in AI systems.
- All vendor and procurement activities related to AI systems, services, or digital content. Exceptions or narrower scope (e.g., purely personal, or academic exploration of AI on personal devices) may be defined in institutional procedures but must still align with the spirit of this policy.

III. POLICY COMPLIANCE

Failure to comply with the policy may result in:

- Required completion of additional training
- Suspension or revocation of access to AI tools and systems
- Disciplinary action under student, staff, faculty, or other conduct codes (e.g. vendors, contractors and consultants)
- Reporting obligations to system offices, the Board of Regents, or state entities
- Corrective actions, including remediation plans or audits

Examples of non-compliance

- Using AI to commit academic misconduct, such as submitting AI-generated work as one's own without permission or attribution.
- Inputting FERPA-protected, HIPAA, or other sensitive institutional data into unapproved, external AI tools.
- Deploying AI systems without required risk assessments, governance approval, or vendor security review.
- Publishing or maintaining web content or digital resources not conforming to WCAG 2.2 AA accessibility standards, absent a documented and time-bound remediation plan.

IV. POLICY DEFINITIONS

Artificial Intelligence (AI): Any system, service or software that performs functions or tasks that would normally require human intelligence—such as machine learning, natural-language processing, computer vision, generative content, decision-making.

Generative AI: AI systems that can generate new content (text, image, audio, video) based on patterns or training data.

AI Output: Any content or decision formed wholly or in part by an AI system.

Human-in-the-Loop / Human Oversight: Ensuring that humans review, validate or approve AI outputs before they drive significant decisions.

Data Classification: The categorization of data by sensitivity (e.g., public, internal, confidential, restricted) as per institutional policy.

Web Content / Digital Content: Websites, web applications, mobile apps, documents, multimedia, interactive tools, portals, and any user-facing digital interface.

WCAG 2.2 Level AA: The success criteria defined in the Web Content Accessibility Guidelines version 2.2 at Level AA conformance.

Vendor / Third-Party AI System: Any system or service procured from a third party which employs AI technology.

AI Incident: Any event in which an AI system is misused, manipulated, produces harmful or biased output, causes a data breach or regulatory non-compliance, or where vendor/procurement oversight fails.

Umbrella Policy: A comprehensive, overarching institutional policy that integrates multiple related policy areas into a single, unified framework. It establishes broad governance structures, system-wide expectations, and high-level principles that apply across all campuses, departments, operations, and stakeholders.

System: The Southern University System and its institutions.

V. POLICY IMPLEMENTATION PROCEDURES

A. Artificial Intelligence (AI)

The Southern University System will establish an AI Advisory Council to provide strategic guidance, oversight, and coordination for the responsible, ethical, and transparent use of Artificial Intelligence across all campuses. The Council will serve as the primary institutional body for reviewing AI-related risks, recommending standards, evaluating emerging technologies, monitoring compliance, and ensuring alignment with federal and state regulations, accreditation requirements, and best national practices.

The AI Advisory Council will:

1. Review & Approve AI Systems

- Reviewing all proposed AI systems, platforms, or tools prior to procurement or deployment
- Assessing risk areas: ethical use, bias, security, privacy, accessibility, and data handling
- Ensuring no AI system processes restricted or confidential data without appropriate controls.

2. Policy Oversight & Alignment
 - o Recommending updates to the AI Comprehensive Policy.
 - o Ensuring alignment with federal law, state mandates, and Louisiana Board of Regents' AI Policy
 - o Reviewing the integration of WCAG 2.2 requirements for all AI-generated or AI-presented content
3. Risk Management & Incident Response
 - o Evaluating and documenting AI-related incidents, breaches, misuse, or accessibility failures
 - o Recommending mitigation strategies and corrective actions
 - o Working collaboratively with IT Security, Data Governance, Management & Oversight, and Accessibility offices
4. Training & Competency Development
 - o Supporting the development of campus-wide AI training programs
 - o Ensuring faculty, staff, and students understand responsible AI usage and data handling.
 - o Promoting awareness of accessibility requirements associated with AI tools.
5. Monitoring & Reporting
 - o Maintaining the official inventory of all AI tools authorized for institutional use.
 - o Conducting annual reviews of AI systems for compliance, accessibility, and performance
 - o Providing annual AI Governance Reports to the Chancellor/President and Board

B. Requirements for AI Advisory Council

Members must demonstrate competency in AI, including one or more of the following:

- Formal training or certification in AI, machine learning, data science, cybersecurity, instructional technology, or related fields
- Documented experience in AI integration in higher education, research, instructional design, IT, or digital governance
- Familiarity with accessibility standards (WCAG 2.2), data governance practices, or AI risk management
- Demonstrated ability to review, evaluate, and interpret AI tools or systems

Members shall participate in ongoing professional development to maintain competency in emerging AI technologies, accessibility practices, and data governance regulations.

C. AI usage in Coursework and Instruction

AI may be used to enhance efficiency, support innovation in teaching, learning, research and administration, provided the use aligns with this policy and institutional procedures. AI may assist in routine tasks (e.g. summarization, scheduling, content suggestions) but human oversight remains mandatory for decisions affecting individuals and institutional reputation.

1. Instructor Authority and Clarity

- Individual instructors determine whether and how AI tools may be used in each course or assignment, where AI use must be clearly addressed in syllabi and assignment instructions.
- If AI use is not specifically mentioned, students should assume it is restricted or prohibited and seek clarification before using AI in graded work.

2. Permitted Uses (when authorized)

When explicitly allowed, AI may be used for:

- Ideation and brainstorming
- Outlining or first-data development, with substantial human revision
- Language support (such as transition grammar assistance)
- Tutoring or concept clarification

Students remain fully responsible for the accuracy, originality, and integrity of all submitted work and must follow any reference/citation and disclosure requirements established by the instructor.

3. Prohibited Uses

- Generating entire assignments, projects, essays, or exam responses and submitting them as one's own work.
- Using AI to fabricate data, sources, or citations.
- Using AI to evade learning outcomes (e.g. bypassing required practice or problem-solving).

4. Academic Integrity Education

The System may require students to complete academic integrity and AI use training modules.

D. AI Use in Research and Scholarly Activity

- Researchers must document AI use in methods sections where applicable, including model type, prompts, and limitations, echoing the System's emphasis on disclosure and accountability in undergraduate and graduate research.
- Research involving AI must comply with IRB, data-use agreements, and sponsor requirements.
- Training data and outputs must be managed in accordance with data governance, privacy, and intellectual property policies.

E. AI Use in Administrative and Operational Functions

Staff may use AI only with approved tools, supervisor approval, and must:

- Avoid entering confidential, restricted, extremely sensitive, proprietary, or regulated data into AI tools unless the tool and configuration are specifically

approved for such use (e.g. health records, student personal identifiable information, financial data).

- Ensure that AI-generated communications are accurate, appropriate, and aligned with System policies.

AI must not be used to:

- Generate fraudulent, deceptive, or misleading communications
- Circumvent internal controls or established review processes
- Perform automated decisions on employment or student status without human oversight and documented fairness review

F. Data Governance, Privacy, and Security

A. The Data Governance, Management & Oversight Committee ensures that all data used by or generated through AI systems is accurate, secure, accessible, ethically managed, and compliant with institutional and state data governance standards. The System-wide Data Governance, Management & Oversight Committee is responsible for:

1. Provides oversight and accountability to ensure consistent practices across all campuses
 - Enforce campus compliance with system-wide data policies and procedures
 - Establish system-wide standards for data quality, classification, retention, privacy, and security
 - Maintain a system-wide data inventory and data custodian registry.
 - Approve data access levels and define institutional data-sharing protocols
 - Oversee data-risk assessments, compliance audits, reporting accuracy, and remediation.
 - Collaborate with the AI advisory committee and the Digital Accessibility Committee
 - Coordinate data governance with IT security, institutional research, and academic affairs
 - Review and recommend updates to the data-governance framework annually.
 - Ensure campus policies align with system-wide requirements.
2. Policy Oversight & Alignment
 - Recommend updates to the Data Governance Policy.
 - Ensure alignment with federal law, state mandates, and Louisiana Board of Regents' Data governance policies
3. Risk Management & Incident Response
 - Evaluate and document non-compliance of data incidents, breaches, misuse, or accessibility failures
 - Recommend mitigation strategies and corrective actions
 - Work collaboratively with IT Security
4. Training & Competency Development
 - Support the development of campus-wide data training programs
 - Support unit-level data stewards with training and resources

- Ensure faculty, staff, and students understand responsible data handling.
- Promote awareness of accessibility requirements.

5. Monitoring & Reporting

- Conduct annual reviews of data systems for compliance, accessibility, and performance
- Manage campus data assets, inventories, access permissions, and data-quality procedures
- Provide quarterly/annual data governance reports to the Chancellor/President and Board. Reporting data governance risks and mitigation strategies to the System senior leadership.

6. Vendor Data Oversight

- Evaluate vendor compliance with data residency, data ownership, deletion procedures, and ethical practices

B. Membership Requirements for Data Governance, Management & Oversight Committee

Requirements for Data Governance, Oversight & Management Committee must demonstrate competency in data governance, including:

- Understanding of data classification levels, privacy laws, and cybersecurity controls
- Familiarity with WCAG 2.2 and accessibility considerations in digital content
- Experience with enterprise data systems, analytics, or data security
- Ability to evaluate data risk in the context of AI system usage

1. Membership on the committee shall be role based, drawn from major data domains and supporting units—including institutional research/effectiveness, registrar, HR, finance, IT, sponsored programs, enrollment management, academic affairs, legal counsel, compliance, and any others approved by the Chancellor. These roles are based on primary data domains of the institution as well as roles from additional areas of the institution that have a vested interest in data governance.
2. Terms of membership committee members shall serve three-year terms with the option of one-year extensions.
3. Meetings shall be held at least monthly. A meeting may be called at any time by the Chair when sensitive items arise or cancelled if no agenda exists.
4. The committee acts as an advisory capacity to the System's senior leadership and works in coordination with executive governance bodies and other oversight councils.
5. Committee members are expected to maintain competency through ongoing training and development.

6. Members shall participate in ongoing professional development to maintain competency in emerging data governance, management, and oversight technologies, accessibility practices, and data governance regulations.

C. The System will maintain a data governance program. Core elements include:

1. Data Governance Structure

- A cross-functional data governance committee responsible for: data classification and standards, AI and analytics data requirements, data access policies and role-based permissions, data quality, and lifecycle management

2. Data Classification and Use

- Institutional data will be classified by sensitivity (e.g. public, internal, confidential, restricted) and protected accordingly.
- AI tools may only access data consistent with classes and with minimum-necessary use principles.

3. Data Retention and Deletion

- AI generated content, logs, models, and input datasets must adhere to institutional record-retention schedules.
- Documented disposal of archiving of AI models and associated data must occur at end of life or when superseded.

4. Vendor/Third Party Data Governance

- Vendor contracts must address: data ownership, data residency, data access, deletion/return of data upon contract termination, confidentiality, audit rights.
- Vendors must commit to accessibility, bias mitigation, and security controls, aligned with institutional standards.

5. Audit and Incident Response

- Periodic audits of AI systems for data governance compliance
- AI-related data incidents will follow established incident response protocols, including required notifications and corrective actions.
- Document findings, remediation actions, and maintain a register of AI systems in use (inventory).

6. Training and Awareness

- Data Users (faculty, staff, and approved student employees) will complete periodic training on data-handling responsibilities, AI-related data risks, privacy, and security controls.

G. Web Accessibility and Digital Governance (WCAG 2.2 AA)

1. The System adopts WCAG 2.2 Level AA as its minimum web accessibility standard, consistent with Louisiana State Government PPM Number 74:

- The System will maintain a Web Accessibility & Digital Governance Council (or equivalent). The purpose of the Web Accessibility Council is to ensure that all digital, physical, instructional, and programmatic aspects of the System are fully accessible, inclusive, and compliant with federal, state, and accrediting-body requirements.
- The Council provides institutional leadership, guidance, and oversight to eliminate barriers, promote equitable experiences, and advance the System's commitment to creating an accessible environment for all students, faculty, staff, visitors, and community partners.

2. The Web Accessibility Council serves as the central governance body responsible for:

- Establishing and maintaining accessibility standards, including WCAG 2.2 AA and ADA/Section 504 requirements.
- Reviewing and approving accessibility policies, procedures, and implementation plans across campuses and operational units.
- Monitoring compliance through ongoing audits, evaluations, and remediation planning for digital, instructional, and physical environments.
- Guiding procurement and vendor review processes to ensure that technology, software, digital content, and instructional materials meet accessibility expectations before adoption or renewal.
- Supporting faculty, staff, and students through training, resources, professional development, and consultation.
- Recommending corrective actions and institutional improvements that reduce risk, address systemic gaps, and support accreditation and regulatory requirements.
- Providing leadership and reporting to the President/Chancellor, Executive Cabinet, and relevant governance committees on accessibility compliance, institutional risk, and strategic priorities.
- Promoting a culture of inclusion by championing universal design, equitable access, and continuous improvement in digital and physical accessibility across the System.

3. In fulfilling this purpose, the Accessibility Council ensures that accessibility is not an isolated task or a compliance checkbox, but a shared, institution-wide responsibility essential to academic excellence, student success, and the System's mission.

4. Web Accessibility Coordinator

A Web Accessibility Coordinator will be designated and trained per PPM-74 to:

- Serve as the primary contact for accessibility concerns.
- Support units in creating accessible content.
- Coordinate training and remediation activities.

- Develop Accessibility Statements and prepare reporting -Accessibility statements, including contact information for the coordinator will be posted on major web properties.

5. Continuous Improvement

- Where third-party platforms are not compliant, the System will provide alternate access methods and work with vendors using tools such as Voluntary Product Accessibility Templates (VPAT) to improve accessibility over time.

IX. POLICY RELATED INFORMATION

This policy is supported by and should read alongside:

- Southern University System Comprehensive Artificial Intelligence Use Policy
<https://www.sus.edu/assets/sus/systempolicies/System-Policies/01/1-004.pdf>
(Policy #SUS 1-001)
- Southern University Acceptable Use of Information Technology Resources
<https://www.subr.edu/assets/subr/WirelessNetwork/acceptusetechnology.pdf>
- Southern University System Cybersecurity Policy No. 8-001
https://www.sus.edu/assets/sus/DoIT/Cybersecuriy-Policy_Sept21.pdf
- Southern University System Information Security Policy Plan No. 8-002
https://www.sus.edu/assets/sus/DoIT/Information-Security-Policy-Plan_Sept21.pdf
- Southern University IT Procurement Policy for All System Campuses
<https://www.subr.edu/assets/subr/DoIT/IT-Procurement-Approved.pdf>
- Southern University IT Data Classification Policy for All System Campuses
<https://www.subr.edu/assets/subr/DoIT/IT-DataClassification-Approved.pdf>
- Louisiana Board of Regents Policy on Responsible, Ethical, and Secure Use of AI
<https://www.doa.la.gov/doa/ots/policies-and-forms/artificial-intelligence-acceptable-use-policy/> (Policy # IT-006)
- Louisiana State Executive Order JML-25-105 State Government Use of AI
<https://gov.louisiana.gov/assets/ExecutiveOrders/2025/JML-Executive-Order-25-103.pdf>
- Louisiana State Government PPM -74 Web Accessibility Compliance

<https://www.doa.la.gov/media/2tsfafxj/ppm-74-amendment-web-accessibility-compliance.pdf>

- State of Louisiana AI Acceptable Use Policy (OTS)
https://www.doa.la.gov/doa/ots/policies-and-forms/artificial-intelligence-acceptable-use-policy/?utm_source=chatgpt.com
- Southern University System, Louisiana State University, University of Louisiana at Lafayette, LSUE, Southeastern and SUSLA web accessibility statements and resources
<https://www.sus.edu/page/accessibility-statement>
https://louisiana.edu/web-accessibility?utm_source=chatgpt.com
- Institutional Data Governance and Data Management Policies
https://www.lsu.edu/data/datagov/data_governance.php?utm_source=chatgpt.com

Southern University Smart Glasses and Wearable Technology policy-*in development*

7. POLICY HISTORY AND REVIEW CYCLE

This is a new umbrella policy that unifies AI usage, data governance, management and oversight, and web accessibility standards under a single, integrated institutional framework.

8. POLICY URL

www.sus.edu/page/policy-search

9. POLICY APPROVAL

Dennis J. Shields

President, Southern University and A&M College
System

Effective Date of Policy

The Honorable Tony M. Clayton
Chair-Southern University
System Board of Supervisors

Effective Date of Policy

FINAL

SU SYSTEM POLICY DEVELOPMENT, ROUTING, AND CHECKLIST FORM

TO: **SU SYSTEM POLICY & PLANNING COMMITTEE**
[Email Address: policies@sus.edu](mailto:policies@sus.edu)

FROM: **Dr. Tammy Hall Director of Policy and Accreditation Compliance**
Responsible Official (Name and Title) - (Initiator of Policy)

DATE: 12/11/2025

POLICY TITLE: Data Governance, Management & Oversight

1. SELECT POLICY CLASSIFICATION

- Academic Affairs (1-000)
- Enrollment Management (2-000)
- External Affairs & Public Relations (3-000)
- Facilities (4-000)
- Finance, Audit, & Budget (5-000)
- Governance & Institutional Effectiveness (6-000)
- Human Resources (7-000)
- Information Technology (8-000)
- Institutional Advancement (9-000)
- Legislative Affairs & Legal (10-000)
- Research & Extension (11-000)
- Safety & Security (12-000)
- Student Affairs (13-000)
- Workforce & Economic Development (14-000)
- Athletics (15-000)

2. SELECT POLICY STATUS

- New Policy for Approval
- Review of Existing Policy for Withdrawal
- Review of Existing Policy for Withdrawal and Replacement

3. POLICY DEVELOPMENT WITH STAKEHOLDER INPUT

Responsible Official certifies that the policy was developed with input from all applicable stakeholders identified in the revised *SU System Policy on Policies (SUS-6-001), Section IV – Definitions – Policy and Planning Committee*.

TH 12/11/2025

(Date/Initials of Responsible Official)

4. PROPOSED POLICY SUBMITTED FOR INITIAL REVIEW AND APPROVAL

Responsible Official submits policy to the SU System Policy & Planning Committee using the official policy template

TH 12/11/2025

(Date/Initials of Responsible Official)

5. SU SYSTEM POLICY & PLANNING COMMITTEE REVIEW AND ACTION

- Δ Proposed policy is Approved Disapproved
- Δ If approved, proposed policy is assigned a Policy Number _____
(Date)
- Δ If approved, proposed policy is forwarded to the President for action _____
(Date)
- Δ If disapproved, proposed policy is returned to Responsible Official with comments for review and re-submission to the SU System Policy & Planning Committee _____
(Date)

Comments:

6. PRESIDENT'S REVIEW AND ACTION

- Δ Proposed policy is Approved Disapproved
- Δ If approved and signed, proposed policy is forwarded to the SU Board of Supervisors for consideration and action _____
(Date)
- Δ If disapproved, proposed policy is returned to Responsible Official with comments for review and re-submission to SU System Policy & Planning Committee _____
(Date)

Comments:

7. SU BOARD OF SUPERVISORS (GOVERNANCE COMMITTEE & FULL BOARD) REVIEW AND ACTION

- Δ Proposed policy is Approved Disapproved
- Δ If approved and signed, proposed policy is forwarded to the SU System Policy & Planning Committee for archiving _____
(Date)
- Δ If disapproved, proposed policy is returned to Responsible Official with comments for review and re-submission to SU System Policy & Planning Committee _____
(Date)

Comments:



POLICY TITLE

Data Governance, Management & Oversight Policy

POLICY NUMBER

SUS 8-011

EXECUTIVE SUMMARY

1. What is the purpose/rationale for this policy?

The purpose of this Data Governance & Oversight policy is to establish a unified, system-wide framework that ensures responsible, ethical, secure, and strategically aligned management of data across the Southern University System (SUS). This policy strengthens institutional accountability, protects sensitive information, enhances decision-making through reliable data, and ensures compliance with federal, state, and accrediting bodies' requirements regardless to where University data is used, stored or maintained.

Data governance serves as a foundational pillar supporting the University's broader digital transformation efforts, including artificial intelligence (AI) usage, digital literacy, online education, analytics, and accessibility initiatives. Clear governance standards—paired with oversight and shared accountability—ensure that the University's data lifecycle (collection, storage, access, use, sharing, retention, and disposal) is consistent, compliant and secure.

By treating data as a high-value institutional asset, the Southern University System acknowledges that both structured and unstructured data must be managed intentionally and systematically. This ensures data-informed decision making and fosters trust in institutional information.

2. What is the fiscal impact of this policy?

The fiscal impact of this policy is expected to be minimal to moderate, depending on the campus-level infrastructures and maturity of existing data management processes. Required expenditures may include:

- System-wide or campus-level data governance tools (inventories, classification systems, compliance tracking)
- Periodic training for faculty, staff and administrators in the development of courses
- Strengthened cybersecurity, access-control systems and data-protection platforms.
- Support for compliance monitoring, internal audits, and secure storage systems.

Long-term benefits such as reduced data breaches, fewer compliance violations, improved efficiency, improved retention and reporting accuracy—are expected to outweigh any possible initial implementation costs.

3. Was this policy developed based on best practices and in alignment with similar universities/colleges, policy organizations such as Association of Governing Boards of Universities and Colleges (AGB), Southern Association of Colleges and Schools – Commission on Colleges (SACSCOC), Louisiana Board of Regents, etc. Briefly discuss and provide an example.

This policy is aligned with nationally recognized best practices and frameworks established by:

- **Louisiana Board of Regents (BoR)** – Guidance on the Responsible and Ethical Use of Artificial Intelligence, Data & Information Governance requirements, statewide cybersecurity mandates, and digital risk mitigation expectations.
- **Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)** – Standards related to institutional effectiveness, data accuracy, privacy, student records, information security, academic integrity, and compliance oversight.
- **Association of Governing Boards of Universities and Colleges (AGB)** – Best practices for board governance of technology, enterprise risk management (ERM), and oversight of digital and data strategy.
- **Federal Cybersecurity and Intelligence Frameworks (FBI, CIA)** – Sector guidance on cyber threats, intelligence-informed risk assessments, counterintelligence protection, digital forensics, data-protection expectations, and national security-aligned protocols for safeguarding sensitive information and preventing system vulnerabilities.
- **National and International Standards Organizations** – Including **EDUCAUSE**, **National Institute of Standards and Technology (NIST)**, Cybersecurity Framework, and **ISO/IEC** standards for data governance, information security, privacy, and digital accessibility.
- **Peer higher-education institutions** – Such as Louisiana State University, University of Louisiana at Lafayette, Tulane University, Prairie View A&M University, and other regional HBCUs and public systems that maintain mature data governance, AI oversight, and cybersecurity programs.
- **Other University System Information Technology and Data Governance policies**

Example of Alignment with Best Practices

For example, LSU and Tulane University both utilize data governance models that include:

- Centralized oversight committees
- Clearly defined data steward and data owner roles
- Formal classification levels
- Risk-based access controls
- Regular compliance audits

The Southern University System's policy mirrors this structure by establishing a unified Data Governance and Oversight Program, assigning formal roles and responsibilities, and integrating NIST-aligned cybersecurity practices—strengthening protections against data misuse, breaches, and operational risk.

By implementing a systemwide governance model supported by federal intelligence standards, state regulations, national best practices, and HBCU peer benchmarking, the Southern University System positions itself as a leader in ethical data stewardship, AI oversight, cybersecurity, and digital accountability.

4. If this is a policy revision or update, please provide a summary of the proposed revisions and reason(s) for the revisions.

This document represents a comprehensive update and revision of the university's previous data governance policy. The revisions were necessary to modernize the policy, clarify roles across the System, and align the university with state, federal, and national best practices in data governance, privacy, and data stewardship. Key updates include:

1. **Expanded Data Governance Framework**

The policy now establishes a more robust, system-wide governance structure—including the Data Governance, Management and Oversight Committee—to ensure consistent oversight, accountability, and cross-campus coordination.

2. **Integration of Data Classification and Security Standards**

The updated policy incorporates a formal data classification model and aligns security, privacy, and access requirements with recognized standards and regulatory expectations.

3. **Clear Definition of Roles and Responsibilities**

Roles such as Data Trustees, Data Stewards, Data Custodians, and Data Users have been more clearly defined to ensure transparency, accountability, and shared responsibility for data quality, protection, and appropriate use.

4. **Alignment With Best Practices and System Priorities**

Revisions integrate current best practices in higher-education data management and draw from peer university models. The policy also aligns with the Southern University System's strategic priorities and compliance expectations set by federal regulations, SACSCOC, and the Louisiana Board of Regents.

5. **Updated Procedures for Data Lifecycle Management**

The revised policy incorporates guidelines for data creation, storage, sharing, archival, and destruction to ensure data integrity, reduce duplication, and support System-wide decision-making.

6. **Integration With Related Policies (AI, Security, Web Accessibility)**

The revised version ensures seamless alignment with the university's AI Umbrella Policy, Information Security Policy, Web Content Accessibility Guidelines (WCAG 2.1) Web Accessibility requirements, and other technology-related policies.

The rapid evolution of data environments increased regulatory expectations, and the need for System-level consistency necessitated a comprehensive update. The revised policy strengthens governance, enhances security, standardizes data practices across campuses, and ensures that the university remains compliant, data-informed, and strategically positioned to support student success and institutional effectiveness.

FINAL



POLICY TITLE

Data Governance, Management, and Oversight Policy

POLICY NUMBER

SUS- 8-011

Responsible Unit(s): System Division of Information Technology, System Office for Compliance, System Office of Human Resources, and each Campus's Division of Academic Affairs, Office of Institutional Effectiveness, Registrar, and Division of Enrollment Management	Effective Date: <i>12/18/2025</i>
Responsible Official(s): System Chief Information Officer, System Director for Compliance, Chief Human Resources Officer, and each Campus's Vice Chancellor for Academic Affairs, Senior Official for Institutional Effectiveness, Registrar, and Vice Chancellor for Enrollment Management	Last Reviewed Date: <i>12/15/2025</i>
Policy Classification: Information Technology	

I. POLICY STATEMENT AND RATIONALE

The Southern University System is committed to safeguarding data as a strategic institutional asset. All System data—regardless of form, location, or system of origin—must be collected, accessed, used, stored, shared, and disposed of responsibly, ethically, securely, and in accordance with federal, state, system-wide, and campus-level requirements.

The rationale for this policy is to ensure:

- Protection of sensitive and confidential information
- Establish system-wide standards for data quality, classification, retention, privacy, and security.
- Maintain a system-wide data inventory and data custodian registry.
- Approve data-access levels and define institutional data-sharing protocols.
- Oversee data-risk assessments, compliance audits, reporting accuracy and remediation
- Collaborate with the AI Advisory Committee on data use for AI models and tools.

- Collaborate with the Digital Accessibility Committee to provide equitable access to information technology and digital content for all members of the community.
- Review and recommend updates to the data-governance framework annually.
- Ensure campus policies align with system-wide requirements.

II. POLICY SCOPE AND AUDIENCE

This policy applies to:

- All campuses within the Southern University System.
- All faculty, staff, administrators, contractors, vendors, and affiliates who access or use System data.
- All information systems, learning technologies, analytic tools, AI systems, cloud-based platforms, student information systems, financial systems, and digital repositories.
- All data types, including student records, HR data, financial data, research data, health information, and operational data.

Audience includes Academic Affairs, Information Technology, Institutional Research, Institutional Effectiveness, Registrar Office, Enrollment Management, Finance & Administration, Human Resources, Research & Sponsored Programs, Student Services, Compliance, and all data-handling units.

III. POLICY COMPLIANCE

Failure to comply with the policy may result in:

- Suspension or revocation of access to System data resources
- Disciplinary action up to and including termination for employees, contractors, or consultants. Dismissal for interns and volunteers.
- Suspension or expulsion for students.
- Civil or criminal prosecution, as applicable.

Non-compliance with this policy includes, but is not limited to, the following actions:

- **Unauthorized access, sharing, or use of System data** — including accessing data without a legitimate business or academic need, or sharing protected information with individuals who do not have appropriate permission.
- **Failure to follow data handling and storage requirements** — such as saving restricted or confidential data on unapproved devices, personal cloud services, or unencrypted media.
- **Circumventing security controls** — including bypassing authentication requirements, disabling encryption, or attempting to override system safeguards.

- **Improper disposal of System data** — discarding printed or electronic records without following approved retention and destruction procedures.
- **Using AI tools, software, or third-party applications without required approvals** — particularly when tools involve processing System data, student information, or sensitive content.
- **Submitting false, misleading, or incomplete information** during data collection, reporting, auditing, or compliance reviews.
- **Failure to report data incidents, breaches, or suspected misuse** within 5 days or less to the appropriate System authority.
- **Installing unapproved applications, plugins, or integrations** on System systems that could compromise data security or integrity.
- **Using System data for personal gain, unauthorized research, or non-System purposes.**
- **Neglecting required trainings, refusing to participate in compliance activities**, or ignoring official directives from authorized governance committees.

IV. POLICY DEFINITIONS

Data Governance: The system-wide framework for managing data throughout its lifecycle to ensure quality, security, accessibility, and ethical usage.

Data Governance Committee: A group of System leaders responsible for setting data policies and ensuring adherence.

Data Custodian: Division of Information Technology (DoIT) is the data custodian. Responsible for providing a secure infrastructure in support of the data, including, but not limited to, providing physical security, backup and recovery processes, granting access privileges to system users as authorized.

Data Stewards: Representatives of the System who are assigned the responsibility to serve as a steward of System data in a particular area. They are responsible for developing procedures for creating, maintaining, and using System data, based on System policy and applicable state and federal laws.

Data Trustee: is a senior institutional leader who has executive-level responsibility and authority over a major data domain of the System. Data Trustees ensure that data within their area of oversight is managed ethically, securely, and in accordance with institutional policies, state and federal regulations, accreditation requirements, and best practices.

Data Classification Levels:

- **Public**-Information that may be freely shared with the public without risk of harm to the System, its students, employees, operations or reputation.
- **Internal**-Information intended for internal use within the Southern University System and not approved for public release.
- **Confidential**-Information protected by laws, regulations, contracts, or System policy. Unauthorized access, disclosure, alteration or destruction could cause significant harm to individuals or the institution.
- **Restricted**-The highest level of sensitive information. Unauthorized disclosure, access, or loss could cause severe legal, financial, reputational, operational, or safety related harm to the System or individuals.

Data Certification Levels: represent the degree of validation, accuracy, completeness, governance compliance, or institutional approval assigned to a dataset before it can be used for reporting, analytics, decision-making, or external submission. Ensure that data is trustworthy, traceable, and aligned with institutional, state, federal, and accreditation requirements.

Data User: Individuals who need and use System data as part of their assigned duties or in fulfillment of assigned roles or functions within the System community. E.g. Faculty, staff, students who use System data for analysis, reporting or decision-making.

Data Producers: Individuals responsible for entering, formatting, and maintaining data.

Data Inventory: A comprehensive listing of institutional data assets, systems, and owners. Personally Identifiable Information (PII): Data that can identify an individual, such as name, SSN, or ID number.

Protected Data: Data protected under FERPA, HIPAA, or other regulations.

Data Lifecycle: The stages of data—from creation and collection to storage, access, use, sharing, and disposal.

Data Breach: Unauthorized access, disclosure, loss, or misuse of institutional data.

Security measures: Processes, software, and hardware used by system and network administrators to ensure the confidentiality, integrity, and availability of the information technology resources and data owned by the System and its authorized users. Security measures may include reviewing files for potential or actual policy violations and for investigating security-related issues.

System: The Southern University System and its institutions.

V. POLICY IMPLEMENTATION PROCEDURES

A. System-wide Data Governance Committee (DGC)

1. Provides oversight and accountability to ensure consistent practices across all campuses
 - o Enforce campus compliance with system-wide data policies and procedures
 - o Establish system-wide standards for data quality, classification, retention, privacy, and security
 - o Maintain a system-wide data inventory and data custodian registry.
 - o Approve data access levels and define institutional data-sharing protocols
 - o Oversee data-risk assessments, compliance audits, reporting accuracy, and remediation.
 - o Collaborate with the AI advisory committee and the Digital Accessibility committee
 - o Coordinate data governance with DoIT security, institutional research, and academic affairs
 - o Review and recommend updates to the data-governance framework annually.
 - o Ensure campus policies align with system-wide requirements.
2. Policy Oversight & Alignment
 - o Recommend updates to the Data Governance Policy.

- Ensure alignment with federal law, state mandates, and Louisiana Board of Regents' Data governance policies
- 3. Risk Management & Incident Response
 - Evaluate and document non-compliance of data incidents, breaches, misuse, or accessibility failures
 - Recommend mitigation strategies and corrective actions
 - Work collaboratively with DoIT Security
- 4. Training & Competency Development
 - Support the development of campus-wide data training programs
 - Support unit-level data stewards with training and resources
 - Ensure faculty, staff, and students understand responsible data handling.
 - Promote awareness of accessibility requirements.
- 5. Monitoring & Reporting
 - Conduct annual reviews of data systems for compliance, accessibility, and performance
 - Manage campus data assets, inventories, access permissions, and data-quality procedures
 - Provide quarterly/annual data governance reports to the Chancellor/President and Board. Reporting data governance risks and mitigation strategies to the System senior leadership.
- 6. Vendor/Contractor Data Oversight
 - Evaluate vendor compliance with data residency, data ownership, deletion procedures, and ethical practices

Membership Requirements

A. The Data Governance Chair shall be the System Chief Information Officer (or equivalent).

- Membership on the committee shall be role based, drawn from major data domains and supporting units==including institutional research/effectiveness, registrar, HR, finance, IT, sponsored programs, enrollment management, academic affairs, legal counsel, compliance, etc. and approved by the President. These roles are based on primary data domains of the institution as well as roles from additional areas of the institution that have a vested interest in data governance.
- Members shall participate in ongoing professional development to maintain competence in emerging technologies, accessibility practices, and data governance regulations.
- Terms of membership; committee members shall serve three-year terms with the option of one-year extensions.

- Meetings shall be held at least monthly. A meeting may be called at any time by the Chair when sensitive items arise or cancelled if no agenda exists.

The DGC acts as an advisory capacity to the System's senior leadership and works in coordination with executive governance bodies and other oversight councils.

B. Data Stewards:

- Maintain, classify, and monitor the data within their assigned domain
- Ensure data integrity, accuracy, and policy compliance
- Approve or deny access requests for specific data sets
- Address data quality issues and coordinate remediation

C. Data Users:

- Researchers must document AI use in methods sections where applicable, including model type, prompts, and limitations, echoing the System's emphasis on disclosure and accountability in graduate research.
- Research involving AI must comply with IRB, data-use agreements, and sponsor requirements.
- Training data and output must be managed in accordance with data governance, privacy, and intellectual property policies.

D. The System will maintain a data governance program. Core elements include:

A cross-functional data governance committee responsible for: data classification and standards, AI and analytics data requirements, data access policies and role-based permissions, data quality, and lifecycle management

1. Data Classification and Use
 - Institutional data will be classified by sensitivity (e.g. restricted, confidential, internal, public) and protected accordingly.
 - AI tools may only access data consistent with classes and with minimum-necessary use principles.
2. Data Retention and Deletion
 - AI generated content, logs, models, and input datasets must adhere to institutional record-retention schedules.
 - Documented disposal of archiving of AI models and associated data must occur at end of life or when superseded.
3. Vendor/Third Party Data Governance
 - Vendor contracts must address data ownership, data residency, data access, deletion/return of data upon contract termination, confidentiality, audit rights.

- Vendors must commit to accessibility, bias mitigation, and security controls, aligned with institutional standards.

4. Audit and Incident Response
 - Periodic audits of AI systems for data governance compliance
 - AI-related data incidents will follow established incident response protocols, including required notifications and corrective actions.
 - Document findings, remediation actions, and maintain a register of AI systems in use (inventory).
5. Training and Awareness
 - Data Users (faculty, staff, and approved student employees) will complete periodic training on data-handling responsibilities, AI-related data risks, privacy, and security controls.
6. Continuous Improvement
 - Where third-party platforms are not compliant, the System will provide alternate access methods and work with vendors using tools such as VPATs (Voluntary Product Accessibility Templates) to improve accessibility over time.

1. POLICY RELATED INFORMATION

This policy is supported by and should read alongside:

- Southern University Acceptable Use of Information Technology Resources
<https://www.subr.edu/assets/subr/WirelessNetwork/acceptusetechnology.pdf>
- Southern University and A & M College System Data Classification Policy
<https://www.subr.edu/assets/subr/DoIT/IT-DataClassification-Approved.pdf>
- Southern University and A& M College System Information Security Policy Plan
https://www.sus.edu/assets/sus/DoIT/Information-Security-Policy-Plan_Sept21.pdf
- Southern University and A&M College System Cyber Security Policy
www.sus.edu/assets/sus/DoIT/Cybersecuriy-Policy_Sept21.pdf
- Southern University System Comprehensive Artificial Intelligence Use Policy
<https://www.sus.edu/assets/sus/systempolicies/System-Policies/01/1-004.pdf>
- Louisiana Board of Regents Policy on Responsible, Ethical, and Secure Use of AI
<https://www.doa.la.gov/doa/ots/policies-and-forms/artificial-intelligence-acceptable-use-policy/>

- Louisiana State Government PPM -74 Web Accessibility Compliance
<https://www.doa.la.gov/media/2tsfafxj/ ppm-74-amendment-web-accessibility-compliance.pdf>
- State of Louisiana AI Acceptable Use Policy (OTS)
https://www.doa.la.gov/doa/ots/policies-and-forms/artificial-intelligence-acceptable-use-policy/?utm_source=chatgpt.com
- Southern University System, Louisiana State University, University of Louisiana at Lafayette, LSUE, Southeastern and SUSLA web accessibility statements and resources
<https://www.sus.edu/page/accessibility-statement>
https://louisiana.edu/web-accessibility?utm_source=chatgpt.com
- Institutional Data Governance and Data Management Policies
https://www.lsu.edu/data/datagov/data_governance.php?utm_source=chatgpt.com

Southern University Smart Glasses and Wearable Technology policy-*in development*

2. POLICY HISTORY AND REVIEW CYCLE

This is a new policy. The Data Governance & Oversight Policy establishes the system's first comprehensive framework for managing institutional data as a strategic asset. This new policy defines roles and responsibilities, classification and certification levels. It has been developed to align with state and federal regulations, Louisiana Board of Regents requirements and best practices in higher education data governance.

3. POLICY URL

www.sus.edu/page/policy-search

4. POLICY APPROVAL

Dennis J. Shields

President, Southern University and A&M College
System

Effective Date of Policy

The Honorable Tony M. Clayton
Chair-Southern University
System Board of Supervisors

Effective Date of Policy

FINAL

SU SYSTEM POLICY DEVELOPMENT, ROUTING, AND CHECKLIST FORM

TO: **SU SYSTEM POLICY & PLANNING COMMITTEE**
[Email Address: policies@sus.edu](mailto:policies@sus.edu)

FROM: **Dr. Tammy Hall, Director of Policy and Accreditation Compliance**
Responsible Official (Name and Title) - (Initiator of Policy)

DATE: 12/11/2025

POLICY TITLE: Web Content Accessibility Policy

1. SELECT POLICY CLASSIFICATION

- Academic Affairs (1-000)
- Enrollment Management (2-000)
- External Affairs & Public Relations (3-000)
- Facilities (4-000)
- Finance, Audit, & Budget (5-000)
- Governance & Institutional Effectiveness (6-000)
- Human Resources (7-000)
- Information Technology (8-000)
- Institutional Advancement (9-000)
- Legislative Affairs & Legal (10-000)
- Research & Extension (11-000)
- Safety & Security (12-000)
- Student Affairs (13-000)
- Workforce & Economic Development (14-000)
- Athletics (15-000)

2. SELECT POLICY STATUS

- New Policy for Approval
- Review of Existing Policy for Withdrawal
- Review of Existing Policy for Withdrawal and Replacement

3. POLICY DEVELOPMENT WITH STAKEHOLDER INPUT

Responsible Official certifies that the policy was developed with input from all applicable stakeholders identified in the revised *SU System Policy on Policies (SUS-6-001), Section IV – Definitions – Policy and Planning Committee*.

TH 12/11/2025

(Date/Initials of Responsible Official)

4. PROPOSED POLICY SUBMITTED FOR INITIAL REVIEW AND APPROVAL

Responsible Official submits policy to the SU System Policy & Planning Committee using the official policy template

TH 12/11/2025

(Date/Initials of Responsible Official)

5. SU SYSTEM POLICY & PLANNING COMMITTEE REVIEW AND ACTION

- Δ Proposed policy is Approved Disapproved
- Δ If approved, proposed policy is assigned a Policy Number _____
(Date)
- Δ If approved, proposed policy is forwarded to the President for action _____
(Date)
- Δ If disapproved, proposed policy is returned to Responsible Official with comments for review and re-submission to the SU System Policy & Planning Committee _____
(Date)

Comments:

6. PRESIDENT'S REVIEW AND ACTION

- Δ Proposed policy is Approved Disapproved
- Δ If approved and signed, proposed policy is forwarded to the SU Board of Supervisors for consideration and action _____
(Date)
- Δ If disapproved, proposed policy is returned to Responsible Official with comments for review and re-submission to SU System Policy & Planning Committee _____
(Date)

Comments:

7. SU BOARD OF SUPERVISORS (GOVERNANCE COMMITTEE & FULL BOARD) REVIEW AND ACTION

- Δ Proposed policy is Approved Disapproved
- Δ If approved and signed, proposed policy is forwarded to the SU System Policy & Planning Committee for archiving _____
(Date)
- Δ If disapproved, proposed policy is returned to Responsible Official with comments for review and re-submission to SU System Policy & Planning Committee _____
(Date)

Comments:



POLICY TITLE
Web Content Accessibility Policy

POLICY NUMBER
SUS 8-012

EXECUTIVE SUMMARY

1. What is the purpose/rationale for this policy?

The Southern University System (SUS) is committed to ensuring that all digital content, websites, mobile applications, web-based services, and online instructional materials, digital documents, media and electronic communications are fully accessible and inclusive for all users and accessible to every member of its community. This web accessibility content policy establishes system-wide standards aligned with the Web Content Accessibility Guidelines (WCAG 2.1 Level AA, Louisiana State Executive Order (Policy and Procedure Memoranda Number 74, American Disabilities Act (ADA), Section 504 and Section 508.

This policy requires proactive design, annual monitoring, structural remediation, training, and oversight by an accessibility officer and System's web accessibility governance structure.

The purpose of this policy is to:

- Establish consistent standards for digital accessibility across all Southern University System campuses in compliance with WCAG 2.1 AA
- Ensure equitable access for individuals with disabilities, including students, faculty, staff, alumni and the public.
- Reduce legal, accreditation, and compliance risks associated with inaccessible digital content.
- Promote inclusive design practices that improve usability for all users.
- Align digital accessibility practices with federal and state laws, including American Disabilities Act, Section 504 of the Rehabilitation Act, Section 508, Office of Civil Rights compliance, Louisiana State Executive Order PPM-74.

Digital accessibility is not only a legal obligation but a core element of student success, academic integrity, and institutional equity. Accessible content ensures that students with disabilities can fully participate in online learning, campus services, and digital engagement.

2. What is the fiscal impact of this policy?

The fiscal impact of this policy includes:

Short term cost considerations:

- Training faculty, staff, and web content creators on accessibility requirements
- Procuring accessibility tools (e.g., compliance checkers, scanners, captioning services)
- Potential remediation of existing websites, learning management system content, and legacy documents.
- Appointment or reassignment of an Accessibility Officer.

Long-term cost savings

- Prevention of ADA/Section 504 litigation and Office of Civil Rights investigations
- Reduced need for emergency retrofitting of inaccessible web content.
- Stronger compliance positioning during accreditation (SACSCOC standards related to student learning, online education, and access).
- Improved operational efficiency when accessible design is embedded from the outset.

3. Was this policy developed based on best practices and in alignment with similar universities/colleges, policy organizations such as Association of Governing Boards of Universities and Colleges (AGB), Southern Association of Colleges and Schools – Commission on Colleges (SACSCOC), Louisiana Board of Regents, etc. Briefly discuss and provide an example.

This policy is developed based on national standards and best practices adopted by peer Systems and universities, including:

- W3C Web Content Accessibility Guidelines (WCAG 2.1 AA)-the global accessibility benchmark
- Louisiana Executive Order PPM-74
- Section 508 Refresh (2018) -federal digital accessibility standards
- American Disabilities Act and Section 504
- U.S. Department of Education -Office of Civil Rights
- Association of Higher Education and Disability (AHEAD)
- EDUCASE best practice frameworks

All Louisiana universities systems require all new digital content to meet WCAG 2.1 AA and mandates campus-level accessibility officers—an approach mirrored in this System policy.

4. If this is a policy revision or update, please provide a summary of the proposed revisions and reason(s) for the revisions.

This Web Accessibility Policy is a new policy. It establishes the Southern University System's first comprehensive, systemwide framework for ensuring digital and web accessibility in alignment with WCAG 2.1 Level AA, federal and state accessibility laws, and higher-education best practices. Because this is a newly established policy, it serves as the foundation for institutional accessibility standards, implementation procedures, and compliance expectations across all campuses.

This policy will undergo review: Every three (3) years, or Earlier if required due to updates in federal or state regulations, WCAG standards, emerging accessibility technologies, or institutional needs. All revisions will be documented in the policy history section upon review.



POLICY TITLE
Web Content Accessibility Policy

POLICY NUMBER
SUS- 8-012

Responsible Unit(s): System Division of Information Technology, System Office for Compliance, and System Office of External Affairs	Effective Date: <i>12/18/2025</i>
Responsible Official(s): Digital Accessibility Manager	Last Reviewed Date: <i>12/15/2025</i>
Policy Classification: Information Technology	Origination Date: <i>12/15/2025</i>

I. POLICY STATEMENT AND RATIONALE

The Southern University System requires all websites, digital content, instructional materials, and online services to comply with Web Content Accessibility Guidance (WCAG 2.2 Level AA) standards. This ensures usability by individuals with disabilities and maintains compliance with federal and state regulations.

Digital accessibility is a shared responsibility across all campuses, faculty, staff, administrators, and vendors/contractors. Accessibility is not optional—it is fundamental to equity, compliance, and mission fulfillment.

II. POLICY SCOPE AND AUDIENCE

This policy applies to all Southern University System campuses and administrative units.

- Faculty, staff, contractors, students, and volunteers
- Public-facing websites, intranets, and student portals
- Learning management system and digital instructional materials
- Videos, Portable Document Format (PDFs), Forms, and multimedia
- Third party applications and digital tools used by the System
- All digital procurement activities

III. POLICY COMPLIANCE

Failure to comply with the policy may result in:

- Removal of inaccessible content from System platforms
- Delayed procurement approval for digital tools
- Require remediation before site or document publication
- Corrective action plans for departments
- Disciplinary action under employee conduct policies
- Potential Office of Civil Rights investigations and civil penalties
- Accreditation risks related to access and student support

Annual accessibility audits will be conducted to ensure compliance

IV. POLICY DEFINITIONS

Accessibility: The design of digital content that enables usage by individuals with disabilities.

WCAG 2.2 Level AA: Internationally recognized web accessibility standards created by W3C.

Assistive Technology: Tools such as screen readers, captioning software, alternative input devices.

Alternative Text (Alt Text): Text descriptions for images.

Remediation: Correcting inaccessible content

Captioning: Text synchronized with audio content.

Accessible Document: A document that is navigable, readable by screen readers, and meets WCAG-aligned standards.

Digital Content: Any electronic material, including websites, documents, videos, and apps.

Digital Accessibility Manager: System-level leader responsible for overseeing accessibility efforts and compliance.

VPAT: Voluntary Product Accessibility Templates used for vendor compliance review.

System: The Southern University System and its institutions.

V. POLICY IMPLEMENTATION PROCEDURES

The following procedures support successful implementation of WCAG 2.2 AA compliance:

A. Accessibility Governance Structure

1. Digital Accessibility Manager – The System shall appoint a Digital Accessibility Manager (DAM) to oversee digital accessibility across the Southern University System. The DAM collaborates closely with the Data Governance, Management and Oversight committee, the AI Advisory Committee and each campuses the Office for Compliance.
2. Each campus will identify Accessibility liaisons within major units.
3. The Digital Accessibility Manager serves as the System's senior expert and compliance leader.
4. Key responsibilities:
 - a. Leadership and Governance
 - b. Compliance and Risk Management
 - c. Auditing and Monitoring
 - d. Training and Capacity Building
 - e. Digital Content Standards
 - f. Procurement and Vendor Management and Review
 - g. Incident Response and Remediation / Remediation Timelines
 - h. Collaboration
 - i. Training Requirement
 - j. Website and Content Audits

B. Web Accessibility and Digital Governance Council

1. The System will maintain a Web Accessibility & Digital Governance Council (or equivalent). The purpose of the Web Accessibility & Digital Governance Council is to ensure that all digital, physical, instructional, and programmatic aspects of the System are fully accessible, inclusive, and compliant with federal, state, and accrediting-body requirements.

2. The Council provides institutional leadership, guidance, and oversight to eliminate barriers, promote equitable experiences, and advance the System's commitment to creating an accessible environment for all students, faculty, staff, visitors, and community partners.

C. The central governance body responsible for:

1. Remediate all legacy content according to remediation schedules established by the System.
2. Establish and maintain accessibility standards, including WCAG 2.2 AA and ADA/Section 504 requirements.
 - o Captioning required for all videos and multimedia
 - o Audio descriptions required when necessary
3. PDF, Word, and Power Point files must be created using accessible templates.
4. Review and approving web and digital accessibility policies, procedures, and implementation plans across campuses and operational units.
5. Monitoring compliance through ongoing audits, evaluations, and remediation planning for digital, instructional, and physical environments.
6. Guiding procurement and vendor review processes to ensure that technology, software, digital content, and instructional materials meet accessibility expectations before adoption or renewal.
7. Ensuring all digital products must undergo an accessibility conformance review (VPAT) prior to purchase.
8. Providing alternate access methods where third-party platforms are not compliant and work with vendors using tools such as Voluntary Product Accessibility Templates (VPAT) to improve accessibility over time.
9. Ensuring technology contracts include accessibility clauses.
10. Supporting faculty, staff, and students through training, resources, professional development, and consultation.
11. Recommending corrective actions and institutional improvements that reduce risk, address systemic gaps, and support accreditation and regulatory requirements.
12. Providing leadership and reporting to the President/Chancellor, Executive Cabinet, and relevant governance committees on web and digital accessibility compliance, institutional risk, and strategic priorities.
13. Guiding procurement and vendor review processes to ensure that technology, software, digital content, and instructional materials meet accessibility expectations before adoption or renewal.
14. Supporting faculty, staff, and students through training, resources, professional development, and consultation.
15. Recommending corrective actions and institutional improvements that reduce risk, address systemic gaps, and support accreditation and regulatory requirements.

16. Providing leadership and reporting to the President/Chancellor, Executive Cabinet, and relevant governance committees on web and digital accessibility compliance, institutional risk, and strategic priorities.
17. Promoting a culture of inclusion by championing universal design, equitable access, and continuous improvement in digital and physical accessibility across the System.

VI. POLICY RELATED INFORMATION

This policy is supported by the following:

Americans with Disabilities Act (ADA) and Southern University System ADA Policy - SUS Policy #10-001

<https://www.sus.edu/assets/sus/systempolicies/System-Policies/10/10-001.pdf> Rehabilitation Act of 1973 (Sections 504 & 508)

<https://www.section508.gov/manage/laws-and-policies/>

Web Content Accessibility Guidelines (WCAG 2.1)

<https://www.w3.org/TR/WCAG21/>

Southern University System Comprehensive AI Policy (SUS-01-004), Data Governance, Management and Oversight (**in development**), and Umbrella Policy (**in development**)

<https://www.sus.edu/assets/sus/systempolicies/System-Policies/01/1-004.pdf> Louisiana

State Governor Executive Order Policies and Procedures Memoranda Number 74 (PPM-74)

<https://www.doa.la.gov/media/2tsfafxj/ppm-74-amendment-web-accessibility-compliance.pdf>

Southern University System Procurement Guidelines

VII. POLICY HISTORY AND REVIEW CYCLE

This is a new policy. This policy ensures that all students, faculty, staff, alumni, applicants, vendors, and community members have equitable access to online content, digital services, academic resources, and administrative functions.

This policy complies with federal and state regulations.

VIII. POLICY URL

www.sus.edu/page/policy-search

and archive approved and signed campus policies on the campus website on a designated campus policy page.

IX. POLICY APPROVAL

Dennis J. Shields
President, Southern University and A&M College
System

Effective Date of Policy

The Honorable Tony M. Clayton
Chair- Southern University System Board of
Supervisors

Effective Date of Policy

FINAL



POLICY TITLE

Umbrella Policy on Artificial Intelligence Use, Data Governance, Management and Oversight, and Web Content Accessibility Guidelines (WCAG 2.2 AA)

POLICY NUMBER

SUS-8-010

Responsible Unit(s): System Division of Information Technology, System Office for Compliance, System Office of Human Resources, and each Campus's Division of Academic Affairs	Effective Date: 01/24/2026
Responsible Official(s): System Chief Information Officer, System Director for Compliance, Chief Human Resources Officer, and each Campus's Vice Chancellor for Academic Affairs	Last Reviewed Date: 01/23/2026
Policy Classification: Information Technology	Origination Date: 12/18/2025

I. POLICY STATEMENT AND RATIONALE

The Southern University System is committed to the responsible, ethical, secure, and inclusive use of technology across all academic, administrative, and operational functions. This umbrella policy establishes a unified institutional framework governing (1) the use of Artificial Intelligence (AI), (2) data governance, management, and oversight, and (3) digital and web accessibility in compliance with Web Content Accessibility Guidelines (WCAG 2.2) Level AA. Together, these domains safeguard the System's academic integrity, protect institutional and personal data, and ensure that all digital content and services are accessible to every member of the System community.

The System requires all employees, students, vendors, contractors, and affiliated partners to follow the standards and expectations defined in this policy. This includes the ethical use of AI tools; the secure collection, storage, management, and sharing of System data; and the design, development, and maintenance of accessible digital content and technologies.

All AI usage must align with federal and state regulations, Louisiana Board of Regents guidance, accreditation expectations, national accessibility standards, and emerging national best practices. All institutional data must be handled in accordance with approved data governance structures, including required data classification, data quality standards,

internal controls, inventory processes, and privacy and security protocols. All System websites, digital platforms, instructional materials, and online technologies must meet or exceed WCAG 2.2 AA accessibility standards to ensure equitable access.

This policy affirms the System's commitment to transparency, accountability, innovation, data stewardship, digital equity, and continuous improvement. It requires each campus to demonstrate compliance, participate in training, document processes, complete required assessments, and remediate areas of noncompliance within established timelines. Through this unified framework, the Southern University System seeks to strengthen institutional effectiveness, support responsible innovation, improve accessibility, and uphold the System's mission of excellence in teaching, research, and service.

This policy sets forth the overarching governance, responsibilities, and controls for use, procurement, deployment, and management of artificial intelligence (AI) technologies, data assets, and digital content across the institution. The rationale is to:

- Enable innovation and efficient use of AI-driven tools while ensuring ethical, secure, transparent, and accountable usage.
- Provide expectations for faculty, staff, students, administrators, contractors, and vendors.
- Ensure proper data governance— Cybersecurity, risk management, and data protection standards data classification, access, quality, retention, and disposal—when leveraging AI systems.
- Ensure web and digital-content accessibility in compliance with WCAG 2.2 Level AA (or higher) so that AI-enabled digital services do not undermine accessibility for persons with disabilities.
- Aligns institutional policy with the Louisiana Board of Regents' policy on the responsible, ethical, and secure use of AI in public post-secondary education in Louisiana.
- Adherence to Louisiana State Government Policy and Procedure Memoranda Number 74 (PPM-74)
- Establish governance committees and accessibility leadership

II. POLICY SCOPE AND AUDIENCE

This policy applies to:

- All institutional units and all employees, students, contractors, affiliates, third-party vendors, and partners engaged with the institution.
- All uses of AI technologies (including but not limited to machine learning, generative AI, large language models, decision-support systems) deployed for institutional business, teaching, research, student services, administration, or externally facing digital content.
- All digital content and web/mobile assets developed, procured or managed by the institution (including AI-driven content generation or delivery) that must comply with accessibility standards.

- All data assets (structured, unstructured, synthetic) that are processed, analyzed, ingested, output, or otherwise involved in AI systems.
- All vendor and procurement activities related to AI systems, services, or digital content. Exceptions or narrower scope (e.g., purely personal, or academic exploration of AI on personal devices) may be defined in institutional procedures but must still align with the spirit of this policy.

III. POLICY COMPLIANCE

Failure to comply with the policy may result in:

- Required completion of additional training
- Suspension or revocation of access to AI tools and systems
- Disciplinary action under student, staff, faculty, or other conduct codes (e.g. vendors, contractors and consultants)
- Reporting obligations to system offices, the Board of Regents, or state entities
- Corrective actions, including remediation plans or audits

Examples of non-compliance

- Using AI to commit academic misconduct, such as submitting AI-generated work as one's own without permission or attribution.
- Inputting FERPA-protected, HIPAA, or other sensitive institutional data into unapproved, external AI tools.
- Deploying AI systems without required risk assessments, governance approval, or vendor security review.
- Publishing or maintaining web content or digital resources not conforming to WCAG 2.2 AA accessibility standards, absent a documented and time-bound remediation plan.

IV. POLICY DEFINITIONS

Artificial Intelligence (AI): Any system, service or software that performs functions or tasks that would normally require human intelligence—such as machine learning, natural-language processing, computer vision, generative content, decision-making.

Generative AI: AI systems that can generate new content (text, image, audio, video) based on patterns or training data.

AI Output: Any content or decision formed wholly or in part by an AI system.

Human-in-the-Loop / Human Oversight: Ensuring that humans review, validate or approve AI outputs before they drive significant decisions.

Data Classification: The categorization of data by sensitivity (e.g., public, internal, confidential, restricted) as per institutional policy.

Web Content / Digital Content: Websites, web applications, mobile apps, documents, multimedia, interactive tools, portals, and any user-facing digital interface.

WCAG 2.2 Level AA: The success criteria defined in the Web Content Accessibility Guidelines version 2.2 at Level AA conformance.

Vendor / Third-Party AI System: Any system or service procured from a third party which employs AI technology.

AI Incident: Any event in which an AI system is misused, manipulated, produces harmful or biased output, causes a data breach or regulatory non-compliance, or where vendor/procurement oversight fails.

Umbrella Policy: A comprehensive, overarching institutional policy that integrates multiple related policy areas into a single, unified framework. It establishes broad governance structures, system-wide expectations, and high-level principles that apply across all campuses, departments, operations, and stakeholders.

System: The Southern University System and its institutions.

V. POLICY IMPLEMENTATION PROCEDURES

A. Artificial Intelligence (AI)

The Southern University System will establish an AI Advisory Council to provide strategic guidance, oversight, and coordination for the responsible, ethical, and transparent use of Artificial Intelligence across all campuses. The Council will serve as the primary institutional body for reviewing AI-related risks, recommending standards, evaluating emerging technologies, monitoring compliance, and ensuring alignment with federal and state regulations, accreditation requirements, and best national practices.

The AI Advisory Council will:

1. Review & Approve AI Systems

- Reviewing all proposed AI systems, platforms, or tools prior to procurement or deployment
- Assessing risk areas: ethical use, bias, security, privacy, accessibility, and data handling
- Ensuring no AI system processes restricted or confidential data without appropriate controls.

2. Policy Oversight & Alignment
 - o Recommending updates to the AI Comprehensive Policy.
 - o Ensuring alignment with federal law, state mandates, and Louisiana Board of Regents' AI Policy
 - o Reviewing the integration of WCAG 2.2 requirements for all AI-generated or AI-presented content
3. Risk Management & Incident Response
 - o Evaluating and documenting AI-related incidents, breaches, misuse, or accessibility failures
 - o Recommending mitigation strategies and corrective actions
 - o Working collaboratively with IT Security, Data Governance, Management & Oversight, and Accessibility offices
4. Training & Competency Development
 - o Supporting the development of campus-wide AI training programs
 - o Ensuring faculty, staff, and students understand responsible AI usage and data handling.
 - o Promoting awareness of accessibility requirements associated with AI tools.
5. Monitoring & Reporting
 - o Maintaining the official inventory of all AI tools authorized for institutional use.
 - o Conducting annual reviews of AI systems for compliance, accessibility, and performance
 - o Providing annual AI Governance Reports to the Chancellor/President and Board

B. Requirements for AI Advisory Council

Members must demonstrate competency in AI, including one or more of the following:

- Formal training or certification in AI, machine learning, data science, cybersecurity, instructional technology, or related fields
- Documented experience in AI integration in higher education, research, instructional design, IT, or digital governance
- Familiarity with accessibility standards (WCAG 2.2), data governance practices, or AI risk management
- Demonstrated ability to review, evaluate, and interpret AI tools or systems

Members shall participate in ongoing professional development to maintain competency in emerging AI technologies, accessibility practices, and data governance regulations.

C. AI usage in Coursework and Instruction

AI may be used to enhance efficiency, support innovation in teaching, learning, research and administration, provided the use aligns with this policy and institutional procedures. AI may assist in routine tasks (e.g. summarization, scheduling, content suggestions) but human oversight remains mandatory for decisions affecting individuals and institutional reputation.

1. Instructor Authority and Clarity

- Individual instructors determine whether and how AI tools may be used in each course or assignment, where AI use must be clearly addressed in syllabi and assignment instructions.
- If AI use is not specifically mentioned, students should assume it is restricted or prohibited and seek clarification before using AI in graded work.

2. Permitted Uses (when authorized)

When explicitly allowed, AI may be used for:

- Ideation and brainstorming
- Outlining or first-data development, with substantial human revision
- Language support (such as transition grammar assistance)
- Tutoring or concept clarification

Students remain fully responsible for the accuracy, originality, and integrity of all submitted work and must follow any reference/citation and disclosure requirements established by the instructor.

3. Prohibited Uses

- Generating entire assignments, projects, essays, or exam responses and submitting them as one's own work.
- Using AI to fabricate data, sources, or citations.
- Using AI to evade learning outcomes (e.g. bypassing required practice or problem-solving).

4. Academic Integrity Education

The System may require students to complete academic integrity and AI use training modules.

D. AI Use in Research and Scholarly Activity

- Researchers must document AI use in methods sections where applicable, including model type, prompts, and limitations, echoing the System's emphasis on disclosure and accountability in undergraduate and graduate research.
- Research involving AI must comply with IRB, data-use agreements, and sponsor requirements.
- Training data and outputs must be managed in accordance with data governance, privacy, and intellectual property policies.

E. AI Use in Administrative and Operational Functions

Staff may use AI only with approved tools, supervisor approval, and must:

- Avoid entering confidential, restricted, extremely sensitive, proprietary, or regulated data into AI tools unless the tool and configuration are specifically

approved for such use (e.g. health records, student personal identifiable information, financial data).

- Ensure that AI-generated communications are accurate, appropriate, and aligned with System policies.

AI must not be used to:

- Generate fraudulent, deceptive, or misleading communications
- Circumvent internal controls or established review processes
- Perform automated decisions on employment or student status without human oversight and documented fairness review

F. Data Governance, Privacy, and Security

A. The Data Governance, Management & Oversight Committee ensures that all data used by or generated through AI systems is accurate, secure, accessible, ethically managed, and compliant with institutional and state data governance standards. The System-wide Data Governance, Management & Oversight Committee is responsible for:

1. Provides oversight and accountability to ensure consistent practices across all campuses
 - Enforce campus compliance with system-wide data policies and procedures
 - Establish system-wide standards for data quality, classification, retention, privacy, and security
 - Maintain a system-wide data inventory and data custodian registry.
 - Approve data access levels and define institutional data-sharing protocols
 - Oversee data-risk assessments, compliance audits, reporting accuracy, and remediation.
 - Collaborate with the AI advisory committee and the Digital Accessibility Committee
 - Coordinate data governance with IT security, institutional research, and academic affairs
 - Review and recommend updates to the data-governance framework annually.
 - Ensure campus policies align with system-wide requirements.
2. Policy Oversight & Alignment
 - Recommend updates to the Data Governance Policy.
 - Ensure alignment with federal law, state mandates, and Louisiana Board of Regents' Data governance policies
3. Risk Management & Incident Response
 - Evaluate and document non-compliance of data incidents, breaches, misuse, or accessibility failures
 - Recommend mitigation strategies and corrective actions
 - Work collaboratively with IT Security
4. Training & Competency Development
 - Support the development of campus-wide data training programs
 - Support unit-level data stewards with training and resources

- Ensure faculty, staff, and students understand responsible data handling.
- Promote awareness of accessibility requirements.

5. Monitoring & Reporting

- Conduct annual reviews of data systems for compliance, accessibility, and performance
- Manage campus data assets, inventories, access permissions, and data-quality procedures
- Provide quarterly/annual data governance reports to the Chancellor/President and Board. Reporting data governance risks and mitigation strategies to the System senior leadership.

6. Vendor Data Oversight

- Evaluate vendor compliance with data residency, data ownership, deletion procedures, and ethical practices

B. Membership Requirements for Data Governance, Management & Oversight Committee

Requirements for Data Governance, Oversight & Management Committee must demonstrate competency in data governance, including:

- Understanding of data classification levels, privacy laws, and cybersecurity controls
- Familiarity with WCAG 2.2 and accessibility considerations in digital content
- Experience with enterprise data systems, analytics, or data security
- Ability to evaluate data risk in the context of AI system usage

1. Membership on the committee shall be role based, drawn from major data domains and supporting units—including institutional research/effectiveness, registrar, HR, finance, IT, sponsored programs, enrollment management, academic affairs, legal counsel, compliance, and any others approved by the Chancellor. These roles are based on primary data domains of the institution as well as roles from additional areas of the institution that have a vested interest in data governance.
2. Terms of membership committee members shall serve three-year terms with the option of one-year extensions.
3. Meetings shall be held at least monthly. A meeting may be called at any time by the Chair when sensitive items arise or cancelled if no agenda exists.
4. The committee acts as an advisory capacity to the System's senior leadership and works in coordination with executive governance bodies and other oversight councils.
5. Committee members are expected to maintain competency through ongoing training and development.

6. Members shall participate in ongoing professional development to maintain competency in emerging data governance, management, and oversight technologies, accessibility practices, and data governance regulations.

C. The System will maintain a data governance program. Core elements include:

1. Data Governance Structure

- A cross-functional data governance committee responsible for: data classification and standards, AI and analytics data requirements, data access policies and role-based permissions, data quality, and lifecycle management

2. Data Classification and Use

- Institutional data will be classified by sensitivity (e.g. public, internal, confidential, restricted) and protected accordingly.
- AI tools may only access data consistent with classes and with minimum-necessary use principles.

3. Data Retention and Deletion

- AI generated content, logs, models, and input datasets must adhere to institutional record-retention schedules.
- Documented disposal of archiving of AI models and associated data must occur at end of life or when superseded.

4. Vendor/Third Party Data Governance

- Vendor contracts must address: data ownership, data residency, data access, deletion/return of data upon contract termination, confidentiality, audit rights.
- Vendors must commit to accessibility, bias mitigation, and security controls, aligned with institutional standards.

5. Audit and Incident Response

- Periodic audits of AI systems for data governance compliance
- AI-related data incidents will follow established incident response protocols, including required notifications and corrective actions.
- Document findings, remediation actions, and maintain a register of AI systems in use (inventory).

6. Training and Awareness

- Data Users (faculty, staff, and approved student employees) will complete periodic training on data-handling responsibilities, AI-related data risks, privacy, and security controls.

G. Web Accessibility and Digital Governance (WCAG 2.2 AA)

1. The System adopts WCAG 2.2 Level AA as its minimum web accessibility standard, consistent with Louisiana State Government PPM Number 74:

- The System will maintain a Web Accessibility & Digital Governance Council (or equivalent). The purpose of the Web Accessibility Council is to ensure that all digital, physical, instructional, and programmatic aspects of the System are fully accessible, inclusive, and compliant with federal, state, and accrediting-body requirements.
- The Council provides institutional leadership, guidance, and oversight to eliminate barriers, promote equitable experiences, and advance the System's commitment to creating an accessible environment for all students, faculty, staff, visitors, and community partners.

2. The Web Accessibility Council serves as the central governance body responsible for:

- Establishing and maintaining accessibility standards, including WCAG 2.2 AA and ADA/Section 504 requirements.
- Reviewing and approving accessibility policies, procedures, and implementation plans across campuses and operational units.
- Monitoring compliance through ongoing audits, evaluations, and remediation planning for digital, instructional, and physical environments.
- Guiding procurement and vendor review processes to ensure that technology, software, digital content, and instructional materials meet accessibility expectations before adoption or renewal.
- Supporting faculty, staff, and students through training, resources, professional development, and consultation.
- Recommending corrective actions and institutional improvements that reduce risk, address systemic gaps, and support accreditation and regulatory requirements.
- Providing leadership and reporting to the President/Chancellor, Executive Cabinet, and relevant governance committees on accessibility compliance, institutional risk, and strategic priorities.
- Promoting a culture of inclusion by championing universal design, equitable access, and continuous improvement in digital and physical accessibility across the System.

3. In fulfilling this purpose, the Accessibility Council ensures that accessibility is not an isolated task or a compliance checkbox, but a shared, institution-wide responsibility essential to academic excellence, student success, and the System's mission.

4. Web Accessibility Coordinator

A Web Accessibility Coordinator will be designated and trained per PPM-74 to:

- Serve as the primary contact for accessibility concerns.
- Support units in creating accessible content.
- Coordinate training and remediation activities.

- Develop Accessibility Statements and prepare reporting -Accessibility statements, including contact information for the coordinator will be posted on major web properties.

5. Continuous Improvement

- Where third-party platforms are not compliant, the System will provide alternate access methods and work with vendors using tools such as Voluntary Product Accessibility Templates (VPAT) to improve accessibility over time.

IX. POLICY RELATED INFORMATION

This policy is supported by and should read alongside:

- Southern University System Comprehensive Artificial Intelligence Use Policy
<https://www.sus.edu/assets/sus/systempolicies/System-Policies/01/1-004.pdf>
(Policy #SUS 1-001)
- Southern University Acceptable Use of Information Technology Resources
<https://www.subr.edu/assets/subr/WirelessNetwork/acceptusetechnology.pdf>
- Southern University System Cybersecurity Policy No. 8-001
https://www.sus.edu/assets/sus/DoIT/Cybersecuriy-Policy_Sept21.pdf
- Southern University System Information Security Policy Plan No. 8-002
https://www.sus.edu/assets/sus/DoIT/Information-Security-Policy-Plan_Sept21.pdf
- Southern University IT Procurement Policy for All System Campuses
<https://www.subr.edu/assets/subr/DoIT/IT-Procurement-Approved.pdf>
- Southern University IT Data Classification Policy for All System Campuses
<https://www.subr.edu/assets/subr/DoIT/IT-DataClassification-Approved.pdf>
- Louisiana Board of Regents Policy on Responsible, Ethical, and Secure Use of AI
<https://www.doa.la.gov/doa/ots/policies-and-forms/artificial-intelligence-acceptable-use-policy/> (Policy # IT-006)
- Louisiana State Executive Order JML-25-105 State Government Use of AI
<https://gov.louisiana.gov/assets/ExecutiveOrders/2025/JML-Executive-Order-25-103.pdf>
- Louisiana State Government PPM -74 Web Accessibility Compliance

<https://www.doa.la.gov/media/2tsfafxj/ppm-74-amendment-web-accessibility-compliance.pdf>

- State of Louisiana AI Acceptable Use Policy (OTS)
<https://www.doa.la.gov/doa/ots/policies-and-forms/artificial-intelligence-acceptable-use-policy/>
- Southern University System, Louisiana State University, University of Louisiana at Lafayette, LSUE, Southeastern and SUSLA web accessibility statements and resources
<https://www.sus.edu/page/accessibility-statement>
<https://louisiana.edu/web-accessibility>
- Institutional Data Governance and Data Management Policies
https://www.lsu.edu/data/datagov/data_governance.php?utm_source=chatgpt.com
Southern University Smart Glasses and Wearable Technology policy-*in development*

7. POLICY HISTORY AND REVIEW CYCLE

This is a new umbrella policy that unifies AI usage, data governance, management and oversight, and web accessibility standards under a single, integrated institutional framework.

8. POLICY URL

www.sus.edu/page/policy-search

9. POLICY APPROVAL

Orlando F. McMeans, Ph.D.

Interim President, Southern University and A&M
College System

Effective Date of Policy

The Honorable Tony M. Clayton

Chair-Southern University
System Board of Supervisors

Effective Date of Policy

SPECIAL RECOGNITION COMMITTEE

**J S Clark Administration Building, 2nd Floor
Baton Rouge, LA**

December 18, 2025

MINUTES

The meeting of the Southern University Board of Supervisors was called to order by Chairman Tony Clayton. The Board Chairman announced the convening of the Special Recognition Committee.

The invocation was given by Father Clark.

The Pledge of Allegiance was led by Braxtyn Dumas, an outstanding student at Southern University Laboratory School.

AGENDA ITEM D: SPECIAL PRESENTATIONS

1. Women's Hospital and Baton Rouge Campus College of Nursing and Allied Health Partnership

Presenter: Dean Sandra Brown

2. Presentation of Cy Pres Award - Judge Ethel Julie/Attorney Bernard Charbonnet

Presenter: Chancellor Alvin Washington

3. Above and Beyond

Presenter: Chancellor John Pierre – Recipient was Dr. Frimpong

4. Recognition of Southern University's Human Jukebox (ESPN's Band of the Year)

Presenter: Chancellor John Pierre – Dr. Kedric Taylor and members of the staff was in attendance and Dr. Taylor gave remarks.

AGENDA ITEM 4: ADJOURNMENT

A motion was made by Ms. Maple Gaines to adjourn the meeting.

ACADEMIC AFFAIRS COMMITTEE

(Following Special Recognition Committee)

J S Clark Administration Building, 2nd Floor
Baton Rouge, LA

December 18, 2025

MINUTES

The Board Chairman Tony Clawayton announced the convening of the Academic Affairs Committee. Mrs. Ann Smith called the committee meeting to order.

Roll Call by President Shields

Present: Mrs. Ann Smith – Chair, Ms. Maple Gaines – Vice Chair, Ms. Zazell Dudley, Mr. Myron K. Lawson, Mr. Henry Whitehorn and Atty Tony Clayton - Ex Officio

Absent: NONE

AGENDA ITEM C: ADOPTION OF THE AGENDA

There was a motion to adopt the agenda by Mr. Myron K. Lawson and second by Mr. Henry Whitehorn.

Motion passed.

AGENDA ITEM D: PUBLIC COMMENTS

NONE

AGENDA ITEM E: ACTION ITEM(s)

1. Request for Approval of 2024- 2026 University Catalog (SUSLA)

Motion was made by Mr. Henry Whitehorn and second by Ms. Zazell Dudley to approve the Action Item E1.

Motion approved

2. Request for Approval of Fall 2025 Graduates - 28 Students (SULC)

Motion was made by Chairman Clayton and second by Ms. Zazell Dudley to approve the Action Item E2.

Motion approved

3. Request for Approval to Name Dr. Karen Jackson Permanent Assistant Vice Chancellor for Student Success (currently interim) (SUBR)

Motion was made by Ms. Zazell Dudley and second by Ms. Maple Gaines to approve the Action Item E3.

Motion approved

4. Request for Approval to Name Dr. Albertha Lawson Permanent Graduate School Dean (currently interim) (SUBR)

Motion was made by Ms. Maple Gaines and second by Dr. Rani Whitfield to approve the Action Item E4.

Motion approved w/ Mr. Myron Lawson recusing himself from the vote.

AGENDA ITEM F: INFORMATIONAL ITEM(s)

NONE

AGENDA ITEM G: OTHER BUSINESS

Atty Clayton recognized Judge Clark. Atty Rutledge recognized alums that are in town for Homecoming and asked them to stand.

AGENDA ITEM 8: ADJOURNMENT

A motion was made by Atty Domoine Rutledge to adjourn the meeting.

ATHLETICS COMMITTEE
(Following Academic Affairs Committee)

J S Clark Administration Building, 2nd Floor
Baton Rouge, LA

December 18, 2025

MINUTES

The Board Chairman Tony Clayton announced the convening of the Athletics Committee. Atty Domoine Rutledge called the committee meeting to order.

Roll Call by President Shields

Present: Atty Domoine Rutledge, Chairman, Dr. Rani Whitfield, Vice Chairman, Mr. Reggie Abraham, Ms. Maple Gaines, Mr. Donald Ray Henry, Mr. Chris Massingill, Mr. Paul Matthews, Mrs. Ann Smith, Mr. Henry Whitehorn and Atty Tony Clayton - Ex Officio

Absent: NONE

AGENDA ITEM C: ADOPTION OF THE AGENDA

There was a motion to adopt the agenda by Mr. Henry Whitehorn and second by Dr. Rani Whitfield.

Motion passed.

AGENDA ITEM D: PUBLIC COMMENTS

NONE

AGENDA ITEM E: ACTION ITEM(s)

Motion was made by Chairman Tony Clayton and second by Mr. Chris Masingill to approve the Action Item E1 – E3 in global.

Motion approved

1. Request for Approval of Marshall Faulk as the Head Football Coach (SUBR)
2. Request for Approval of Todd Lyght as the Defensive Coordinator (SUBR)
3. Request for Approval of Curtis "CJ" Johnson as the Offensive Coordinator (SUBR)

AD Roman Banks introduced Coach Marshall Faulks who gave 141 comments.

AGENDA ITEM F: INFORMATIONAL ITEM(s)

NONE

AGENDA ITEM G: OTHER BUSINESS

AGENDA ITEM H: ADJOURNMENT

A motion was made by Mr. Myron Lawson to adjourn the meeting.

FACILITIES AND PROPERTY COMMITTEE

(Following Athletics Committee)

**J S Clark Administration Building, 2nd Floor
Baton Rouge, LA**

December 18, 2025

MINUTES

The Board Chairman Tony Clayton announced the convening of the Facilities and Property Committee. Mr. Donald Ray Henry called the committee meeting to order.

Roll Call by President Shields

Present: Mr. Donald Ray Henry – Chair, Ms. Maple Gaines – Vice Chair, Ms. Zazell Dudley, Mr. Chris Masingill, Mr. Paul P. Matthews, Atty. Domoine Rutledge, Atty. Edwin Shorty, Mrs. Ann Smith, Dr. Rani Whitfield and Atty. Tony Clayton – Ex Officio

Absent: NONE

AGENDA ITEM C: ADOPTION OF THE AGENDA

There was a motion to adopt the agenda by Atty Edwin Shorty and second by Ms. Maple Gaines.

Motion passed.

AGENDA ITEM D: PUBLIC COMMENTS

NONE

AGENDA ITEM E: INFORMATIONAL ITEM(s)

1. Facilities Update (SUS)

Mr. Dawson gave the update and answered questions from board members. Mr. Henry commended Mr. Dawson and thanked him for all his hard work on the projects.

AGENDA ITEM G: OTHER BUSINESS

AGENDA ITEM H: ADJOURNMENT

A motion was made by Mr. Chris Masingill to adjourn the meeting.

FINANCE COMMITTEE

(Following Facilities and Property Committee)

**J S Clark Administration Building, 2nd Floor
Baton Rouge, LA****December 18, 2025****MINUTES**

The Board Chairman Tony Clayton announced the convening of the Finance Committee. Mr. Myron K. Lawson called the committee meeting to order.

Roll Call by President Shields

Present: Mr. Myron K. Lawson – Chair, Mrs. Ann Smith – Vice Chair, Mr. Reggie Abraham, Atty. Quincy Cawthorne, Ms. Zazell Dudley, Ms. Maple Gaines, Mr. Chris Masingill, Atty. Domoine Rutledge and Atty. Tony Clayton– Ex Officio

Absent: NONE

AGENDA ITEM C: ADOPTION OF THE AGENDA

There was a motion by Atty Domoine Rutledge and a second by Mrs. Ann Smith to adopt the agenda.

Motion passed.

AGENDA ITEM D: PUBLIC COMMENTS

None

AGENDA ITEM E: INFORMATIONAL ITEM(s)**1. Interim Financial Report (SUS)**

Mr. McClinton gave a summary and there were no questions.

AGENDA ITEM G: OTHER BUSINESS**AGENDA ITEM H: ADJOURNMENT**

A motion was made by Atty Domoine Rutledge to adjourn the meeting.

LEGAL AFFAIRS COMMITTEE

(Following Finance Committee)

J S Clark Administration Building, 2nd Floor
Baton Rouge, LA

December 18, 2025

MINUTES

The Board Chairman Tony Clayton announced the convening of the Legal Affairs Committee. Atty Quincy Cawthorne called the committee meeting to order.

Roll Call by President Shields

Present: Atty. Quincy Cawthorne – Chair, Atty. Domoine Rutledge – Vice Chair, Ms. Maple L. Gaines, Atty. Edwin Shorty, Mr. Henry Whitehorn and Atty Tony Clayton – Ex Officio

Absent: Mr. Aaron Manzy

AGENDA ITEM C: ADOPTION OF THE AGENDA

There was a motion to adopt the agenda by Atty Domoine Rutledge and second by Mr. Henry Whitehorn.

Motion passed.

AGENDA ITEM D: PUBLIC COMMENTS

NONE

AGENDA ITEM E: ACTION ITEM(s)

Motion was made by Ms. Maple Gaines and second by Atty Domoine Rutledge to approve the Action Item E1.

Motion approved

1.. Request for Approval of Gray Decision Intelligence (DI) Contract (SUS)

2. Cell Tower RFP – Wireless Edge (SUBR)

Motion was made by Atty Rutledge to approve contract and seconded by Chairman Clayton
Motion Approved

AGENDA ITEM F: INFORMATIONAL ITEM(s)

1. Cell Tower RFP - Wireless Edge (SUBR)

Motion was made to convert informational item to action item by Atty Rutledge and seconded by Chairman Clayton

Motion approved by roll call vote.

2. Revised Decuir, Clark and Adams Contract (SUS)

Atty Corinne Blache gave information on the revised contract. Answered questions from board members

AGENDA ITEM G: OTHER BUSINESS

NONE

AGENDA ITEM H: ADJOURNMENT

A motion was made by Atty Rutledge to adjourn the meeting.

PERSONNEL AFFAIRS COMMITTEE
(Following Legal Affairs Committee)

J S Clark Administration Building, 2nd Floor
Baton Rouge, LA

December 18, 2025

MINUTES

The Board Chairman Tony Clayton announced the convening of the Personnel Affairs Committee. Atty Edwin Shorty called the committee meeting to order.

Roll Call by President Shields

Present: Atty. Edwin Shorty – Chair, Ms. Maple Gaines – Vice Chair, Mr. Reggie Abraham, Ms. Zazell Dudley, Mr. Chris Masingill, Atty Domoine Rutledge, Mrs. Ann Smith, Mr. Henry Whitehorn, and Atty Tony Clayton – Ex Officio

Absent: NONE

AGENDA ITEM C: ADOPTION OF THE AGENDA

There was a motion to adopt the agenda by Mr. Chris Masingill and second by Ms. Maple Gaines.

Motion passed.

AGENDA ITEM D: PUBLIC COMMENTS

NONE

AGENDA ITEM E: ACTION ITEM(s)

1. Request for Approval of Personnel Action on Positions Equal to or Greater than \$100,000.00

Motion was made by Atty Rutledge and seconded by Mr. Chris Masingill to approve Item E1 (SUBR, SULC, and SUNO) in global

Motion Approved

Board of Supervisors Meeting Minutes December 18, 2025

(SUBR)

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1. Karen Jackson	Assistance Vice Chancellor for Student Success	New Appointment Existing Position	Waived	\$ 97,200	\$ 108,000	State
2. Albertha Lawson	Dean, Graduate School	New Appointment Existing Position	Waived	\$160,000	\$ 180,000	State
3. Marshall Faulk	Head Football Coach	New Appointment Existing Position	Waived	\$250,000	\$ 400,000	State
4. Curtis "CJ" Johnson	Offensive Coordinator	New Appointment Existing Position	Waived	\$ 95,000	\$ 150,000	State
5. Todd Lyght	Defensive Coordinator	New Appointment Existing Position	Waived	\$ 82,500	\$ 125,000	State

(SULC)

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1. Angela Bell	Director of the Lousi Berry Institute for Civil Rights and Social Justice/Associate Professor	Existing Position	Search	\$141,681	\$191,681	State
2. Angela Mason	Associate Director of Library Services	Existing Position	Search	\$91,728	\$108,000	State
3. Melanie Rey	Director of Career Services	Existing Position	Search	\$90,000	\$102,211	State
4. Gail Stephenson	Director of Faculty Affairs	New Position	Search	\$149,386	\$165,000	State

(SUNO)

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1. Patrice Sentino	Dean, School of Social Work	New Appointment	Search	\$105,000	\$100,000	State

Motion was made by Atty Rutledge and seconded by Chairman Clayton to approve Items E2 (a-c) in global

Motion Approved

2. Request for Approval of Sabbatical Applications
 - a. Dr. Radian Belu (Electrical Engineering)
 - b. Dr. Natassia Jones (SMED)
 - c. Dr. Guang-Lin Zhao (Physics)

AGENDA ITEM F: INFORMATIONAL ITEM(s)

AGENDA ITEM G: OTHER BUSINESS

NONE

AGENDA ITEM H: ADJOURNMENT

A motion was made by Atty Rutledge to adjourn the meeting.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Personnel Affairs Committee)

J S Clark Administration Building, 2nd Floor**Baton Rouge, LA****December 18, 2025****MINUTES**

The meeting of the Southern University Board of Supervisors was called to order by Board Chairman Tony Clayton.

PRESENT

Mr. Reggie Abraham, Atty Quincy Cawthorne, Ms. Zazell Dudley, Ms. Maple Gaines, Mr. Donald R. Henry, Mr. Myron K. Lawson, Mr. Chris Masingill, Mr. Paul Matthews, Atty Domoine Rutledge, Atty Edwin Shorty, Mrs. Ann Smith, Rev. Dr. Samuel Tolbert, Mr. Henry Whitehorn, Dr. Rani Whitfield and Atty Tony Clayton

ABSENT

Mr. Aaron Manzy

AGENDA ITEM C: ADOPTION OF THE AGENDA

There was a motion to adopt the agenda by Mr. Chris Masingill and second by Mrs. Ann Smith.

Motion passed.

AGENDA ITEM D: PUBLIC COMMENTS

Mr. Fred Moss (SUSLA) – commented for and support Action Item F5.

AGENDA ITEM E: RESOLUTIONS

Ms. Rachel Watson read resolutions for the following:

Resolutions

- Sarah Davis Family
- Donald Hesiod Pugh Family
- Catherine Bridgeman Flentroy Family
- Mother Carolyn Jones Family

There was a motion by Atty Domoine Rutledge to approve the read resolutions and second by Atty Edwin Shorty.

Motion approved.

AGENDA ITEM F: ACTION ITEM(s)

There was a motion by Atty Domoine Rutledge and second by Dr. Rani Whitfield approved action item F (1-3) globally.

Motion passed. Mr. Myron Lawson Abstain from the v

1. Request for Approval of Minutes of November 28, 2025, SUS Board of Supervisors Meeting
2. Request for Approval of Committee Reports and Recommendations
3. Request for Approval of Separation Agreement between Dennis J. Shields and Southern University Board of Supervisors (SUS) (Pursuant to LSA R.S. 44:17 executive sessions may be required)

Atty Clayton announced the board will go into executive session. Mr. Henry Whitehorn made the motion to go into executive session and Mrs. Ann Smith seconded. The motion was approved by roll call vote.

There was a motion by Mr. Paul Matthews and second by Atty Rutledge to come out of executive session. The motion was approved by roll call vote.

Item F4 - There was a motion by Atty Domoine Rutledge to select and appoint Chancellor Orlando McMeans as interim President, second by Dr. Whitfield and Rev. Tolbert.

Roll Call Vote – All present voted yes for the exception of Mr. Chris Masingill who abstained from the vote.

Chairman Clayton and board members congratulated Chancellor McMeans on his appointment as Interim President. Interim President McMeans spoke and thanked everyone for support and thanked the board for trusting him to do the job.

4. Selection of Interim President for Southern University System Commencing on January 1, 2026 Until a Permanent President is Selected (SUS) (Pursuant to LSA R.S. 44:17 executive session may be required)

Item F5 – There was a motion by Rev. Tolbert to grant Chancellor Gantt and extension for four years and allow Chairman Clayton and Vice Chairman and president to negotiate the salary. Motion was seconded by Mr. Chris Masingill and Mrs. Ann Smith.

Chancellor Gantt thanked the president and the board for trusting her and granting her the extension.

AGENDA ITEM G: INFORMATIONAL ITEM(s)

1. President Report

President Shields gave his closing remarks. This is his final meeting. He welcomed Chancellor McMeans and wished him well in his new position. He had great things to say about Chancellor McMeans. He thanked the board and everyone that supported him during his time at Southern University. He also congratulated Chancellor Gantt on her extension.

2. Chancellor's Report

Each chancellor gave brief remarks and wished everyone a Happy Holiday. They congratulated Chancellor McMeans and thanked President Shields for all he did also.

AGENDA ITEM H: OTHER BUSINESS

NONE

AGENDA ITEM I: ADJOURNMENT

A motion was made by Atty Rutledge to adjourn the meeting