



SOUTHERN UNIVERSITY LAW CENTER

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April 20, 2015

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

RE: GRAD Acct 2014-2015 (Year 5) Annual Report

Dear Dr. Mason:

Please find enclosed herein, the 2014-2015 (Year 5) GRAD Act report for the Southern University Law Center in accordance with Act 741 of the 2010 Regular Session of the Louisiana Legislature for your review and approval. Enclosed are:

- Student Success Narrative
- Workforce and Economic Development Narrative
- Institutional Efficiency and Accountability Narrative
- Section 5 Reporting Requirement
- A copy of the BoR GRAD Act Annual Report Transaction Summary – submitted online

Overall, the Year 5 report shows that SULC has met the benchmarks set forth for it in year 5.

If additional information is required, the point of contact for the institution's report is Professor John Pierre, Vice Chancellor for Institutional Accountability and Evening Division. He can be reached by telephone at (225) 771-2555 or via email at jpierre@sulc.edu.

Thank you.

Freddie Pitcher, Jr.
Chancellor-SULC

SOUTHERN UNIVERSITY LAW CENTER
GRAD ACT Annual Evaluation (Year 5)
June 2, 2015

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Performance Objective

1. Student Success

The Southern University Board of Supervisors approved the establishment of baseline data, benchmarks or goals, and six year performance targets by the Southern University Law Center. The GRAD ACT provisions applicable to the Law Center relative to student success included the following targeted measures:

- (a) 1st to 2nd Year Retention Rate
- (b) Same institution Graduation Rate
- (c) Institutional Median LSAT Scores
- (d) Institutional Passage rate on the Bar Examination

With respect to retention, the Southern University Law Center's baseline data included actual data for the 1st year students enrolled in Fall 2006, Fall 2007, and 2008 that were retained as 2nd year law students in the Fall 2007, Fall 2008, and Fall 2009 respectively to calculate a three year average. Of the 579 first-year students enrolled over the aforementioned three year period, 473 were retained as second year students for a three year average baseline rate of 81.6%. The retention rate goal for the reporting period was 83%. For purposes of the 2015 annual report, the following data is applicable

- ◆ 160 enrolled in Fall 2013
- ◆ 132 retained in Fall 2014
- ◆ Calculated Rate - 82.5% (Goal Met)

The Southern University Law Center has implemented many initiatives that will enable the campus/constituent institution to achieve cohort graduation rates, retention rates, and graduation productivity goals that are consistent with institutional peers. With respect to 1st to 2nd year retention rate goals at the Southern University Law Center, the enrollment management and retention initiatives that have allowed the Law Center to meet the GRAD ACT performance goal by being within a one-half percentage point of 83%. The Law Center intensified its efforts with respect to the Law Center's School Year Academic Assistance Program and the Law Center's counseling services by pouring more resources into the Academic Assistance Program and counseling services. More upper class teaching assistants were hired to work with first year law students to develop and improve the study skills and analytical skills of first year law students. In addition, the Law Center hired an additional academic counselor to bolster academic support activities. The Law Center revised its first year orientation by adding academic skill sessions prior to the first week of class.

With respect to the same institution graduation rate, the Law Center's baseline data included actual data for first year full-time students enrolled in fall 2004, Fall 2005, and Fall 2006 who graduated within three years in Spring 2007, Spring 2008, Spring 2009 respectively. Of the 415 first-year full-time students enrolled during the aforementioned three year period, 332 graduated in three years for a three-year average of 80%.

For purposes of the 2015 annual report the following data is applicable:

- ◆ 173 Full-time First Year Students Enrolled in Fall 2011
- ◆ 141 Full-time Cohort from Fall Graduated in Spring 2014
- ◆ Calculated Rate - 81.5% (Goal Met)

With respect to graduation rates at the Law Center, several enrollment management strategies have led to graduation rates that meet GRAD ACT performance goal which was set at 82%, because the rate was within a half percentage point of the goal. More Law Center enrollment resources are being poured into the Office of Academic Success. The Office of Academic Success intensified efforts to provide supplemental resources to students who have completed their first year so that those students can graduate in a timely manner. A second year law student orientation day was implemented to help students stay focused on graduation goals. All second and third year students are now constantly reminded of all requirements that must be met to graduate in a timely manner. In addition, the Office of Academic Success has worked more closely and cohesively with the Law Center's Vice Chancellor for Academic Affairs, the Vice Chancellor for Institutional Accountability and Evening Division, and Associate Vice Chancellor for Student Affairs, and the Chancellor's Office. Additionally, the Law Center has hired an additional academic counselor to bolster academic success initiatives for upper class students to monitor the academic progress of upper class students.

Other student Success Measures

Graduation Productivity – 2014 Annual Report

- ◆ 165 Completers in 2013-2014
- ◆ 800 FTE in 2013-2014
- ◆ Calculated Ratio – 20.625%

Award Productivity – 2014 Annual Report

- ◆ 165 Completers in 2013-2014
- ◆ 1,162 FTE in 2013-2014
- ◆ Calculated Ratio - 20.625%

Median profession School Entrance Exam Score of Entering Class

The goal for this measure was 146 for median LSAT Scores

- ◆ Institutional Median LSAT Scores-Average Fall 2007, 2008, 2009 1st year -145
- ◆ Institutional Median LSAT Score – Fall 2014 – 144 (Goal Met). The institution was within 2 points of its target. The Law Center has been diligent to maintain steady entrance requirements, despite a historic national down turn in applications for admission into law schools. Applications to law schools for admission have dropped nearly 40% over the last 4 years.

Institutional Passage Rates on Bar Exam for 1st Time July Test Takers

The baseline data for the Southern University Law Center included actual data for 2007, 2008, and 2009 graduates who sat for the July 2007, July 2008 and July 2009 bar examination as first-time takers.

For purposes of the 2014 annual report the following data is available

- ◆ 99 graduates sitting for July 2014 bar exam for first-time
- ◆ 60 graduates passing exam
- ◆ Calculated Rate (Institutional Passage Rate) – 60.6%
- ◆ State Passage Rate - 75%
- ◆ Institutional Passage Rate/State Passage Rate: 60.6%/75%
- ◆ Calculated as a percent: 80.8% (Goal Not Met)

The benchmark performance objective for the reporting year was 88%.

The Law Center results for first time takers in July 2014 increased by 18%. The Law Center has engaged in intensified efforts to raise the first time passage rate for July 2014 by offering more bar preparation sessions during the academic year, including the following courses:

Statutory Analysis I;

1. Statutory Analysis II;
2. Advanced Federal Practice;
3. Advance Torts;
4. Advanced Constitutional Law;
5. Advanced Civil Code;
6. Special Problems in Commercial Law; and
7. Special Problems in Business

While the increase in bar passage was substantial, it was not significant enough for the Law Center to meet its target.

Percentage of 2nd and 3rd Year Students Enrolled in Live Client Clinic Courses and Externship Courses – This is a new targeted measure under Student Success. The targeted measure for year 5 (2013-14) is 62%. The percentage of 2nd and 3rd year students enrolled in live client clinic courses and externship courses for year 5 (2013-2014) was 67%.

The percentage was derived as follows:

Number of 2nd and 3rd year students enrolled in live client and externship course classes 279 divided by the number of 2nd and 3rd year students which is 418 equals 67%.

The goal was met. The Law Center has several externship programs and the following live client clinics:

- 1) Criminal Clinic
- 2) Civil Clinic
- 3) Juvenile Clinic
- 4) Mediation Clinic
- 5) Low Income Taxpayers Clinic

- 6) Bankruptcy Clinic
- 7) Elder Law Clinic
- 8) Divorce/Domestic Violence Clinic
- 9) Administrative Law Clinic

These experiential learning opportunities help our students become more familiar with practice ready skills.

Percentage of 2nd and 3rd year Student Participants in Advocacy Skills Development Programs, and Competitions – This is a new targeted measure under student success. The targeted measure for year 5 (2013-2014) is 65%. The percentage of 2nd and 3rd year students enrolled in advocacy skills development courses/programs and competitions is 63%. The total number of students enrolled in the advocacy courses and the number who participated in competitions is as follows:

Appellate Advocacy	16
Appellate Advocacy II	21
Trial Practice/Advocacy	199
Competitions	<u>27</u>
Totals	263

The total of 263 divided by 418 yields 63%. The percentage is within 2 points of the targeted measure. Hence, the targeted goal was met. The Law Center is attempting to be proactive and increase the “practice ready” skills of law students.

3. Workforce and Economic Development

The Southern University Board of Supervisors approved the establishment of baseline data benchmarks or goals, and six year targets for performance by the Southern University Law Center relative to Workforce and Economic Development as contained in Attachment D of the GRAD ACT Template for Establishing Initial Performance Agreement Baseline, Benchmarks and 6-year Targets. With respect to workforce and Economic Development, the Law Center was required to develop a targeted measure for placement rates for graduates. The Law Center’s baseline data included placement rates on a 3 year average for 2007, 2008, and 2009 graduates. Of the 367 graduates for the aforementioned respective period, 274 were placed in jobs within 9 months after graduation for same aforementioned respective period for a three year average baseline rate of 74.65%. For purposes of the year 5 annual report the following data is applicable:

Number of 2014 graduates 165.
 Number Placed in Jobs 127.
 Calculated Percent 76.36%. (Goal met)

The placement rate for Law Center graduates mirrors the downturn in jobs available to law graduates due to the national recession and economic downturn. The economic downturn was expected to affect graduates for the 2014class negatively as well. The prospects for that class were not rosy and are expected to be very gloomy for 2015 graduates as well. The employment rate was within 2 points of the goal.

The goal for 2014 was 78%. Because of the gloomy prospects for employment in the legal profession over the last three years, the Law Center has intensified efforts to enhance employment opportunities through clinics, internships, and externships. These experiential learning opportunities enhanced the ability of Law Center students to find employment in a tough legal market. Furthermore, students are being encouraged to explore nontraditional career paths.

Experiential learning opportunities help make law students more “practice ready” and enhance skill sets needed to be a legal professional. The Law Center also provides stipends to law students who volunteer in the summers to work for public agencies, nonprofit organizations, and judges through the Public Interest Law Fellowship program. This program is designed to improve “practice” skills of students. Job prospects for graduates are greatly improved when they have “practice” opportunities offered to them.

4. Institutional Efficiency and Accountability

Upon entering the initial performance agreement, the Southern University Law Center was required to adhere to a schedule established by the Southern University Board of Supervisors to increase nonresident tuition / fee amounts that were not less than the average tuition/fee amount charged to Louisiana residents attending public Historically Black Law Schools in other Southern Regional Education Board states. The Law Center developed a plan to increase non-resident tuition/fee amounts by \$1,000 per year as follows:

<u>Nonresident Tuition/Fee Amounts</u>					
Base-Year	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>
	\$4,600	\$5,600	\$6,600	\$7,600	\$8,600
	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>		
	\$9,600	\$10,600	\$11,600		

With respect to the plan to increase non-resident tuition/fees, the Law Center anticipated that for the 2010-11, 2011-12, and 2012-13 academic year, the impact of non-resident tuition/fee increases will not detrimentally affect enrollment while increasing self-generated revenue for the Law Center due to increases in nonresident tuition/fees. Beyond the 2012-13 academic year, it is difficult to speculate what impact the increased nonresident tuition/fees would have on enrollment and revenue for 2014-15 and beyond. Because of the decline nationally in applications to law schools, there should be fewer nonresidents attending the Southern University Law Center in 2014-15 and beyond.

The total tuition and fees charged to nonresidents for the 2009-2010 academic year was \$4,600. The actual peer non-resident tuition/fee amount for the 2009-2010 academic year was 11,600. The difference between the peer non-resident tuition/fee amount and the Southern University Law Center nonresident tuition/fee amount was \$7,000. For the 2014 annual report, the following data is available:

Southern University Law Center 2014-2015 Non-resident tuition/fee amount - \$9,600.

◆ 2014-2015 Peer Non-Resident tuition/fee amount \$11,600.

◆ Calculated Percent difference from peer amounts 83%.

Southern University Law Center
GRADACT – Section 5
Performance Objectives Data

5(a) Number of students by classification		
• Headcount – fall 2013		
(1) Undergraduate students		0
(2) Graduate/Professional School Students		682
• Annual Full-Time Equivalents (FTE)		
(1) Undergraduate students		0
(2) Graduate/Professional School Students		882
5(b) Number of Instructional Staff Members students by classification– fall 2013		
(1) Instructional Faculty Headcount		95
(2) Instructional Faculty FTE		66.5
5 (c) Average Class Students –to-Instructor Ratio		
• Average Undergraduate Class Size-N/A		
5(d) Average Number of Students per Instructor –fall 2013		
		13.3
• Ratio of FTE students to FTE instructional faculty		
5(e) Number of Non-Instructional Staff Members-Fall 2013		
(1) Fall 2012 Non Instructional Staff Members Headcount		37
(2) Fall 2013 Non Instructional Staff Member FTE		37
5(f) Number of Staff in Administrative areas-Fall 2013		
(1) Number of Executive/Managerial Staff		23
i. Academic Affairs	5	
ii. Institutional Accountability	18	
(2) Number of Executive/Managerial Staff FTE		23
i. Academic Affairs	5	
ii. Institutional Accountability	18	
5(g) Organizational Chart – See Attachment 1		

5(h)

POSITION	TOTAL BASE SALARY FALL 2013	SALARY CHANGES SINCE 6/30/2008
Chancellor	\$218,284	0
Vice Chancellor for Institutional Accountability and Evening Division	\$144,500	4,500
Vice Chancellor for Academic Affairs	\$144,500	4,500
Associate Vice Chancellor for Student Affairs	\$144,500	4,500
Associate Vice Chancellor for Finance and Business Affairs	\$98,880	3,000
Associate Vice Chancellor for Academic Counseling	\$98,288	3,000

2013-2014

Southern University Law Center Expenditures

Expenditures by Function:	Amount	% of Total
Instruction	\$ 5,096,116	39.0%
Research	\$ -	0.0%
Public Service	\$ 68,559	0.5%
Academic Support**	\$ 1,535,383	11.8%
Student Services	\$ 1,041,466	8.0%
Institutional Services	\$ 3,521,940	27.0%
Scholarships/Fellowships	\$ 202,920	1.6%
Plant Operations/Maintenance	\$ 1,293,795	9.9%
Total E&G Expenditures	\$12,760,179	97.8%
Hospital	\$ -	0.0%
Transfers out of Agency	\$ 292,321	0.0%
Athletics	\$ -	0.0%
Other	\$ -	0.0%
Total Expenditures	\$13,052,500	100.0%