

GRAD Act Annual Report
LSU Paul M. Hebert Law Center
April 1, 2014

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Performance Objective (1)
Student Success
Element A

- a. *Implement policies established by the institution's management board to achieve cohort graduation rate and graduation productivity goals that are consistent with institutional peers.*
 - i. *1st to 2nd year retention rate.*
 - ii. *1st to 3rd 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 93% with a Year 4 target of 92%. The Law Center had previously centered academic support in a Legal Method summer course, but that course had been discontinued as of the 2012-13 academic year. The Law Center continues to provide academic support for first-year students, however, in the form of the Academic Success program, which stresses substantive review and examination taking skills. This program, offered to all students in both fall and spring semesters, was coordinated and implemented by the Committee on Academic Success.

The Committee on Academic Success, created in 2010-11 by the Chancellor, continues to study first year and upper class 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 for Bar Preparation. Budgetary issues continue to obstruct the fulfillment of that recommendation.

Graduation Rate: The Law Center’s three year graduate rate of 89% exceeds the Law Center’s fourth year target of 87%. 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.¹ As a result, adjustments have been made to properly account for students who enrolled in 2009 but required four years in which to graduate instead of three due to curricular requirements of joint degree programs in which they are enrolled. As a result, those students have been added to the baseline for Year 4. Similarly, students who originally enrolled originally in 2010 and entered joint degree programs are not counted in Year 4’s baseline, but instead have been added to the baseline for Year 5, yet to be reported, their fourth year in a joint degree program.

Median LSAT Score: The fall 2013 entering class had a median of 156. This score represents the 67th percentile of all LSAT takers in the nation. The current 75th percentile of students that enrolled in the entering class had an LSAT score of 159, the 77th percentile of all LSAT test takers. The current 25th percentile of students that enrolled in the fall 2013 entering class had an LSAT score of 153, which represents the 56th percentile of all LSAT takers.

Despite a 13.4% 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 156. The median grade point average for the fall 2013 incoming class increased to 3.43, up from 3.38 for the fall 2012 incoming class. The fall 2013 incoming class is 11% smaller than the prior year. Still, 24% of the class was racially diverse, with 42% class being women. The Law Center is committed to enhancing the diversity of the student body, which in turn will lead to an enhanced legal education.

Over the course of the last 5 years, interest in legal education has declined significantly. This is evident by the reduction in the number of students taking the LSAT as well as the number of students enrolling in law school. The chart below demonstrates a continuous decline in LSATs administered; the number of applicants to law schools accredited by the American Bar Association (ABA); the total number of applications to ABA accredited law schools; and the number of students who eventually enrolled in ABA accredited law schools.

	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013
LSATs administered	151,400	171,500	155,100	130,000	112,500
ABA applicants	85,600	87,500	78,800	67,700	59,400
ABA applications	564,000	602,300	536,500	469,500	385,400
ABA first year enrollment	51,600	52,500	48,700	44,500	39,700

¹ 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.

Measure Reference	Measure	Baseline	Baseline Data	AY 2013-14	4th Year Target
i. Targeted	1 st to 2 nd Year Retention	Avg. 2008-10	91.67%	93%	92%
iv. Targeted	Same Institution Grad Rate	Avg. 2007-09	83.68%	89%	87%
ix. Targeted	Institutional Median LSAT Score	Avg. 2007-09	157	156	159

**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. Therefore, bar passage rate is an objective measurement of the success of an institution.

The bar passage rate 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 rate 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 2013 was 72.96%, well ahead of the state average bar passage rate of 60.36% that includes first time 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 is 121% of the state average, surpassing the 112% benchmark.

Additionally, however, 42 students from the Law Center took bar exams in 14 other states in July, 2013. Of the 26 whose results are available, 84.6% passed their exams. In seven of the eight states for which there are complete results, 100% of Law Center graduates who sat for the exam also passed it. These statistics further suggest 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. 11-13	4 th Year Target
i. Targeted	Institutional Passage Rate on Bar Exam (1 st time July takers)	Avg. 2007-09	119% of State Average	121% 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. *1st to 2nd 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. *1st to 2nd 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. *1st to 2nd 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.
Number of students enrolled in courses with 50% and with 100% instruction through distance education.*
 - ii. *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, and engages 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 and contribute to the State's tax base by the employment of professionals and staff; renting, purchasing, and renovating real estate for office space; purchasing vehicles, office equipment, and supplies; supporting the hotel and restaurant industries through business-related travel; providing the expertise necessary to plan and complete complex developments and projects; and providing the expertise necessary to resolve 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.

Moreover, the Law Center provides simulation courses. In the 2012-13 academic year, 568 positions in simulation courses were available to students. Of this number, students registered for 512 positions, a number beyond the total count of students in the upper classes, the students who are eligible to take these courses.

Beyond this, there are a number of experiential opportunities at the Law Center that provide students with the opportunity to earn credit while learning through practice. A recent addition to experiential opportunities of the Law Center is Apprenticeship Week. The inaugural Apprenticeship week was held January 6-10, 2014 and offered 11 different courses involving 16 instructors. These courses emphasized hands on practical skills training in a small class setting. One hundred twenty-one students, one third of those eligible to participate, were in attendance. Results indicated that students perceived the experience to be one of the most valuable in their law school careers.

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 Fall 2013, the number of students participating in the LSU Law Clinic has grown to approximately 315 students, and the cumulative number of students participating in externship programs has reached 868. Students are expected to work 50 hours for each academic credit. A total of 34 Clinic students worked approximately 5,100 hours in Fall 2012, and again in Spring 2013. In Fall 2013, 64 students worked approximately 9,600 hours in externships.

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

- **Immigration Law Clinic:** During the Spring 2013 semester the Immigration Clinic presented immigration law orientation to approximately 390 immigration detainees and directly interviewed/screened approximately 53 for immigration relief and directly represented approximately 20 clients. While the Immigration Clinic was not held in the summer, volunteers presented immigration law orientation to approximately 263 detainees, and directly interviewed/screened approximately 53 for immigration relief. In Fall 2013 the Immigration Clinic presented immigration law orientation to approximately 240 immigration detained and directly interviewed/screened approximately 69 for immigration relief and added an additional clients for direct representation. The Immigration Clinic directly represented approximately 16 clients during Fall 2012 – Spring 2013.
- **Juvenile Defense Clinic:** 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. In Fall of 2013, the Juvenile Defense Clinic represented 12 clients in a total of 18 separate delinquency cases before the East Baton Rouge Parish Juvenile Court. Six of the clients faced felony charges, including three violent felony charges.
- **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. In Spring 2013, the LSU Law Clinic represented 137 victims of domestic and dating violence in protective order proceedings and obtained 50 protective orders for clients. The Family Law Clinic was not offered in Fall 2013.
- **Family Mediation Clinic:** In Fall 2012 and Spring 2013, the Clinic mediated in 19 domestic cases; each mediation taking, on average, four sessions each. The Family Mediation Clinic was not offered in Fall 2013.
- **Civil Mediation Clinic:** In Fall 2012, the Clinic mediated 10 cases and agreement was reached in 7 cases. In Spring 2013, the Clinic mediated 10 cases and agreement was reached in 8 cases. In Fall 2013 the Civil Mediation Clinic mediated 5 cases and agreement was reached in 4 of the cases.

In Fall 2012, 62 student externs work approximately 9,300 hours; and 59 student externs worked a total of approximately 8,850 hours in Spring 2013. In Summer 2013, 109 student externs participated in the summer program and worked approximately 16,350 hours at their placements. The LSU Law Center has developed partnerships with the following agencies for its clinical and externship program: East Baton Rouge Juvenile Public Defender; 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 District Court for the Western District of Louisiana; Louisiana Department of Natural Resources, Louisiana Department of Environmental Quality, United States Court of Appeals for the Fifth Circuit; United States Bankruptcy Court; AIDS Law; 15th, 19th, & 23rd Judicial

District Court Public Defender's Offices; 19th JDC District Attorney; United States Equal Employment Opportunity Commission; Office of the United States Attorneys; Office of the Louisiana Inspector General; Louisiana Sea Grant; Louisiana Department of Revenue; Baton Rouge Capital Conflict Office; Louisiana Mental Health Advocacy Service; Southeast Louisiana Legal Services; and the Innocence Project.

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 or more 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 21st 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. Additionally, an energy related course was part of the initial Apprenticeship Week offerings in January, 2014.

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 2012-13 academic year, the CSO hosted 30 career-related student programs including the 1st Annual Legal Career Summit. 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, then receive results of the bar examination, and then begin employment. The Law Center exceeds its fourth 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.

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 11th best in the nation for 2011 graduates, and to be tied for 10th for 2012 graduates. Moreover, U.S. News & World Report's most recent ranking of law schools has the Law Center ranked 18th for employment. We do believe that our graduates contribute significantly to the workforce

and economic development of the State. The following chart demonstrates that from the base period 2005 to 2007 through 2013, a high number of graduates has found employment nationally and as limited to Louisiana.

Year	Percentage of Graduates Employed in Louisiana 9 Months After Graduation	Percentage 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%	92%
2012-2013	71%	90%

Applicable Measures

Measure Reference	Measure	Baseline	Baseline Data	AY 2013-14	4 th Year Target
iii. Targeted	Placement Rate of J.D./D.C.L graduates 9 months after graduation*	Avg. 2007-09	91.7%	90%	87%

*For graduates of the 2012-13 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. As demonstrated in Appendix 1, the difference in non-resident tuition costs between the Law Center and its peer institutions has closed, demonstrating a change from -29.05% in 2007-2008 to .35% in 2013-14.

The Law Center continues to be highly ranked against the entire field of law schools. 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. This ranking is intended to identify law schools 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. The U.S. News and World Report Rankings released in 2014 have the

Law Center at #72, up four spots from the previous year and twelve from the year previous to that. This rank is 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 2013-14 LSU	AY 2013-14 Peers*	% Difference AY 2013-14
i. Tracked	Total Tuition and Fees Charged to Non-Resident Students	\$25,566	\$31,161	21.88%	\$38,118	\$37,985	-.35%

*U.S. News Top 50-100 Public Law Schools for the 2009-10 Academic Year (Baseline Year) are included for comparison purposes.

**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.

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 2013 Headcount
Headcount (Professional)	621
FTE	806.1

b. Number of instructional staff members

Instructional Staff	Fall 2013
Headcount	88
FTE	46.8

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 2013
FTE	17.2

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

Non-Instructional Academic Staff	Fall 2013
Headcount	0
FTE	0

f. Number of staff in administrative areas.

Administrative Staff	Fall 2013
Headcount	9
FTE	9

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.

Attached.

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 #2.

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.

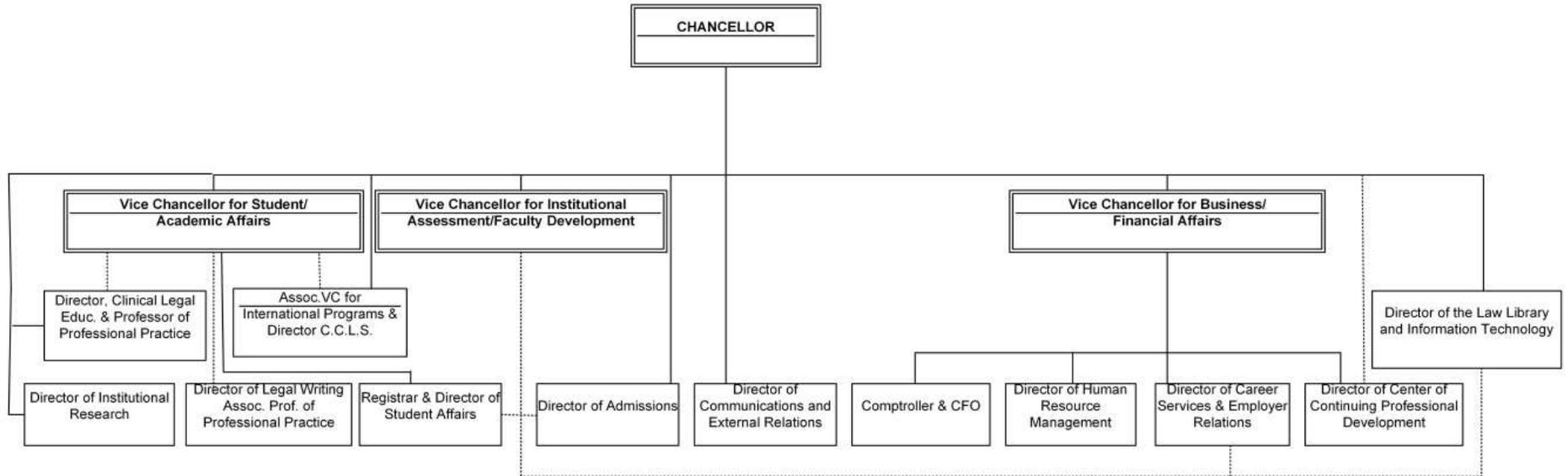
Expenditures by Function:	Amount	% of Total
Instruction	9,194,982	42.2%
Research	696,610	3.2%
Public Service	60,049	0.3%
Academic Support	2,708,901	12.4%
Student Services	1,297,287	6.0%
Institutional Services	2,500,194	11.5%
Scholarships/Fellowships	4,050,546	18.6%
Plant		
Operations/Maintenance	1,260,795	5.8%
Total E&G Expenditures	21,769,364	100.0%
Hospital	0	
Transfers out of agency	0	
Athletics	0	
Other	0	
Total Expenditures	21,769,364	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: \$ 23,283,264.

LSU PAUL M. HEBERT LAW CENTER

2013-2014



03/24/2014

**Appendix 1
US NEWS TOP 50-100 PUBLIC LAW SCHOOLS TUITION AND FEE COMPARISON 2003-2004 through 2013-2014***

Institution	2010	2003-2004		2004-2005		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010		2010-2011		2011-2012		2012-2013		2013-2014	
	U.S. News Ranking	Total Resident Cost	Total Non-Resident Cost																				
Florida	51	\$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	\$22,181	\$41,546
Florida State	52	\$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	\$19,936	\$39,500	\$20,632	\$40,644
Cincinnati	52	\$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	\$23,536	\$41,044
Connecticut	52	\$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	\$24,714	\$51,030
Arizona State	55	\$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	\$26,268	\$40,818
Kentucky	55	\$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	\$19,986	\$35,652
Houston	59	\$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	\$29,748	\$39,792
Tennessee	59	\$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	\$17,053	\$35,797	\$18,962	\$37,706
Georgia State	65	\$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	\$16,042	\$34,834
Penn State	65	\$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	\$41,088	\$41,088
Kansas	65	\$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	\$17,776	\$30,586	\$19,623	\$33,068
Missouri	65	\$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	\$18,619	\$35,647	\$19,538	\$36,907
Oklahoma	71	\$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	\$19,973	\$30,398
Pittsburgh	71	\$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	\$29,570	\$36,546	\$30,400	\$37,604
LSU	75	\$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	\$18,738	\$36,125	\$19,861	\$38,118
UNLV	75	\$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	\$24,700	\$35,700	\$26,437	\$37,437
Rutgers - Camden	77	\$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	\$25,479	\$37,211	\$25,505	\$37,237
New Mexico	77	\$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	\$15,701	\$33,971
Oregon	77	\$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	\$29,458	\$36,724
SUNY - Buffalo	85	\$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	\$22,984	\$37,114	\$23,986	\$40,056
Indiana - Indianapolis	87	\$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	\$23,552	\$42,690	\$24,172	\$43,882
Rutgers - Newark	87	\$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	\$25,479	\$37,211
South Carolina	87	\$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	\$22,360	\$44,752
Arkansas - Fayetteville	94	\$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	\$12,514	\$25,652	\$13,669	\$28,120
Louisville	98	\$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	\$17,694	\$33,866	\$18,578	\$34,612
Maine	100	\$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	\$22,290	\$33,360	\$22,290	\$33,360
Average		\$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	\$22,328	\$36,891	\$23,084	\$37,985
LSU		\$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	\$18,738	\$36,125	\$19,861	\$38,118
\$ Difference from Top 50-100 Average		\$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	\$3,590	\$766	\$3,223	-\$133
% Difference from Top 50-100 Average		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%	22.22%	11.24%	21.51%	5.03%	19.16%	2.12%	16.23%	-0.35%

* Source: ABA Take-off Reports with exception of 2012-2013 and 2013-2014, which was obtained from law school websites. 2009-2010 used as benchmark for Top 50-100 Ranked Schools

Appendix 2

LSU PAUL M. HEBERT LAW CENTER

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	SALARY CHANGES Since 6/30/2012 Reported for Fall 2013
Chancellor	\$282,150	Change from \$270,000 based on General Merit Raise on 7/1/2008			Change from \$282,150 to \$293,436 based on General Merit Raise on 7/1/2013
Vice-Chancellor - Academic Affairs	\$223,497	Change from \$214,901 based on General Merit Raise on 7/1/2008			Change from \$223,497 to \$235,487 based on General Merit and Professorship dollars
Vice-Chancellor - Business and Financial Affairs	\$171,820	Replace previous Vice Chancellor from \$162, 339			Change from \$171,820 to 181,720 based on General Merit and Professorship dollars
Vice Chancellor - Institutional Assessment & Faculty Development	\$207,098				Change from \$207,098 to \$215,298 based on General Merit and Professorship dollars
Associate VC - International Programs & Director C.C.L.S.	\$194,909	Change from \$188,318 based on General Merit Raise on 7/1/2008			Change from \$194,909 to \$198,834 based on General Merit
Director - 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		Change from \$135,000 to \$140,450 based on General Merit
Director of Admissions	\$115,000	Previous salary was \$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		Change from \$115,000 to \$118,475 based on General Merit

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	SALARY CHANGES Since 6/30/2012 Reported for Fall 2013
Director of Communication and External Relations	\$101,200	Retention Increase from \$88,350			Change from \$101,200 to \$103,820 based on General Merit
Director of Human Resource Management	\$78,801	Change from \$75,772 based on General Merit Raise on 7/1/2008			Change from \$78,801 to \$80,801 based on General Merit
Director of Clinical Legal Education & Professor of Professional Practice	\$135,000	New Position. Director hired on 07/7/2008 at salary of \$135,000			Change from \$135,000 to \$143,950 based on General Merit
Director of Legal Writing Assoc. Prof. of Professional Practice	\$81,260	Change from \$78,136 based on General Merit Raise on 7/1/2008			Change from \$81,260 to \$84,535 based on General Merit
Director of Career Services	\$95,000		Filled July 2011. Previous Director's salary was \$70,810		Change from \$95,000 to \$98,850 based on General Merit
Director of Institutional Research (new position)					\$80,000
Registrar & Director of Student Affairs	\$82,706	Change from \$79,525 based on a General Merit Raise on 7/1/2008			Change from \$82,706 to \$86,056 based on General Merit
Comptroller & CFO	\$90,000	Replaced previous Comptroller from \$115,000			Change from \$90,000 to \$91,850 based on General Merit
Director of Center of Continuing Professional Development	\$79,032	Change from \$75,993 based on General Merit Raise on 7/1/2008			Change from \$79,032 to \$82,207 based on General Merit