

**LSU Paul M. Hebert Law Center  
2014-2015 through 2018-2019 Strategic Plan**

**Paul M. Hebert Law Center,  
Louisiana State University**

State Agency No. 19-608

**Strategic Plan  
FY 2014-15 through FY 2018-19**

Revised, July 1, 2013

**Vision Statement:** The Law Center provides an affordable, demanding, and comprehensive program of legal education for a well-qualified and broadly diverse student body, supports legal research and scholarship for the improvement of the law, and serves members of the State, the nation and the global community.

**Mission Statement:** The mission of the Louisiana State University Paul M. Hebert Law Center is 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.

As a law school that strives to embody excellence in legal education, the Law Center seeks to create a vibrant, stimulating, diverse, and challenging educational environment through the admission of an exceptionally well-qualified and broadly diverse student body drawn from a rich cross section of backgrounds, talents, experiences, and perspectives from the State, the nation, and other jurisdictions, including those that share our Civilian heritage. The quality of the intellectual community and the experiences of the student body are enriched by the commitment of the Law Center to support and assist in the continuing professional endeavors of our alumni; to serve members of the legal profession of the State, the nation, and the global community; to provide scholarly support for the continued improvement of the law; to promote the use of Louisiana's legal contributions as reasoned models for consideration by other jurisdictions; to develop the Law Center as a bridge between the civil law and the common law; to facilitate the exchange of ideas among legal scholars; and to embrace the responsibilities of a public law school to the varied segments and regions of the State.

The LSU Law Center is accredited by the American Bar Association and the Southeastern Association of Colleges and Schools and is classified as a SREB Specialized institution. Because of the civilian heritage of the State of Louisiana, graduates of the Law Center receive both the Juris Doctor degree and a Diploma in Comparative Law, recognizing the unique training of its student body in both the American common law and the civil law that governs the majority of jurisdictions in the global community.

**Philosophy Statement:** The Law Center attains its mission through the efficient utilization of our funds, facilities, and the talents of our students, faculty and staff; it engages in collegial decision-making and planning by the faculty and the administration to promote sound implementation of those decisions and plans; and strives for the highest quality in education, scholarship, and public service.

**Goals and Objectives:**

Attached

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**Goals and Objectives:**

**I. Goal: Provide Opportunities for Student Access and Success.**

**Objective I.1:** Decrease fall 14<sup>th</sup> class day headcount enrollment of degree receiving students at Paul M. Hebert Law Center by 15% from the baseline level of 598 in Fall 2009 to 500 by Fall 2017.

**Strategy I.1.1:** Market joint degree programs to increase cross enrollment with programs such as J.D./C.L.-MBA; J.D./C.L.-M.M.C; J.D./C.L.-M.P.A.; J.D./C.L.-M.S. in Finance.

**Strategy I.1.2:** Continue efforts to maintain consortium programs with other institutions.

**Strategy I.1.3:** Expand applicant pool by purchasing names of students from the Law School Admission Council Candidate Referral Service, provide waivers of application fees and an invitation to apply from the Chancellor, participate in law admission forums in major metropolitan cities, and attend state, regional, and national recruiting events.

**Strategy I.1.4:** Refocus and redouble the Law Center's efforts to recruit students from the greater New Orleans metropolitan areas.

**Strategy I.1.5:** Pursue segmented markets of students with high academic achievement and backgrounds in business, public service, and mass media and communications as well as those enrolled in the Honors College at LSU.

**Strategy I.1.6:** Maintain at substantially current levels and, if feasible, increase scholarship aid to highly qualified students.

**Performance Indicators:**

Output: Number of degree seeking students enrolled in fall (as of 14<sup>th</sup> day).

Outcome: Percent change in the number of degree seeking students enrolled in fall (as of 14<sup>th</sup> day).

**Objective I.2:** Decrease fall 14<sup>th</sup> class day headcount enrollment from postsecondary education by 19.2% from baseline level of 656 in Fall 2009 to 530 by Fall 2017.

**Strategy I.2.1:** Continue to seek the highest objective characteristics of entering students, consistent with diversity concerns and the need to generate sufficient revenue to fund the Law Center's operation.

**Strategy I.2.2:** Expand applicant pool by purchasing names of students from the Law School Admission Council Candidate Referral Service, provide waivers of application fees and an invitation to apply from the Chancellor, participate in law admission forums in major metropolitan cities, and attend state, regional, and national recruiting events.

**Strategy I.2.3:** Refocus and redouble the Law Center's efforts to recruit students from the greater New Orleans metropolitan areas.

**Strategy I.2.4:** Pursue segmented markets of students with high academic achievement and backgrounds in business, public service, and mass media and communications as well as those enrolled in the Honors College at LSU.

**Strategy I.2.5:** Continue efforts to maintain consortium programs with other institutions.

**Strategy I.2.6:** Maintain at substantially current levels and, if feasible, increase scholarship aid to highly qualified students.

**Performance Indicators:**

Output: Number of students enrolled in fall (as of 14<sup>th</sup> day).

Outcome: Percent change in the number of students enrolled in fall (as of 14<sup>th</sup> day).

**II. Goal: Ensure Quality and Accountability**

**Objective II.1:** Maintain the percentage of first-year law students retained to the second Fall at the same institution of initial enrollment from the Fall 2008 cohort (to Fall 2009) baseline 91.6% by Fall 2017 (retention of Fall 2016 cohort).

**Strategy II.1.1:** Continue components of the first year student orientation that orient students toward the seriousness of the academic component of the law school endeavor.

**Strategy II.1.2:** Continue academic support programs on examination coaching and review undertaken by the faculty Committee on Academic Support.

**Strategy II.1.3:** Continue support of student organizations that sponsor academic coaching and examination coaching.

**Strategy II.1.4:** Continue to render advice to students through the office of the Vice Chancellor for Academic Affairs and the office of the Registrar.

**Performance Indicators:**

Output: Percentage of first-year law students retained to second fall.

Outcome: Percent point change in percentage of first-year law students retained to second fall.

**Objective II.2:** decrease the percentage of first-time bar passage rates as a percentage of the state average for Law Center graduates from a baseline of 119% of the state rate for the average 2007-2009 to 112% of the state rate for 2017-18.

**Strategy II.2.1:** Maintain high quality of students and classroom instruction.

**Strategy II.2.2:** Maintain rigorous academic standards.

**Strategy II.2.3:** Provide, to the extent resources permit, an effective academic support program for at-risk students

**Performance Indicator:**

Output: Bar exam passage rate as a percentage of the state bar exam passage rate

**III. Goal: Offer Legal Services to the Community and State**

**Objective III.1:** Increase the placement rate for the Law Center's graduates from the baseline level of 91.7% for the average 2007-2009 to 92% for 2017-18.

**Strategy III.1.1:** Increase on-campus interview opportunities and improve web-based job postings and interview information.

**Strategy III.1.2:** Increase participation in job fairs throughout the state and outside the state.

**Strategy III.1.3:** Improve the visibility of LSU Law Center students with local and state bar associations by creating more networking opportunities with such organizations.

**Strategy III.1.4:** Improve job opportunities for LSU Law Center students in the Greater New Orleans metropolitan area.

**Performance Indicator:**

Output: Percentage of J.D./C.L. graduates employed nine months after graduation

**Objective III.2:** Increase the Graduation Rate for students earning Juris Doctorate degrees from 83.6% for the average 2007-09 baseline to 88% in 2017-18

**Strategy III.3.1:** Maintain or improve academic credentials of first year students

**Strategy III.3.2:** Provide, to the extent resources permit, effective academic support for at risk students.

**Performance Indicator:**

Output: Percentage of students earning Juris Doctorate degrees within three years (same institution graduation rate)

**Objective III.3:** Increase the institutional median LSAT score of 157 for the average 2007-09 baseline to 158 for Fall 2017

**Strategy III.3.1:** Expand applicant pool by purchasing names of students from the Law School Admission Council Candidate Referral Service, provide waivers of application fees and an invitation to apply from the Chancellor, participate in law admission forums in major metropolitan cities, and attend state, regional, and national recruiting events.

**Strategy III.3.2:** Refocus and redouble the Law Center's efforts to recruit students from the greater New Orleans metropolitan areas.

**Strategy III.3.3:** Pursue segmented markets of students with high academic achievement and backgrounds in business, public service, and mass media and communications as well as those enrolled in the Honors College at LSU.

**Strategy III.3.4:** Maintain at substantially current levels and, if feasible, increase scholarship aid to highly qualified students.

**Performance Indicators:**

Output: Institutional Median LSAT score

*In compliance with Act 1465 of 1997, each strategic plan must include the following process*

**I. A brief statement identifying the principal clients and users of each program and the specific service or benefit derived by such persons or organizations:**

The Law Center provides a legal education to students seeking a J.D./C.L. degree; a graduate program for foreign students seeking an LL.M. degree; continuing legal education for practicing lawyers through its Center for Continuing Professional Development; an outstanding law library available to lawyers, judges, and scholars; and the law reform work of its faculty for the Louisiana State Law Institute and the Louisiana Judicial College, and scholarship and service to aid the legal community and the legal academy.

**II. An identification of potential external factors that are beyond the control of the entity and that could significantly affect the achievement of its goals or objectives:**

The primary external factor that is beyond the control of the LSU Paul M. Hebert Law Center that could significantly affect the achievement of its goals and objectives is a substantial reduction in funding through the reduction of state appropriations. A combination of tuition increases and increased private support will be necessary to offset anticipated reductions in state appropriations and/or federal stimulus funding.

Other factors beyond Law Center control include variations in the legal employment market that may impact the ability of LSU Law students to obtain employment upon graduation, changes to the content of the Louisiana bar examination affecting our students' bar passage rate, and – partly as a consequence of changes nationally in the market for legal services and consequently in the legal employment market – a downturn nationally in test takers of the LSAT and of applications to and matriculation in law schools.

**III. The statutory requirement or other authority for each goal of the plan.**

I. Goal: Provide Opportunities for Student Access and Success.

Constitution of 1974, Article VIII, Section 7; LA R.S. 17:1421, Act 83 of 1977, Act 313 of 1975, Act 52 of 1978, Act 971 of 1985, Act 3 of 1997

II. Goal: Ensure Quality and Accountability.

Constitution of 1974, Article VIII, Section 7; LA R.S. 17:1421, Act 83 of 1977, Act 313 of 1975, Act 52 of 1978, Act 971 of 1985, Act 3 of 1997

III. Goal: Provide Service to the Community and State

Constitution of 1974, Article VIII, Section 7; LA R.S. 17:1421, Act 83 of 1977, Act 313 of 1975, Act 52 of 1978, Act 971 of 1985, Act 3 of 1997

**IV. A description of any program evaluation used to develop objectives and strategies.**

The goals and objectives in this five-year strategic plan were derived from the Regents' revised Master Plan, which was adopted by the Board of Regents in 2001; the Compliance Certification prepared to support the Law Center's application for accreditation from the Southern Association of Colleges and Schools in 2009; the ABA Annual Questionnaire prepared in December 2009; the LSU System's Summary of Metric Data for its institutions prepared in January 2010; the Self

Study prepared for the American Bar Association re-accreditation site visit in March 2010; and the ABA Site Evaluation Questionnaire completed in October 2010.

**V. Identification of the primary persons who will benefit from or be significantly affected by each objective within the plan.**

See Performance Indicator Documentation attached for each objective.

**VI. An explanation of how duplication of effort will be avoided when the operations of more than one program are directed at achieving a single goal, objective, or strategy.**

For the purposes of Act 1465 of 1997, the LSU Paul M. Hebert Law Center is a single program. Duplication of effort of more than one program is thus not applicable.

**VII. Documentation as to the validity, reliability, and appropriateness of each performance indicator, as well as the method used to verify and validate the performance indicators as relevant measures of each program's performance.**

See Performance Indicator Documentation attached for each performance indicator.

**VIII. A description of how each performance indicator is used in management decision making and other agency processes.**

See Performance Indicator Documentation attached for each performance indicator.

**PERFORMANCE INDICATOR DOCUMENTATION**

**Program:** LSU Paul M. Hebert Law Center

**Objective I.1:** Decrease fall 14<sup>th</sup> class day headcount enrollment of degree receiving students by 15% from the baseline level of 598 in fall 2009 to 500 by fall 2016 (Objective I.1).

**Indicator:** Number of students enrolled in J.D./C.L. program

**Indicator LaPAS PI Code:** 15118

**Type and Level:** Outcome, Key

**Rationale:** What is the rationale for the indicator? (Why was this indicator selected?)

To educate 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.

**Use:** How will the indicator be used in management decision making and other agency processes?



Enrollment drives many management decisions. The size of an institution's enrollment impacts scheduling, hiring, future planning, program demands, facilities management, finances, etc.

**Clarity:** Headcount enrollment refers to the actual number of students enrolled (as opposed to fulltime equivalent enrollment (FTE) which is calculated from the number of student credit hours enrolled divided by a fixed number).

**Validity, Reliability and Accuracy:**

To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

**Data Source, Collection and Reporting:**

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 30 years.

The data is gathered twice annually, in the Fall and Spring. For this indicator, Fall data (the national standard) will be used. The indicator will be reported at the end of the second quarter of the fiscal year. This will allow time for collection, aggregation, and editing of the data.

**Calculation Methodology:**

The standard method practiced nationwide for reporting headcount enrollment is as of the 14<sup>th</sup> class day of the semester (9<sup>th</sup> class day for quarter system). The Regents' SSPS is a unit record system where each enrolled student, regardless of course load, is counted.

**Scope:**

This indicator is the aggregate of all enrolled students in the LSU Paul M. Hebert Law Center.

**Caveats:**

No. This indicator reflects headcount enrollment and is not the enrollment calculation used for funding or reimbursement calculations.

**Responsible Person:**

Because the Law Center utilizes the student registration system of the LSU A&M campus, that campus submits the Law Center's SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/systems to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS. That data is compared to internal Law Center data to ensure accuracy.

The Law Center staff person principally responsible is:

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Director of Student Affairs and Registrar  
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## PERFORMANCE INDICATOR DOCUMENTATION

**Program:** LSU Paul M. Hebert Law Center

**Objective:** Decrease fall 14<sup>th</sup> class day headcount enrollment of degree receiving students at Paul M. Hebert Law Center by 15% from the baseline level of 598 in fall 2009 to 500 by fall 2016 (Objective I.1).

**Indicator:** Percent change in the number of degree receiving student (as of the 14<sup>th</sup> class day) in public and postsecondary education.

**Indicator LaPAS PI Code:** 15117

**Type and Level:** Outcome, Supporting

### **Rationale:**

To educate 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.

### **Use:**

Enrollment drives many management decisions. The size of an institution's enrollment impacts scheduling, hiring, future planning, program demands, facilities management, finances, etc.

**Clarity:** Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

Headcount enrollment refers to the actual number of students enrolled (as opposed to fulltime equivalent enrollment (FTE) which is calculated from the number of student credit hours enrolled divided by a fixed number).

### **Validity, Reliability and Accuracy:**

To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

### **Data Source, Collection and Reporting:**

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 30 years.

The data is gathered twice annually, in the Fall and Spring. For this indicator, Fall data (the national standard) will be used. The indicator will be reported at the end of the second quarter of the fiscal year. This will allow time for collection, aggregation, and editing of the data.

**Calculation Methodology:**

The standard method practiced nationwide for reporting headcount enrollment is as of the 14<sup>th</sup> class day of the semester (9<sup>th</sup> class day for quarter system). The Regents' SSPS is a unit record system where each enrolled student, regardless of course load, is counted. This data is used to calculate the percent changed in enrollment for degree receiving students from the 2007-2009 baseline (Current JD enrollment minus the 2007-09 enrollment, divided by 2007-09 enrollment, time 100).

**Scope:**

This indicator is the aggregate of all enrolled students in the LSU Paul M. Hebert Law Center.

**Caveats:**

No. This indicator reflects headcount enrollment and is not the enrollment calculation used for funding or reimbursement calculations.

**Responsible Person:**

Because the Law Center utilizes the student registration system of the LSU A&M campus, that campus submits the Law Center's SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/systems to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS. That data is compared to internal Law Center data to ensure accuracy.

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**Program:** LSU Paul M. Hebert Law Center

**Objective I.2:** Decrease fall 14<sup>th</sup> class day headcount enrollment from postsecondary education by 19% from the baseline level of 656 in fall 2009 to 530 fall 2016 (Objective I.2).

**Indicator:** Number of students enrolled (as of the 14<sup>th</sup> class day).

**Indicator LaPAS PI Code:** 24937

**Type and Level:** Outcome, Key

**Rationale:**

To educate 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.

**Use:**

Enrollment drives many management decisions. The size of an institution's enrollment impacts scheduling, hiring, future planning, program demands, facilities management, finances, etc.

**Clarity:**

Headcount enrollment refers to the actual number of students enrolled (as opposed to fulltime equivalent enrollment (FTE) which is calculated from the number of student credit hours enrolled divided by a fixed number).

**Validity, Reliability and Accuracy:**

To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

**Data Source, Collection and Reporting:**

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 30 years. The data is gathered twice annually, in the Fall and Spring. For this indicator, Fall data (the national standard) will be used. The indicator will be reported at the end of the second quarter of the fiscal year. This will allow time for collection, aggregation, and editing of the data.

**Calculation Methodology:**

The standard method practiced nationwide for reporting headcount enrollment is as of the 14<sup>th</sup> class day of the semester (9<sup>th</sup> class day for quarter system). The Regents' SSPS is a unit record system where each enrolled student, regardless of course load, is counted.

**Scope:**

This indicator is the aggregate of all enrolled J.D./C.L. students in the LSU Paul M. Hebert Law Center.

**Caveats:**

No. This indicator reflects headcount enrollment and is not the enrollment calculation used for funding or reimbursement calculations.

**Responsible Person:**

Because the Law Center utilizes the student registration system of the LSU A&M campus, that campus submits the Law Center's SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/systems to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS. That data is compared to internal Law Center data to ensure accuracy.

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**Program:** LSU Paul M. Hebert Law Center

**Objective I.2: Decrease fall 14<sup>th</sup> class day headcount enrollment from postsecondary education by 19% from the baseline level of 656 in fall 2009 to 530 Fall 2017.**

**Indicator:** Percent change in the number of students enrolled (as of the 14<sup>th</sup> class day) in public postsecondary education.

**Indicator LaPAS PI Code: 25092**

**Type and Level:** Outcome, Supporting

**Rationale:**

To educate 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.

**Use:**

Enrollment drives many management decisions. The size of an institution's enrollment impacts scheduling, hiring, future planning, program demands, facilities management, finances, etc.

**Clarity:**

Headcount enrollment refers to the actual number of students enrolled (as opposed to fulltime equivalent enrollment (FTE) which is calculated from the number of student credit hours enrolled divided by a fixed number).

**Validity, Reliability and Accuracy:**

To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

**Data Source, Collection and Reporting:**

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 30 years. <Percent Change Calculation>

The data is gathered twice annually, in the Fall and Spring. For this indicator, Fall data (the national standard) will be used. The indicator will be reported at the end of the second quarter of the fiscal year. This will allow time for collection, aggregation, and editing of the data.

**Calculation Methodology:**

The standard method practiced nationwide for reporting headcount enrollment is as of the 14<sup>th</sup> class day of the semester (9<sup>th</sup> class day for quarter system). The Regents' SSPS is a unit record system where each enrolled student, regardless of course load, is counted. This data is used to calculate the percent changed in enrollment for degree receiving students from the 2007-2009 baseline (Current headcount enrollment minus the 2007-09 enrollment, divided by 2007-09 enrollment, time 100).

**Scope:**

This indicator is the aggregate of all enrolled J.D./C.L. students in the LSU Paul M. Hebert Law Center.

**Caveats:**

No. This indicator reflects headcount enrollment and is not the enrollment calculation used for funding or reimbursement calculations.

**Responsible Person:**

Because the Law Center utilizes the student registration system of the LSU A&M campus, that campus submits the Law Center's SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/systems to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS. That data is compared to internal Law Center data to ensure accuracy.

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## **PERFORMANCE INDICATOR DOCUMENTATION**

**Program:** **LSU Paul M. Hebert Law Center**

**Objective II.1:** Maintain the percentage of first year law students retained to the second fall at the same institution of initial enrollment from the average Fall 2007-2009 baseline level of 91.67% by Fall 2017 (Fall 2016 Cohort).

**Indicator:** Percentage of first-time law students retained to the second Fall at the same institution of initial enrollment

Indicator LaPAS PI Code: 24931

**Type and Level:** Output, Key

**Rationale:**

To educate 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.

**Use:** The indicator measures the quality of admissions decisions, and affects management decisions such as the types of courses offered and/or required, the offering of academic assistance programming, and allocation of faculty resources.

**Clarity:** Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

No.

**Validity, Reliability and Accuracy:**

To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

**Data Source, Collection and Reporting:**

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 30 years.

The data is gathered twice annually, in the Fall and Spring. For this indicator, Fall data (the national standard) will be used. The indicator will be reported at the end of the second quarter of the fiscal year. This will allow time for collection, aggregation, and editing of the data.

**Calculation Methodology:**

**Scope:**

**Caveats:**

No.

**Responsible Person:**

Because the Law Center utilizes the student registration system of the LSU A&M campus, that campus submits the Law Center's SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/systems to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS. That data is compared to internal Law Center data to ensure accuracy.

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**PERFORMANCE INDICATOR DOCUMENTATION**

**Program:** LSU Paul M. Hebert Law Center

**Objective II.1:** Maintain the percentage of first year law students retained to the second fall at the same institution of initial enrollment by from the average Fall 2007-2009 baseline level of 91.67% by Fall 2017 (Fall 2016 Cohort).

**Indicator:** Percentage point change in the percentage of first year law students retained to the second Fall at the same institution of initial enrollment.

**Indicator LaPAS PI Code:** 24932

**Type and Level:** Outcome, Supporting

**Rationale:**

To educate 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.



**Use:** How will the indicator be used in management decision making and other agency processes?

**Clarity:** Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

No.

**Validity, Reliability and Accuracy:**

To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

**Data Source, Collection and Reporting:**

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 30 years.

The data is gathered twice annually, in the Fall and Spring. For this indicator, Fall data (the national standard) will be used. The indicator will be reported at the end of the second quarter of the fiscal year. This will allow time for collection, aggregation, and editing of the data.

**Calculation Methodology:**

**Scope:**

**Caveats:**

No.

**Responsible Person:**

Because the Law Center utilizes the student registration system of the LSU A&M campus, that campus submits the Law Center's SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/systems to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS. That data is compared to internal Law Center data to ensure accuracy.

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## **PERFORMANCE INDICATOR DOCUMENTATION**

**Program:** Paul M. Hebert Law Center

**Objective II.2:** Decrease the percentage of first-time bar passage rates as a percentage of the state average for Law Center graduates from a baseline of 119% of the state rate for the average 2007-2009 to 112% of the state rate for 2017-18.

**Indicator Name:** Bar exam passage rate as a percentage of the state bar exam passage rate

**Indicator LaPAS PI Code:** 24933

**Type and Level:** Output, Key

### **Rationale:**

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 in an ABA-LSAC Official Guide to Approved Law Schools. The bar passage data is reported for the jurisdiction in which the greatest number of a law school's graduates take a bar examination for the first time. For LSU, the relevant jurisdiction is Louisiana.

The July examination was chosen rather than the February examination because the July examination is the one taken for the first time by a large majority of a law school's graduates. The February examination generally is taken by the relatively small number of students who graduate later than normal and by students who did not pass the July examination. Because of the small numbers involved, and the much greater percentage of re-examinations in the February examination, the February results tend to be far more volatile, far less useful as a measure of overall success, and are less statistically valid than the July examination results

### **Use:**

The indicator will be used to determine whether the Law Center is providing a legal education that enables most of its students to pass the principal administration of the Louisiana Bar Examination on their first attempt. The number of students taking the bar examination may provide varying confidence levels from year to year.

### **Clarity:**

No jargon; nothing to clarify

### **Validity, Reliability and Accuracy:**

To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

### **Data Source, Collection and Reporting:**

The Louisiana State Bar Association, under the supervision of the Supreme Court of Louisiana, reports bar passage data. The source is reliable.

The July bar passage data is reported once each year, in September.

**Calculation Methodology:**

The Louisiana State Bar Association calculates the bar passage rate of the graduates of the Law Center and also an average rate for all persons taking the examination. The Law Center will then divide its passage rate by the average rate and multiply by 100 to get a percentage.

**Scope:**

The indicator is an aggregate of all LSU Law graduates who take the Louisiana Bar Examination in July for the first time.

**Responsible for data collection, analysis, and quality**

**Caveats? Limitations or weaknesses? Does the source of the data have a bias or agenda?**

The Louisiana bar examination is not a standardized test.

**Responsible Person:**

The Louisiana State Bar Association reports the data to the Law Center, and the Law Center then will report that data to LaPAS.

The Law Center staff person principally responsible is:

Michele Forbes  
Director of Student Affairs and Registrar  
Phone: 225-578-8646  
FAX: 225-578-8647  
Email: michele.forbes@law.lsu.edu

**PERFORMANCE INDICATOR DOCUMENTATION**

**Program:** Paul M. Hebert Law Center

**Objective III.1:** Increase the placement rate for the Law Center's graduates from the baseline level of 91.7% for the average 2007-2009 to 92%% for 2017-18.

**Indicator Name:** Percentage of graduates placed in jobs at nine month after graduation

**Indicator LaPAS PI Code:** 24934

**Type and Level:** Output, Key

**Rationale:**

This indicator is a good measure of one of the chief services offered by the Law Center to the citizens of this state, i.e., the opportunity to obtain employment in fields in which a law degree is required or beneficial. The Law Center and all other accredited law schools in the United States report placement data to their accrediting organization, the American Bar Association, using the National Association of Law Placement (“NALP”) methodology. The indicator that will be used is the percentage of students employed nine months after graduation because that number is the best indication of how many students have found employment after they become eligible to practice law by passing the bar examination. Because the current job market for law graduates is in flux, an objective that compares the Law Center to peer institutions is appropriate.

**Use:**

The indicator will be used to evaluate the efficacy of the Law Center’s placement efforts, and to make adjustments in the placement services that it provides.

**Clarity:**

The indicator contains no jargon.

**Validity, Reliability and Accuracy:**

To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

**Data Source, Collection and Reporting:**

The information is gathered by the Law Center’s Career Services office by surveying recent graduates and, in some cases, employers. Some graduates do not return survey forms or otherwise report on their employment status, but employment data is gathered for most graduates (usually 90% or more), and the information gathered is generally considered reliable.

The information is gathered continuously, as students obtain employment and respond to survey forms, but is reported once annually, in February.

The information is gathered annually from student applications. It is reported on an academic year basis.

**Calculation Methodology:**

The indicator is calculated by dividing the number of graduates who report full-time employment by the total number of graduates. Usually more than 90% of all graduates surveyed report whether they are employed. This is a national standard calculation for reporting placement data to the National Association of Law Placement and to the American Bar Association. Data for local and competitive peers is reported by the American Bar Association.

**Scope:**

This indicator is an aggregate figure for all J.D./D.C.L. students graduating in the period between successive annual reports.

**Responsible for data collection, analysis, and quality**

**Caveats? Limitations or weaknesses? Does the source of the data have a bias or agenda?**

Does the indicator have limitations or weaknesses (e.g., limited geographical coverage, lack of precision or timeliness, or high cost to collect or analyze)? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

The indicator uses self-reported employment information for most students. Employment trends are subject to multiple factors beyond the Law Center's and students' control.

**Responsible Person:**

The Law Center Admissions Office is responsible for data collection, analysis, and quality with oversight by the Faculty Admissions Committee.

The Law Center staff person principally responsible is:

Erin Guruli, Esq.  
Director of Career Services & Employer Relations  
225-578-4055 - Direct  
225-578-7032 - Fax  
erin.guruli@law.lsu.edu

**PERFORMANCE INDICATOR DOCUMENTATION**

**Program:** Paul M. Hebert Law Center

**Objective III.2:** Increase the Graduation Rate for students earning Juris Doctorate degrees from 83.6% for the average 2007-09 baseline to 88% in 2017-18

**Indicator Name:**

Percentage of students earning Juris Doctorate degrees within three years (same institution graduation rate)

**Indicator LaPAS PI Code:** 24935

**Type and Level:** Output, Key

**Rationale:**

It measures the success rate of law students. Most attrition at the Law Center occurs between the first and second years.

**Use:**

The indicator will be used to determine whether the Law Center's admissions decisions are effective in selecting students likely to succeed; whether programs of instruction are successful; and whether academic support programs are effective.

**Clarity:**

**Validity, Reliability and Accuracy:**

To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

**Data Source, Collection and Reporting:**

The information will be retrieved from the Law Center’s enrollment and academic records. The source is reliable.

The information is gathered annually following the summer graduation of each year.

**Calculation Methodology:**

The number of J.D./C.L. students who graduate within three years is divided by the number of first-year students on the 14th class day of the Fall semester three years earlier and the result is multiplied by 100 to give a percentage.

**Scope:**

The indicator is an aggregate of students who graduate within three years.

**Responsible for data collection, analysis, and quality**

**Caveats? Limitations or weaknesses? Does the source of the data have a bias or agenda?**

No use of jargon

**Responsible Person:**

The Law Center Office of Admissions and Student Records collects the data and is responsible for its quality.

The Law Center staff person principally responsible is:

Michele Forbes  
Director of Student Affairs and Registrar  
Phone: 225-578-8646  
FAX: 225-578-8647  
Email: michele.forbes@law.lsu.edu

**PERFORMANCE INDICATOR DOCUMENTATION**

**Program:** Paul M. Hebert Law Center

**Objective III.3:** Increase the institutional median LSAT score from 157 for the average 2007-09 baseline to 158 by Fall 2017.

**Indicator Name:** Institutional Median LSAT score

Indicator LaPAS PI Code: 24936

**Type and Level:**

Output, Key

**Rationale:** The LSAT predicts the success of applicants in the first year of law school. Most attrition at the Law center occurs between the first and second years. The test is an integral part of the law school admission process in the United States, Canada, and a growing number of other countries. It provides a standard measure of acquired reading and verbal reasoning skills that law schools can use as one of several factors in assessing applicants.

**Use:** This indicator is used as one measure of student quality. It also helps determine whether the Law Center's operational practices and admissions decisions are effective in selecting students likely to succeed.

**Clarity:** LSAT refers to the Law School Admission Test.

**Validity, Reliability and Accuracy:** To our knowledge, the indicator has not been audited by the Office of the Legislative Auditor. The validity, reliability, and accuracy is assured through a review process conducted by various members of the Law Center staff.

**Data Source, Collection and Reporting:** The information will be retrieved from the Law Center's admissions records on entering students. The accuracy of the information is very reliable. Law School Admission Test Scores are distributed by the Law School Admission Council that administers the test.

The information is gathered annually from student applications. It is reported on an academic year basis.

**Calculation Methodology:** The indicator will be calculated by identifying the medians of Law School Admission Test.

**Scope:** This indicator is the aggregate of all enrolled J.D./C.L. students in the LSU Paul M. Hebert Law Center.

**Responsible for data collection, analysis, and quality****Caveats? Limitations or weaknesses? Does the source of the data have a bias or agenda?**

This indicator reflects only one of the factors that are considered in the admission full file review process in making admissions decisions. The source of the data has no bias other than to report the data accurately, although some scholars have questioned the reliability of the LSAT test as applied to minority candidates.

**Responsible Person:**

The Law Center Admissions Office is responsible for data collection, analysis, and quality with oversight by the Faculty Admissions Committee.

The Law Center staff person principally responsible is:

Jake T. Henry

Director of Admissions  
Phone: 225-578-8646  
FAX: 225-578-8647  
Email: [jake.henry@law.lsu.edu](mailto:jake.henry@law.lsu.edu)