

**GRAD Act Annual Report  
LSU Paul M. Hebert Law Center  
April 1, 2013**

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GRAD Act Annual Report Transaction Summary

**Performance Objective (1)**  
**Student Success**  
**Element A**

- a. Implement polices established by the institution's management board to achieve cohort graduation rate and graduation productivity goals that are consistent with institutional peers.*
- i. 1<sup>st</sup> to 2<sup>nd</sup> year retention rate.*
  - ii. 1<sup>st</sup> to 3<sup>rd</sup> year retention rate. (Not applicable to the LSU Law Center.)*
  - iii. Fall to spring retention rate. (Not applicable to the LSU Law Center.)*
  - iv. Same institution graduation rate.*
  - v. Graduation productivity. (Not applicable to the LSU Law Center.)*
  - vi. Award productivity. (Not applicable to the LSU Law Center.)*
  - vii. Statewide graduation rate. (Not applicable to the LSU Law Center.)*
  - viii. Percent of freshmen admitted by exception. (Not applicable to the LSU Law Center.)*
  - ix. Median professional school entrance exam score.*

The LSU System created performance indicators for its campuses to provide campus leadership and the Board of Supervisors with a mechanism for evaluating annual institutional performance and allows the institutions to discuss descriptive metrics and performance measures within the context of each campus' mission, measuring their performance against the larger marketplaces where they compete. Two elements are critical for the effectiveness of performance measurement. First is the constant tracking of improvement from year to year. Second is the periodic benchmarking of campus performance against appropriate national counterparts. The Law Center identified appropriate measures of performance against national counterparts.

The Law Center seeks to prepare, through a demanding and comprehensive program of legal education, a well-qualified and diverse group of men and women to be highly competent and ethical lawyers; to be leaders in private practice, public service, and commerce; and to be capable of serving the cause of justice and advancing the common good, consistent with the rule of law.

Through its admissions process, the Law Center seeks to admit, retain, and graduate students who are prepared to assume leadership roles in the State and the nation, and to make an outstanding contribution to the legal profession. To achieve these objectives, the admission process considers both "numerical factors" and "non-numerical factors."

This element measures student success and, for the LSU Law Center, considers three targeted measures – (1) retention between the first and second year; (2) graduation rate; and (3) median LSAT score. Each is addressed below.

**Retention Rate between the First and Second year:** The LSU Law Center satisfies this metric, scoring 97% with a Year 3 target of 92%. The Law Center offered a Legal Method summer course for selected students based on risk factors in the summer of 2011. Those students also participated in an Academic Success program that was coordinated and implemented by the Committee on Academic Success. The Academic Success program was expanded in the second semester on the basis of student performance. While the Law Center discontinued the Legal Method summer course for the 2012-13 academic year, we continue to provide academic support

for first-year students in the form of the Academic Success program, which stresses substantive review and examination taking skills.

The Committee on Academic Success, created in 2010-11 by the Chancellor, has been studying first year and upperclass academic success/support programs with careful attention to both our own institutional objectives for a program of academic success and best practices across a range of programs offered nationwide. The committee recommended that the Law Center hire a full-time Director of Academic Success and Bar Preparation. Applications for the position are being received, and the process of filling that position is ongoing.

**Graduation Rate:** The Law Center’s three year graduate rate of 87% exceeds the Law Center’s third year target of 86%. Typically, graduation rates are measured by those law students graduating in three years. However, the Law Center has a number of students enrolled in joint degree programs that require four years to graduate, instead of the traditional three years associated with a J.D. program<sup>1</sup>. As a result, adjustments have been made to properly account for students who, due to the curricular requirements of joint degree programs in which they are enrolled, require four years in which to graduate instead of three. Similarly, students who originally enrolled originally in 2008 and entered joint degree programs were not counted in Year 2’s baseline, but instead have been added to the baseline for Year three, their fourth year in their joint degree programs.

**Median LSAT Score:** The entering class had a median LSAT score of 157, thus missing our target of 158, but nonetheless within 2% of the target, and thus a passing score. Our median LSAT score represents the 70<sup>th</sup> percentile of all LSAT test takers in the nation. The current 75<sup>th</sup> percentile of students that enrolled in the entering class had an LSAT score of 160, the 80<sup>th</sup> percentile of all LSAT test takers. The current 25<sup>th</sup> percentile of students that enrolled in the entering class of fall 2012 had an LSAT score of 153 that represents the 56<sup>th</sup> percentile of all LSAT test takers.

Despite a 12.9% decrease nationally in the number of overall LSAT test takers, following a 16.2% decrease in the previous year, our median LSAT score remains strong at 157, and our the same and our median GPA of 3.39 increased from last year. The entering class remains not only highly credentialed but, matching the previous year, 26% of the class was diverse. The Law Center is committed to enhancing the diversity of the student body, which in turn will lead to an enhanced legal education.

Measure Reference	Measure	Baseline	Baseline Data	AY 2012-13	3 <sup>rd</sup> Year Target
<b>i. Targeted</b>	1 <sup>st</sup> to 2 <sup>nd</sup> Year Retention	Avg. 2008-10	91.67%	97%	92%
<b>iv. Targeted</b>	Same Institution Grad Rate	Avg. 2007-09	83.68%	87%	86%
<b>ix. Targeted</b>	Institutional Median LSAT Score	Avg. 2007-09	157	157	158

\*For graduates of AY 2011-12.

<sup>1</sup>J.D./D.C.L.-M.B.A.;J.D./D.C.L.-M.M.C.;J.D./D.C.L.-M.P.A.; and J.D./D.C.L.-M.S. in Finance. The D.C.L. designation represents a certificate that J.D. students receive as a result of completing a program in comparative law, a mandatory curriculum requirement that is part of the 94 credit hours required for graduation and recognizes the civilian tradition of Louisiana. The average credit hour requirement at other ABA approved law schools is 87 credit hours.

**Performance Objective (1)**  
**Student Success**  
**Element B**

- b. *Increase the percentage of program completers at all levels each year.*
  - i. *Percent change in program completers.*

Not applicable to the LSU Law Center.

**Performance Objective (1)**  
**Student Success**  
**Element C**

- c. *Develop partnerships with high schools to prepare students for postsecondary education.*
  - i. *Number of high school students enrolled.*
  - ii. *Number of semester credit hours in which high school students enroll.*
  - iii. *Number of semester credit hours completed by high school students.*

Not applicable to the LSU Law Center.

**Performance Objective (1)**  
**Student Success**  
**Element D**

- d. *Increase passage rates on licensure and certification exams and workforce foundational skills.*
  - i. *Passage rates on licensure/certification exams.*
  - ii. *Number of students receiving certification(s), program and/or discipline related. (Not applicable to the LSU Law Center.)*
  - iii. *The number of students assessed and earning WorkKeys certificates, in each of the award levels.(Not applicable to the LSU Law Center.)*

The accrediting body for all law schools, the American Bar Association, considers the bar passage rate of the graduates of a law school as a key measure of quality, and it requires accredited law schools to report their bar passage data for publication. Moreover, a standard for accreditation requires a law school to maintain an educational program that prepares its students for admission to the bar. For a student to be admitted to the bar, a student must pass the licensure examination in each state in which the student seeks to practice law. An objective measurement of the success of an institution is bar passage rate.

The measurement is not a simple percentage passage rate but is measured relatively, as a percentage, against the jurisdiction's overall bar passage rate. The state bar passage rates in Louisiana (and elsewhere) fluctuates from year to year and the use of a simple, single institutional pass rate would not account for the level of difficulty of the bar exam in a given year.

The Law Center's bar passage rate for first time test takers in July 2012 was 78.23%, well ahead of the state average bar passage rate of 67% that includes test takers from the three other public and private Louisiana law schools, as well as those from law schools outside the state. The Law Center passage rate of 116.8% of the state average surpasses the 112% benchmark.

Additionally, however, 48 students from the Law Center took bar exams in 17 other states in July, 2012. Of the 38 whose results are available, 81.5% passed their exams, further suggesting the effectiveness of the Law center’s comparative curriculum that invites active learning in not only the civil law tradition of Louisiana but also the common law tradition of the other states.

Measure Reference	Measure	Baseline	Baseline Data	Avg 10-12	3 <sup>rd</sup> Year Target
<b>i. Targeted</b>	Institutional Passage Rate on Bar Exam (1 <sup>st</sup> time July takers)	Avg. 2007-09	119% of State Average	116.8% of State Average	112% of State Average

**Performance Objective (2)**  
**Articulation and Transfer**  
**Element A**

- a. *Phase in increased admission standards and other necessary policies by the end of the 2012 Fiscal Year in order to increase student retention and graduation rates.*
  - i. *1<sup>st</sup> to 2<sup>nd</sup> year retention rate of transfer students.*
  - ii. *Number of most recent baccalaureate completers in the prior year that began as a transfer student.*
  - iii. *Percent of transfer students admitted by exception.*

Not applicable to the LSU Law Center.

**Performance Objective (2)**  
**Articulation and Transfer**  
**Element B**

- b. *Provide feedback to community colleges and technical college campuses on the performance of associate degree recipients enrolled at the institution.*
  - i. *1<sup>st</sup> to 2<sup>nd</sup> year retention rate of those who transfer with associate degree.*
  - ii. *Number of baccalaureate completers in the most recent academic year that began as a transfer student with an associate degree from a 2-year college.*

Not applicable to the LSU Law Center.

**Performance Objective (2)**  
**Articulation and Transfer**  
**Element C**

- c. *Develop referral agreements with community colleges and technical college campuses to redirect students who fail to qualify for admission into the institution.*
  - i. *Number of students referred.*
  - ii. *Number of students enrolled.*

Not applicable to the LSU Law Center.

**Performance Objective (2)**  
**Articulation and Transfer**  
**Element D**

- d. *Demonstrate collaboration in implementing articulation and transfer requirements provided in R.S. 17:3161 through 3169.*
  - i. *Number of students enrolled in a transfer degree program.*
  - ii. *Number of students completing a transfer degree.*
  - iii. *1<sup>st</sup> to 2<sup>nd</sup> year retention rate of those who transfer with transfer degree.*
  - iv. *Number of baccalaureate completers in the most recent academic year that began as a transfer student with a transfer associate degree.*

Not applicable to the LSU Law Center.

**Performance Objective (3)**  
**Workforce and Economic Development**  
**Element A**

- a. *Eliminate academic programs offerings that have low student completion rates as identified by the Board of Regents or are not aligned with current or strategic workforce needs of the state, region, or both as identified by the Louisiana Workforce Commission and Louisiana Economic Development.*
- i. *Number of programs eliminated.*
  - ii. *Number of programs modified or added.*
  - iii. *Percent of programs aligned with workforce and economic development needs.*

Not applicable to the LSU Law Center.

**Performance Objective (3)**  
**Workforce and Economic Development**  
**Element B**

- b. *Increase use of technology for distance learning to expand educational offerings.*
- i. *Number of course sections with 50% and with 100% instruction through distance education.*
  - ii. *Number of students enrolled in courses with 50% and with 100% instruction through distance education.*
  - iii. *Number of programs offered during the reporting year through 100% distance education: by award level.*

Not applicable to the LSU Law Center.

**Performance Objective (3)**  
**Workforce and Economic Development**  
**Element C**

- c. *Increase research productivity especially in key economic development industries and technology transfer at institutions to levels consistent with the institution's peers.*
- i. *Percent of research/instructional faculty holding active research and development grants/contracts.*
  - ii. *Percent of research/instructional faculty holding active research and development grants/contracts in Louisiana's key economic development industries.*
  - iii. *Dollar amount of research and development expenditures.*
  - iv. *Dollar amount of research and development expenditures in Louisiana's key economic development industries.*
  - v. *Number of intellectual property measures which are the result of research productivity and technology transfer efforts.*

Not applicable to the LSU Law Center.

**Performance Objective (3)**  
**Workforce and Economic Development**  
**Element D**

- d. *To the extent that information can be obtained, demonstrate progress in increasing the number of students placed in jobs and in increasing the performance of associate degree recipients who transfer to institutions that offer academic undergraduate degrees at the baccalaureate level or higher.*
- i. *Percent of completers found employed. (Not applicable to the LSU Law Center.)*
  - ii. *Performance of associate degree recipients who transfer. (Not applicable to the LSU Law Center.)*
  - iii. *Placement rate of graduates.*
  - iv. *Placement of graduates in postgraduate training. (Not applicable to the LSU Law Center.)*

The Law Center provides significant workforce and economic development as well as engaging with a wide variety of other institutions that are vital to the progress and development of the State. Among other activities, Law Center graduates employ others in productive jobs that add to the economic development of the state as well as contributing to the tax base including the employment of professionals and staff; rent, purchase, and renovate real estate for office space; purchase vehicles, office equipment, and supplies; support the hotel and restaurant industries with business-related travel throughout the State; provide the expertise necessary to plan and complete complex developments and projects; and provide the expertise necessary to resolve the most disputes arising from the economic activities of the State.

A.

Over the last twenty years, a consensus has been growing to the point of near unanimity – both among the members of the bar and within the legal education community – that law schools can and should do more to instruct students in professional skills and in the values and responsibilities of the legal profession. To this end, the Law Center mandates that all students take and pass the course in Trial Practice. Additionally, the Law Center requires that students undertake at least two additional credits in courses in which practice skills are taught.

To this end, the Law Center provides simulation courses. In the 2011-12 academic year, 516 positions in simulation courses were available to students. Of this number, students registered for 457 positions, a number beyond the number of students in the upper classes, who are eligible to take these courses.

Moreover, there are a number of experiential opportunities at the Law Center that provide students with the opportunity to earn credit while learning through practice. Through the Law Clinic, the Law Center offers second and third-year students the opportunity to practice law and represent indigent clients in the community. Numerous externship opportunities exist including the Judicial Externship Program that places students as law clerks working directly for judges in state and federal courts; the Governmental Externship that places students with the Attorney General's Office and other state and local agencies; and the Public Interest/Non-Profit Externship which places students with local agencies serving marginalized populations and the legal interests of the poor. Summer Externships provide students with the opportunity to earn credit in the summer semester at these same placements.



Since its inception in 2008 through 2012, the number of students participating in the LSU Law Clinic has grown to approximately 264 students. The number of students participating in externship programs is approximately 725 students. Students are expected to work 50 hours for each academic credit. Clinic students totaled 49 in 2011-12, and worked a total of approximately 13,050 hours; 253 student externs worked approximately 37,000 hours. The LSU Law Center has developed partnerships with the following agencies for its clinical and externship program: Battered Women's Program; East Baton Rouge Juvenile Public Defender; Catholic Charities; Louisiana Department of Justice; Louisiana Court of Appeals for the First Circuit; Louisiana Supreme Court; United States District Court for the Middle District of Louisiana; United States District Court for the Eastern District of Louisiana; United States Court of Appeals for the Fifth Circuit; United States Bankruptcy Court; New Orleans Bioinnovation Center; AIDS Law; 19<sup>th</sup> Judicial District Court Public Defender's Office; Office of the United States Attorneys; Internal Revenue Service Office of Chief Counsel; Louisiana Department of Revenue; Baton Rouge Capital Conflict Office; Louisiana Mental Health Advocacy Service; Louisiana Public Defender Board; Southeast Louisiana Legal Services; Louisiana Office of Coastal Protection and Restoration; and the Innocence Project.

The LSU Law Center and its students continue to serve the State of Louisiana and its citizens through the following Law Clinics through Spring 2013:

- Immigration Law Clinic: Since Fall 2012 the Immigration Clinic presented immigration law orientation to approximately 900 immigration detainees and directly interviewed/screened approximately 200 for immigration relief and directly represented approximately 16 clients.
- Juvenile Defense Clinic: In Fall of 2012, the Juvenile Defense Clinic represented 13 juveniles in a total of 23 separate delinquency cases before the East Baton Rouge Parish Juvenile Court. Eleven of the clients faced felony charges, including five whom faced violent felony charges. Two of the clients were charged with weapons offenses. As part of its special representation docket, the juvenile defense clinic also assisted in the representation of an incarcerated juvenile seeking relief in immigration proceedings. In Spring of 2013, the Juvenile Defense Clinic has represented 10 clients in a total of 23 separate delinquency cases before the East Baton Rouge Parish Juvenile Court. Eight of the clients faced felony charges, including three whom faced violent felony charges. Three of the clients were charged with weapons offenses. As part of its special representation docket, student attorneys with the Juvenile Defense Clinic filed an appeal of a juvenile delinquency adjudication before the Louisiana First Circuit Court of Appeal, successfully represented two youth in expulsion proceedings, argued the constitutionality of a statute restricting juveniles' fundamental rights, and assisted in the representation of an incarcerated juvenile seeking relief in immigration proceedings.
- Family Law Clinic: In Fall 2012, the LSU Law Clinic represented 100 victims of domestic and dating violence in protective order proceedings and obtained 42 protective orders for clients.

- Family Mediation Clinic: In Fall 2012 and Spring 2013, the Clinic mediated in 19 domestic cases; each mediation taking, on average, four sessions each.
- Civil Mediation Clinic: In Fall 2012, the Clinic mediated 10 cases and agreement was reached in 7 cases. Thus far in Spring 2013, the Clinic mediated 6 cases and agreement was reached in 5 cases.

Live client clinical legal education and externships are costly. Because of the necessary supervision and oversight by clinical instructors, the student/faculty ratio is often 6:1 to 8:1. In contrast, law faculty members often teach classes with up to 75 students. While experiential learning helps to bridge the gap between law school and the practice of law, it is also up to ten times more expensive than traditional classroom instruction and a continued or expanded experiential learning experience is contingent on adequate funding.

#### B.

LSU Law has built on our existing strength in oil and gas law to advance a new, broader energy law initiative. Our objective is to develop client-ready attorneys who can successfully navigate and support all aspects of the complex, global 21<sup>st</sup> century energy industry, and to produce the skilled, visionary future leaders of this critical industry, in Louisiana and beyond. To this end, two professors have been added to the full time faculty to assist with this venture. One is the former general counsel to a multinational and multifaceted energy production company, who serves as the director of the Nesser Family Energy Center. The other is a former partner in a sophisticated law firm whose practice was centered on oil and gas and who is a national expert on fracking, and who serves as the director of the Mineral Law Institute.

#### C.

The Law Center's Career Services Office (CSO) is committed to providing students and alumni with a wide variety of career planning and job search resources to assist in the search for employment during law school and after graduation. During the 2011-12 academic year, the CSO hosted 27 career-related student programs including fall and spring Mock Interviews, and hosted over 150 employers during fall and spring on-campus interview programs. In coordination with the Office of Alumni Relations, CSO began the development of a student/alumni mentoring program.

During the 2012-13 academic year, CSO continued and expanded its efforts. CSO hosted 30 career-related student programs including the 1st Annual Legal Career Summit, Mock Interviews, Professional Etiquette Dinner, Angola Prison Tour, and a Federal Judicial Clerkship Panel, and hosted over 180 employers during fall and spring on-campus interview programs. CSO sent Diversity Resume Books to over 1200 employers (fall and spring). CSO continues its utilization of Symplicity, a state of the art, best practices student/employer tracking database. In this connection, the office has begun building online marketing profiles for students with use of custom Quick Response codes in Symplicity.

The data below provides placement rates nine months after graduation, a time period used to

measure all law schools because of the time delay necessary for students to take the bar examination in July following graduation, receive results of the bar examination, and begin employment. The Law Center exceeds its third-year benchmark and baseline data because of the reputation of its curriculum and the expanding skills knowledge base of its students through clinical experiences and externship opportunities.

The LSU Law Center is committed to the success of the State and the implementation of appropriate performance metrics to ensure that the institution is effectively and efficiently contributing to the education of its students. We recognize that our success should be monitored, measured, and reported and the Law Center should be accountable for student and institutional success.

We note that the 2011 Louisiana Employment Outcomes Report provided employment statistics six months after graduation of 62.0%, 62.3%, and 64.2% for 2006-07, 2007-08, and 2008-09, respectively and 62.6%, 55.5%, and 65.9% eighteen months after graduation. We understand that this data includes only graduates employed in Louisiana and excludes some graduates practicing in Louisiana. As a flagship campus within the LSU System, we recognize and embrace our commitment to the State but these statistics do not take into account its broader national market. Consistent with those purposes, the GRAD Act measures workforce and economic development through its placement rate for J.D./D.C.L. graduates nine months after graduation as described above.

According to the data reported to the American Bar Association and the National Association of Law Placement (NALP), the following chart demonstrates a significantly higher number of graduates employed both in Louisiana and nationally for each of the three years referenced in the Report by the Board of Regents.

Year	Graduates Employed in Louisiana 9 Months After Graduation	Total Percent of Graduates Employed in All States (9 Months After Graduation)
2006-2007	72%	94%
2007-2008	75%	92%
2008-2009	72.5%	89%
2009-2010	75%	92%
2010-2011	80%	93%
2011-2012	69.5%	91%

In light of the economic climate in the United States and, in particular, the changes in hiring practices of many employers of our graduates, the Law Center is proud of its employment statistics compared to its peer institutions. We note that publications of the American Bar Association have reported the Law Center's full time long term placement rate to be the 11<sup>th</sup> best

in the nation for 2011 graduates, and to be tied for 10<sup>th</sup> for 2012 graduates. We do believe that our graduates contribute significantly to the workforce and economic development of the State.

*Applicable Measures*

Measure Reference	Measure	Baseline	Baseline Data	AY 2012-13	3 <sup>rd</sup> Year Target
<b>iii. Targeted</b>	Placement Rate of J.D./D.C.L (9 months after graduation)	Avg. 2007-09	91.7%	91%*	82%

\*For graduates of the 2011-12 academic year.

**Performance Objective (4)**  
**Institutional Efficiency and Accountability**  
**Element A**

- a. *Eliminate remedial education course offerings and developmental study programs unless such courses or programs cannot be offered at a community college in the same geographical area.*
- i. *Number of developmental/remedial course sections offered.*
  - ii. *Number of students enrolled in developmental/remedial courses.*

Not applicable to the LSU Law Center.

**Performance Objective (4)**  
**Institutional Efficiency and Accountability**  
**Element B**

- b. *Eliminate associate degree program offerings unless such programs cannot be offered at a community college in the same geographic area or when the Board of Regents has certified educational or workforce needs.*
- i. *Number of active associate degree programs offered.*
  - ii. *Number of students enrolled in active associate degree programs.*

Not applicable to the LSU Law Center.

**Performance Objective (4)**  
**Institutional Efficiency and Accountability**  
**Element C**

- c. *Upon entering the initial performance agreement, adhere to a schedule established by the institution's management board to increase nonresident tuition amounts that are not less than the average tuition amount charged to Louisiana residents attending peer institutions in other Southern Regional Education Board state and monitor the impact of such increases on the institution. However, for each public historically black college or university, the nonresident tuition amounts shall not be less than the average tuition amount charged to Louisiana residents attending public historically black colleges and universities in other Southern Regional Education Board states.*
- i. *Total tuition and fees charged to non-resident students.*

The LSU Law Center, as one of the flagship campuses of the LSU System, is measured against a national base of peer institutions. A broader peer institution comparison that takes into account the national law school market in which the Law Center competes, such as public law schools ranked 50 to 100 by the annual U.S. News and World Report rankings, and would include, but not be limited to, SREB law schools.

Appendix 1 contains a list of these institutions and their total resident and non-resident tuition rates for the 2002-03 through 2012-13 academic years. The total non-resident tuition costs for the Law Center increased 19.1% from 2010-11 to 2012-13. The difference in non-resident tuition costs between the Law Center and its peer institutions continues to narrow, from 29.05% in 2007-2008 to 3.38% in 2012-13.

In September 2012, the LSU Law Center was ranked as the third Best Value Law School in the United States according to *National Jurist*, a pre-law publication. According to the magazine, the intent of the Best Value rankings is to identify law schools across the country that offer a quality legal education at an affordable price. The magazine considers the following when ranking the law schools: (1) percent of graduates who pass the bar exam; (2) percent of graduates who are employed; (3) tuition; and (4) average indebtedness upon graduation.

For the second year in a row, the Law School Admissions Council has reported a reduction in the total number of LSAT test takers. Not unrelated to this reduction is that the entering fall class of 2012 decreased in number from the previous year.

The Law Center has seen a reduction in its direct state appropriation from 48% in FY 2009 to 28% in FY 2012. Despite a reduction in state appropriations, the Law Center continues to increase its national rankings. The 2013 U.S. News and World Report Rankings ranked the Law Center #76, up three spots from last year's ranking and eight from the year previous, and overtaking last year as the second highest in the school's history.

*Applicable Measures*

Measure Reference	Measure	Baseline AY 2009-10 LSU	Baseline AY 2009-10 Peers	% Difference in Baseline	AY 2012-13 LSU	AY 2012-13 Peers*	% Difference AY 2011-12
<b>i. Tracked</b>	Total Tuition and Fees Charged to Non-Resident Students	\$25,566	\$31,161	21.88%	\$36,006	\$37,222	3.38%

\*U.S. News Top 50-100 Public Law Schools for the 2009-10 Academic Year (Baseline Year) are included for comparison purposes. The above tuition and fee amounts do not take into account potential increases by peer institutions for the 2013-14 academic year.

**Performance Objective (4)  
Institutional Efficiency and Accountability  
Element D**

*d. Designate centers for excellence as defined by the Board of Regents which have received a favorable academic assessment from the Board of Regents and have demonstrated substantial progress toward meeting the following goals:*

- i. Offering a specialized program that involves partnerships between the institution and business and industry, national laboratories, research centers, and other institutions.*
- ii. Aligning with current and strategic statewide and regional workforce needs as identified by the Louisiana Workforce Commission and Louisiana Economic*

*Development.*

- iii. *Having a high percentage of graduates or completers each year as compared to the state average percentage of graduates and that of the institution's peers.*
- iv. *Having a high number of graduates or completers who enter productive careers or continue their education in advanced degree programs, whether at the same or other institution.*
- v. *Having a high level of research productivity and technology transfer.*

Not applicable for 2011-12 reporting.

**Performance Objective (5)  
Reporting Requirements**

*Submit a report to the Board of Regents, the legislative auditor, and the legislature containing certain organizational data, including but not limited to the following:*

*a. Number of students by classification*

# of students by classification	Fall 2012 Headcount
Headcount (Professional)	681
FTE	819.75

*b. Number of instructional staff members*

Instructional Staff	Fall 2012
Headcount	87
FTE	45.4

*c. Average Undergraduate Class Student-to-Instructor Ratio*

Not applicable to the LSU Law Center

*d. Average number of students per instructor*

Average # of Students per Instructor	Fall 2012
FTE	19.4

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

<b>Non-Instructional Academic Staff</b>	<b>Fall 2012</b>
Headcount	0
FTE	0

*f. Number of staff in administrative areas.*

Administrative Staff	Fall 2011
Headcount	9
FTE	8.37

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

*See Appendix 2*

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

*See Appendix 3.*



i. A cost performance analysis.

i. Total operating budget by function, amount, and percent of total, reported in a manner consistent with the National Association of College and University Business Officers guidelines.

Expenditures by Function:	Amount	% of Total
Instruction	\$8,878,960	39.1%
Research	\$639,216	2.8%
Public Service	\$50,709	.2%
Academic Support	\$2,815,044	12.4%
Student Services	\$1,370,004	6.0%
Institutional Services	\$2,289,022	10.1%
Scholarship/Fellowships	\$4,312,936	19.0%
Plant Operations/Maintenance	\$2,324,361	10.2%
Total E&G Expenditures	\$22,680,252	100.0%
Hospital		
Transfers out of Agency		
Athletics		
Other		
Total Expenditures	\$22,680,252	100.0%

ii. Average yearly cost of attendance for the reporting year as reported to the United States Department of Education. *Not applicable to the LSU Law Center.*

iii. Average time to degree for completion of academic programs at 4-year universities, 2-year colleges, and technical colleges. *Not applicable to the LSU Law Center.*

iv. Average cost per degree awarded in the most recent academic year. *Not applicable to the LSU Law Center.*

v. Average cost per non-completer in the most recent academic year. *Not applicable to the LSU Law Center.*

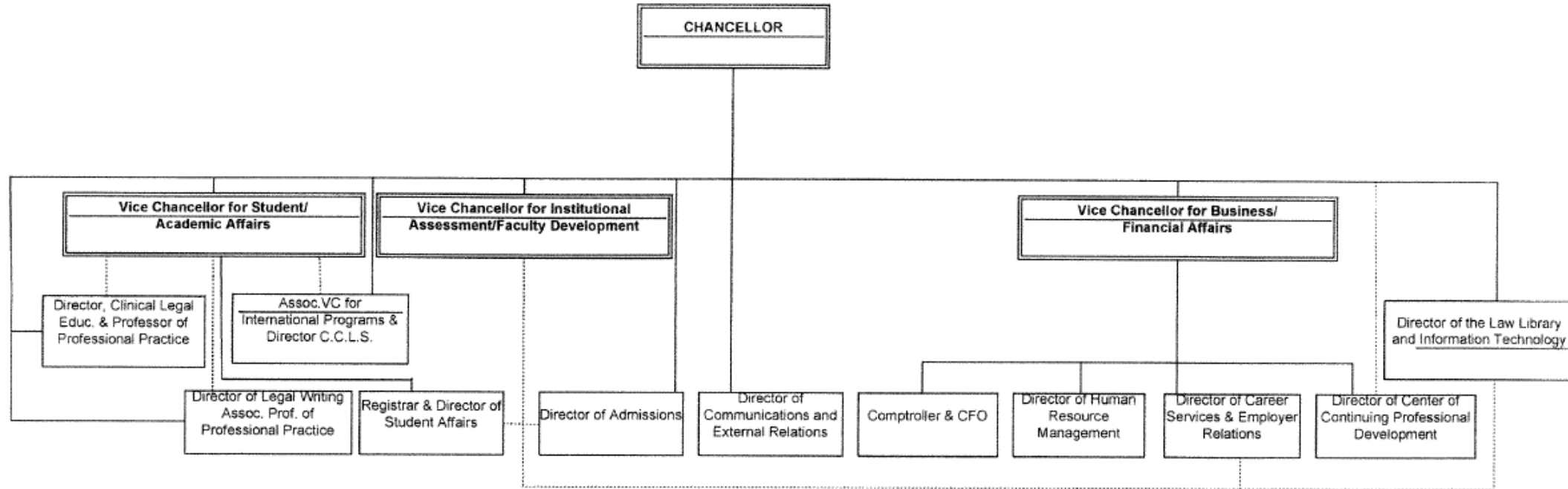
vi. All expenditures of the institution for the most recent academic year. \$24,003,838

**APPENDIX 1  
US NEWS TOP 50-100 PUBLIC LAW  
SCHOOLS TUITION AND FEE  
COMPARISON  
2002-2003 through 2012-2013\***

Institution	2010	2002-2003		2003-2004		2004-2005		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010		2010-2011		2011-2012		2012-13	
	U.S. News Ranking	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost	Total Resident Cost	Total Non-Resident Cost
Florida	51	\$5,613	\$19,863	\$6,431	\$23,035	\$7,168	\$26,475	\$7,786	\$27,419	\$9,861	\$29,227	\$10,809	\$30,174	\$12,339	\$31,704	\$14,228	\$33,593	\$16,387	\$35,752	\$18,710	\$38,075	\$21,421	\$40,786
Florida State	52	\$5,783	\$20,664	\$6,374	\$23,570	\$7,504	\$27,517	\$9,001	\$27,580	\$9,837	\$29,849	\$10,770	\$30,782	\$12,352	\$32,364	\$14,239	\$31,250	\$16,371	\$35,934	\$18,596	\$38,048	\$19,731	\$39,744
Cincinnati	52	\$11,020	\$20,838	\$12,236	\$23,138	\$14,084	\$26,190	\$16,210	\$29,284	\$18,032	\$32,152	\$18,982	\$33,102	\$19,362	\$33,764	\$19,942	\$34,776	\$20,946	\$36,526	\$22,204	\$38,720	\$23,536	\$41,044
Connecticut	52	\$12,690	\$26,106	\$14,074	\$28,996	\$15,388	\$31,780	\$16,300	\$33,676	\$17,284	\$35,692	\$18,230	\$37,670	\$19,222	\$39,718	\$20,374	\$42,094	\$21,508	\$44,398	\$22,132	\$45,628	\$23,244	\$48,012
Arizona State	55	\$5,835	\$14,355	\$9,545	\$18,065	\$12,380	\$20,900	\$12,907	\$22,089	\$13,278	\$23,864	\$14,628	\$26,320	\$16,294	\$28,858	\$19,225	\$32,619	\$21,598	\$35,147	\$24,471	\$38,595	\$26,267	\$40,815
Kentucky	55	\$7,042	\$16,542	\$8,770	\$18,270	\$10,268	\$19,868	\$11,540	\$21,462	\$12,842	\$23,272	\$13,998	\$24,804	\$15,258	\$26,436	\$16,020	\$27,758	\$16,982	\$29,424	\$18,306	\$31,716	\$19,404	\$33,618
Houston	59	\$9,438	\$12,238	\$10,716	\$16,372	\$13,313	\$20,093	\$14,366	\$21,296	\$15,922	\$22,372	\$17,192	\$24,632	\$18,447	\$25,977	\$21,029	\$28,439	\$26,731	\$36,903	\$28,130	\$38,805	\$29,748	\$39,699
Tennessee	59	\$7,156	\$19,212	\$7,830	\$19,886	\$8,396	\$21,384	\$9,412	\$24,106	\$9,934	\$25,290	\$11,502	\$27,762	\$12,084	\$29,304	\$13,118	\$31,862	\$14,462	\$33,206	\$16,456	\$35,200	\$17,678	\$36,422
Georgia State	65	\$4,470	\$15,558	\$5,332	\$18,850	\$6,112	\$20,306	\$6,484	\$21,644	\$7,366	\$23,284	\$9,530	\$27,916	\$10,674	\$30,330	\$11,838	\$32,862	\$13,310	\$34,334	\$14,770	\$38,834	\$15,154	\$34,834
Penn State	65	\$22,640	\$22,640	\$24,670	\$24,670	\$25,650	\$25,650	\$26,680	\$26,680	\$28,054	\$28,054	\$29,674	\$29,674	\$31,942	\$31,942	\$34,462	\$34,462	\$36,816	\$36,816	\$38,614	\$38,614	\$40,532	\$40,532
Kansas	65	\$7,239	\$14,354	\$7,966	\$15,351	\$8,725	\$16,573	\$9,528	\$17,859	\$10,399	\$19,232	\$13,384	\$24,085	\$15,033	\$26,376	\$14,478	\$25,375	\$15,561	\$27,038	\$16,460	\$28,649	\$18,664	\$31,474
Missouri	65	\$11,264	\$21,845	\$12,306	\$23,590	\$12,117	\$23,073	\$13,614	\$25,986	\$14,752	\$28,175	\$14,854	\$28,336	\$15,984	\$30,486	\$16,017	\$30,519	\$16,759	\$31,986	\$17,784	\$34,000	\$18,649	\$35,677
Oklahoma	71	\$6,376	\$15,643	\$8,069	\$17,335	\$9,386	\$18,652	\$10,786	\$20,053	\$13,564	\$23,493	\$15,025	\$24,953	\$16,766	\$26,695	\$16,976	\$26,904	\$18,105	\$28,034	\$19,051	\$29,458	\$19,763	\$30,188
Pittsburgh	71	\$16,496	\$24,598	\$18,008	\$26,400	\$19,074	\$27,970	\$20,182	\$28,790	\$21,408	\$29,706	\$22,796	\$31,052	\$24,162	\$32,306	\$25,098	\$33,094	\$26,550	\$34,176	\$28,734	\$35,508	\$29,468	\$36,444
LSU	75	\$8,558	\$15,484	\$9,692	\$17,703	\$11,650	\$20,746	\$12,022	\$21,118	\$12,124	\$21,220	\$12,190	\$21,286	\$13,143	\$23,239	\$14,350	\$25,446	\$16,148	\$30,228	\$17,474	\$33,920	\$18,618	\$36,006
UNLV	75	\$7,294	\$14,294	\$7,553	\$14,798	\$7,833	\$15,078	\$9,552	\$18,452	\$9,568	\$18,468	\$10,502	\$20,302	\$11,032	\$21,332	\$18,838	\$30,838	\$20,838	\$34,238	\$24,459	\$35,459	\$24,749	\$35,749
Rutgers - Camden	77	\$13,889	\$19,611	\$15,499	\$21,729	\$16,724	\$23,755	\$18,016	\$25,609	\$19,867	\$28,220	\$21,488	\$30,492	\$23,122	\$33,316	\$23,860	\$34,360	\$22,382	\$33,173	\$25,442	\$36,706	\$25,475	\$37,207
New Mexico	77	\$6,098	\$18,559	\$6,708	\$19,360	\$7,567	\$19,901	\$8,816	\$21,394	\$9,566	\$23,213	\$10,561	\$24,467	\$11,593	\$25,693	\$12,620	\$28,235	\$13,660	\$30,604	\$14,480	\$32,440	\$15,098	\$33,908
Oregon	77	\$13,294	\$17,872	\$15,202	\$19,122	\$16,156	\$20,458	\$17,792	\$22,400	\$18,690	\$23,262	\$19,596	\$24,396	\$20,570	\$25,610	\$22,328	\$27,818	\$24,031	\$29,953	\$26,146	\$32,590	\$28,354	\$35,374
SUNY - Buffalo	85	N/A	N/A	\$12,859	\$18,559	N/A	N/A	\$13,484	\$19,584	\$13,532	\$19,632	\$14,633	\$21,433	\$16,555	\$25,745	\$17,577	\$25,827	\$19,112	\$30,772	\$20,756	\$33,756	\$22,624	\$37,114
Indiana - Indianapolis	87	\$9,390	\$18,741	\$10,145	\$20,335	\$11,661	\$24,472	\$12,758	\$26,852	\$13,962	\$29,457	\$14,638	\$31,993	\$16,816	\$35,626	\$18,163	\$38,478	\$20,554	\$43,646	\$22,323	\$43,821	\$29,946	\$48,021
Rutgers - Newark	87	\$13,775	\$19,497	\$15,228	\$21,458	\$16,525	\$23,556	\$17,789	\$25,382	\$19,623	\$27,976	\$21,302	\$30,307	\$23,007	\$32,777	\$23,676	\$33,740	\$24,977	\$35,897	\$25,407	\$36,671	\$25,424	\$37,156
South Carolina	87	\$11,320	\$22,716	\$12,984	\$26,090	\$14,288	\$28,704	\$15,264	\$30,400	\$16,156	\$32,048	\$16,936	\$33,622	\$17,718	\$35,490	\$19,034	\$38,014	\$20,236	\$40,494	\$21,026	\$42,072	\$21,688	\$43,398
Arkansas - Fayetteville	94	\$7,108	\$14,192	\$8,021	\$16,031	\$8,694	\$17,274	\$9,228	\$18,514	\$9,713	\$19,846	\$10,144	\$20,303	\$10,712	\$21,379	\$10,772	\$21,439	\$11,367	\$22,501	\$11,933	\$24,528	\$12,701	\$25,838
Louisville	98	\$7,350	\$18,310	\$8,012	\$19,354	\$9,200	\$20,760	\$10,198	\$22,320	\$11,510	\$23,654	\$12,710	\$26,056	\$13,744	\$28,292	\$14,632	\$29,172	\$15,760	\$30,300	\$16,536	\$31,948	\$17,854	\$34,026
Maine	100	\$11,436	\$19,626	\$12,672	\$20,922	\$14,114	\$22,514	\$16,639	\$25,939	\$17,215	\$26,905	\$18,210	\$28,290	\$19,380	\$29,880	\$20,702	\$31,202	\$21,994	\$32,824	\$21,630	\$32,550	\$23,610	\$34,680
Average		\$9,703	\$18,534	\$11,034.69	\$20,500	\$12,159	\$22,546	\$13,321	\$24,073	\$14,387	\$25,676	\$15,549	\$27,470	\$16,820	\$29,409	\$18,215	\$31,161	\$19,736	\$33,627	\$21,232	\$35,627	\$22,669	\$37,222
LSU		\$8,558	\$15,484	\$9,692	\$17,703	\$11,650	\$20,746	\$12,022	\$21,118	\$12,124	\$21,220	\$12,190	\$21,286	\$13,143	\$23,239	\$14,350	\$25,446	\$16,148	\$30,228	\$17,474	\$33,920	\$18,618	\$36,006
\$ Difference from Top 50-100 Average		\$1,145	\$3,050	\$1,343	\$2,797	\$509	\$1,800	\$1,299	\$2,955	\$2,263	\$4,456	\$3,359	\$6,184	\$3,677	\$6,170	\$3,865	\$5,715	\$3,588	\$3,399	\$3,758	\$1,707	\$4,051	\$1,216
% Difference from Top 50-100 Average		13.38%	19.70%	13.85%	15.80%	4.37%	8.68%	10.81%	13.99%	18.66%	21.00%	27.56%	29.05%	27.97%	26.55%	26.94%	22.46%	11.24%	21.51%	5.03%	21.80%	3.38%	

\* Source: ABA Take-off Reports with exception of 2012-2013, which was obtained from law school websites. 2009-2010 used as benchmark for Top 50-100 Ranked Schools

# LSU PAUL M. HEBERT LAW CENTER 2012-2013



## Appendix 3

## Section 5 h – Salaries of all personnel identified in Section 5(g)

POSITION	TOTAL BASE SALARY REPORTED FOR FALL 2009	SALARY CHANGES SINCE 06/30/2008 Reported for Fall 2010	SALARY CHANGES Since 6/30/2010 Reported for Fall 2011	SALARY CHANGES Since 6/30/2011 Reported for Fall 2012
Chancellor	\$282,150	Change from \$270,000 based on General Merit Raise on 7/1/2008		
Vice-Chancellor - Academic Affairs	\$223,497	Change from \$214,901 based on General Merit Raise on 7/1/2008		
Vice-Chancellor - Business and Financial Affairs	\$162,339	Previous salary on 8/1/2008 was \$197,773 new VC at \$162,339		Replace previous VC salary = \$171,820
Vice Chancellor - Institutional Assessment & Faculty Development	\$0			New Position \$207,098
Associate VC - International Programs & Director C.C.L.S.	\$194,909	Change from \$188,318 based on General Merit Raise on 7/1/2008		
Associate VC - Library and Information Technology	\$135,000	Interim Director hired on 6/1/2008 at salary of \$130,000. Director hired 2/1/2009 at a salary of \$135,000. Position became vacant.	New Director hired to begin 6/2011 at a salary of \$135,000	
Director of Admissions	\$125,000	Position became Vacant. Interim Director paid \$78,985 + \$1,500 per month in position.	New Director hired 1/2011 at salary of \$115,000	
Director of Communication and External Relations	\$88,350	Change from \$84,143 based on General Merit Raise on 7/1/2008.		
Director of Human Resource Management	\$78,801	Change from \$75,770 based on General Merit Raise on 7/1/2008		
Director of Clinical Legal Education & Professor of Professional Practice	\$135,000	New Position. Director hired on 07/7/2008 at salary of \$135,000		

POSITION	TOTAL BASE SALARY REPORTED FOR FALL 2009	SALARY CHANGES SINCE 06/30/2008 Reported for Fall 2010	SALARY CHANGES Since 6/30/2010 Reported for Fall 2011	SALARY CHANGES Since 6/30/2011 Reported for Fall 2012
Director of Legal Writing Assoc. Prof. of Professional Practice	\$81,260	Change from \$78,135 based on General Merit Raise on 7/1/2008.		
Director of Career Services	\$70,810		Filled July 2011. At \$95,000.	
Registrar & Director of Student Affairs	\$82,706	Change from \$79,525 based on a General Merit Raise on 7/1/2008		
Comptroller & CFO	\$115,000	Replaced previous Comptroller from \$111,448		Replaced Previous at \$90,000.
Director of Center of Continuing Professional Development	\$79,032	Change from \$75,993 based on General Merit Raise on 7/1/2008		