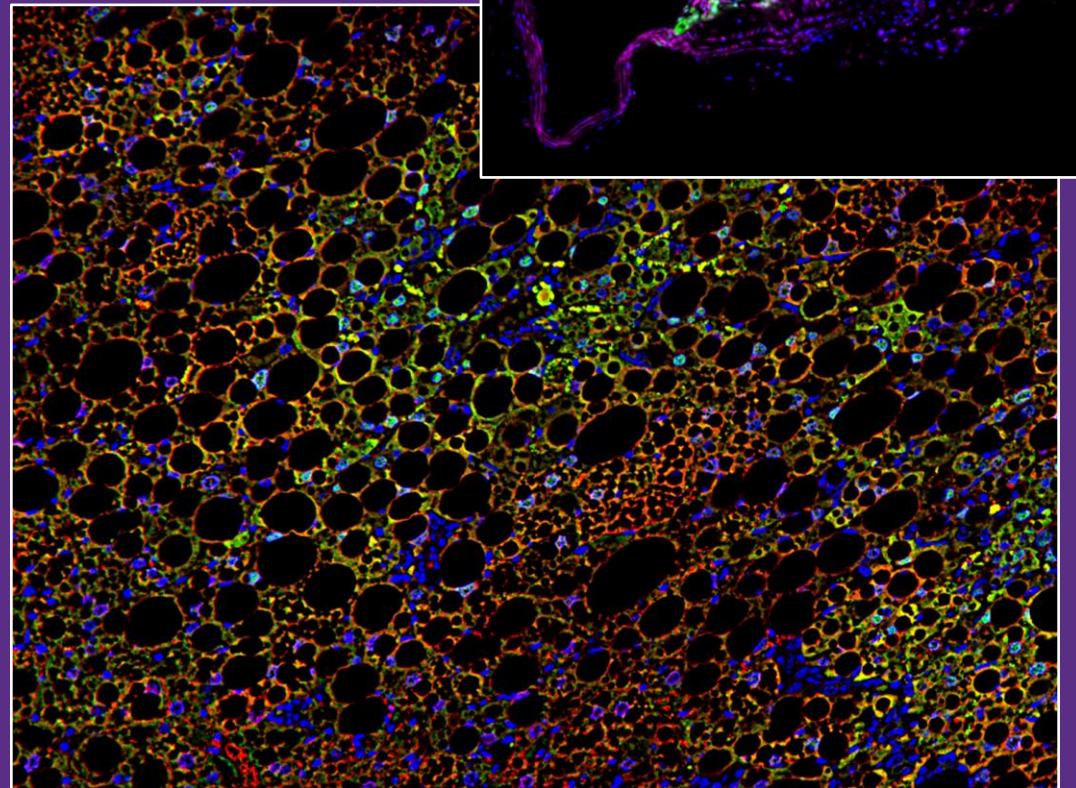
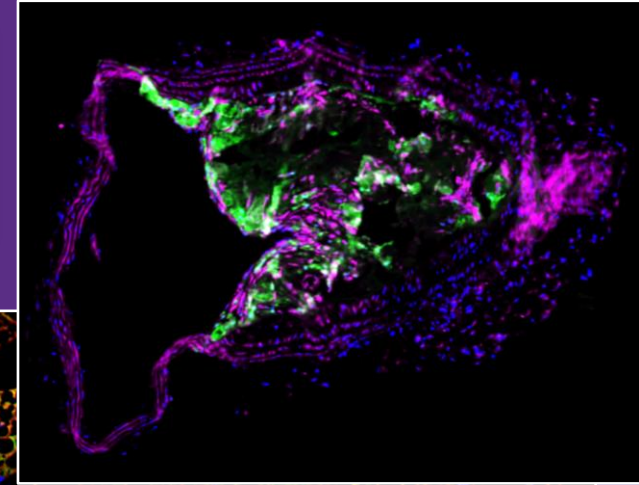




Board of Supervisors

RESEARCH AND AGRICULTURE EXTENSION COMMITTEE

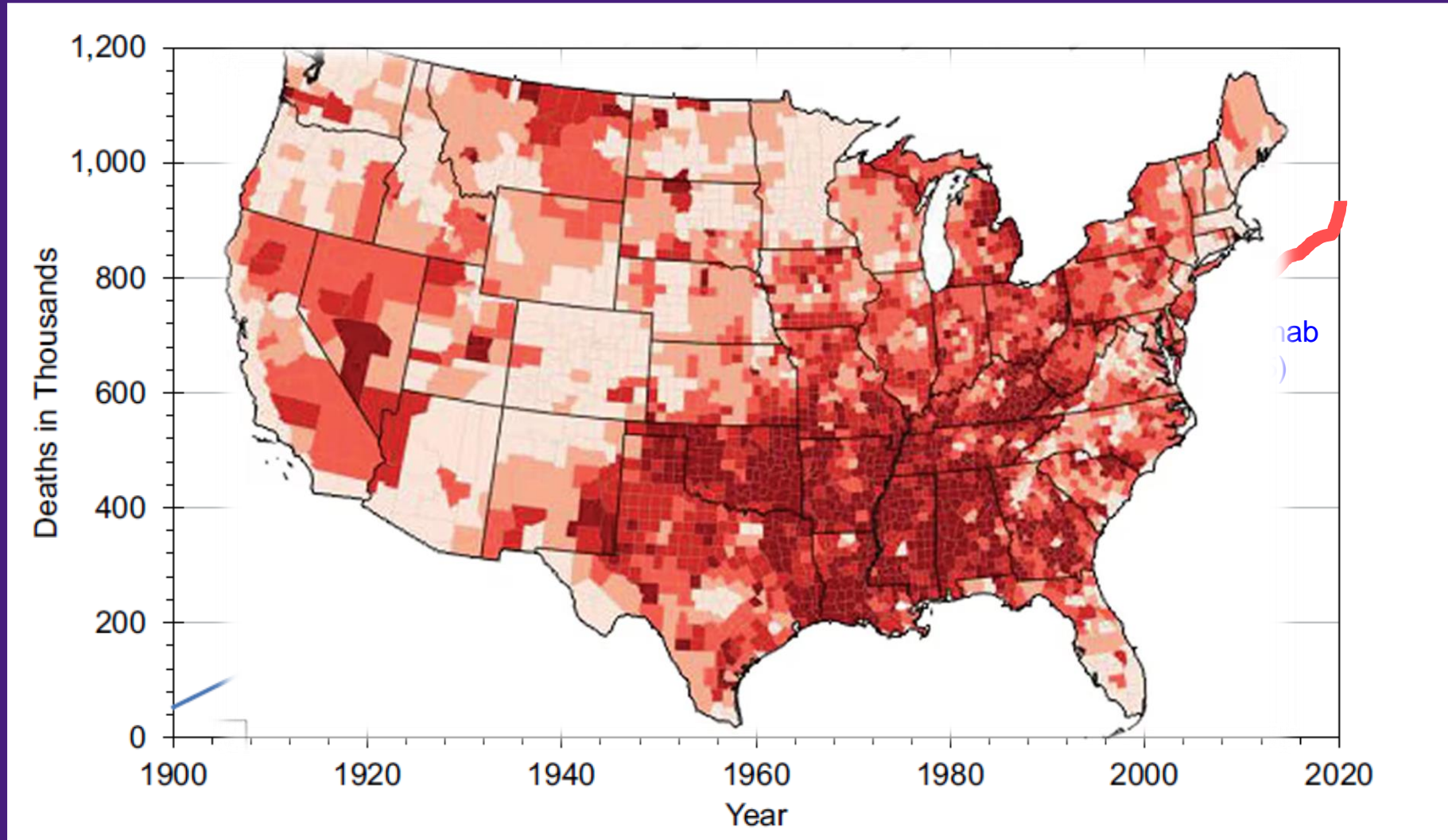
Solving the liver-cardiovascular disease metabolic puzzle: A breakthrough approach for dual therapy



Oren Rom, PhD, RD

Associate Dean for Basic & Translational Research
Co-Director, Metabolic & Liver Disease Research Program
Associate Professor of Pathology & Translational Pathobiology
Associate Professor of Molecular & Cellular Physiology
LSU Health Shreveport
Email: oren.rom@lsuhs.edu

Deaths due to cardiovascular disease (CVD) in the U.S.



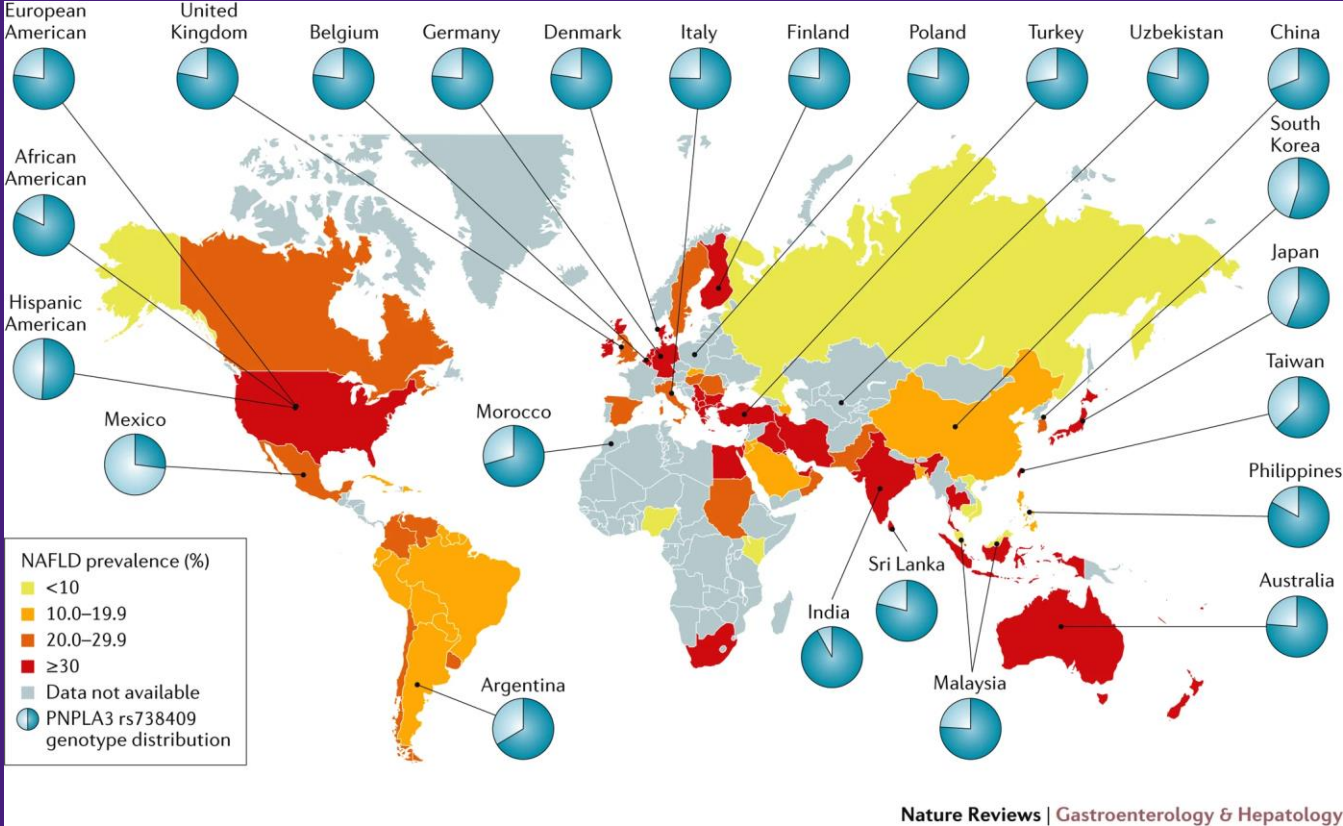
- **Medical treatments:** coronary angioplasty, stents, CABG, etc. ↓ (47%)
- **Drugs to lower risk factors:** ↓ hypertension (20%), ↓ cholesterol (24%)
- **Cardiometabolic risk factors:** ↑ T2D, ↑ obesity, ↑ Fatty liver

Tsao et al.
Circulation. 2023

Ford et al.
N Engl J Med. 2007

Metabolic dysfunction-associated steatotic liver disease (MASLD)

A growing epidemic worldwide



Nature Reviews | Gastroenterology & Hepatology

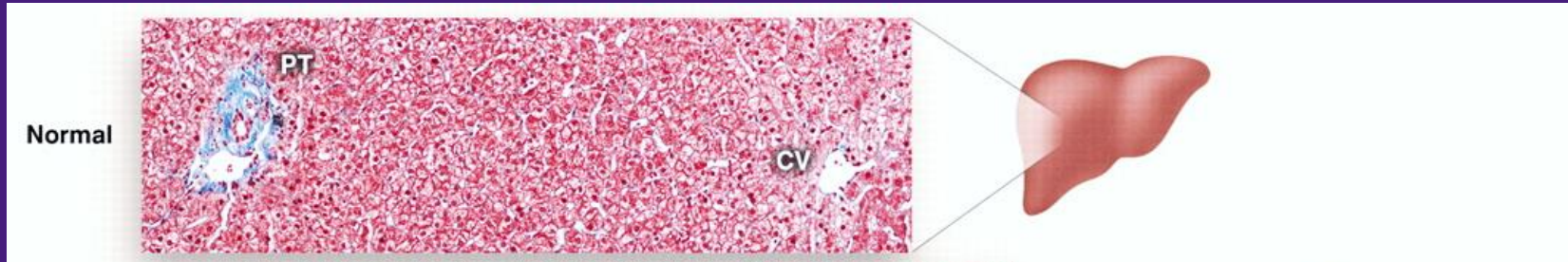
Younossi et al. *Nat Rev Gastroenterol Hepatol.* 2018

Riazi et al. *Lancet Gastroenterol Hepatol.* 2022

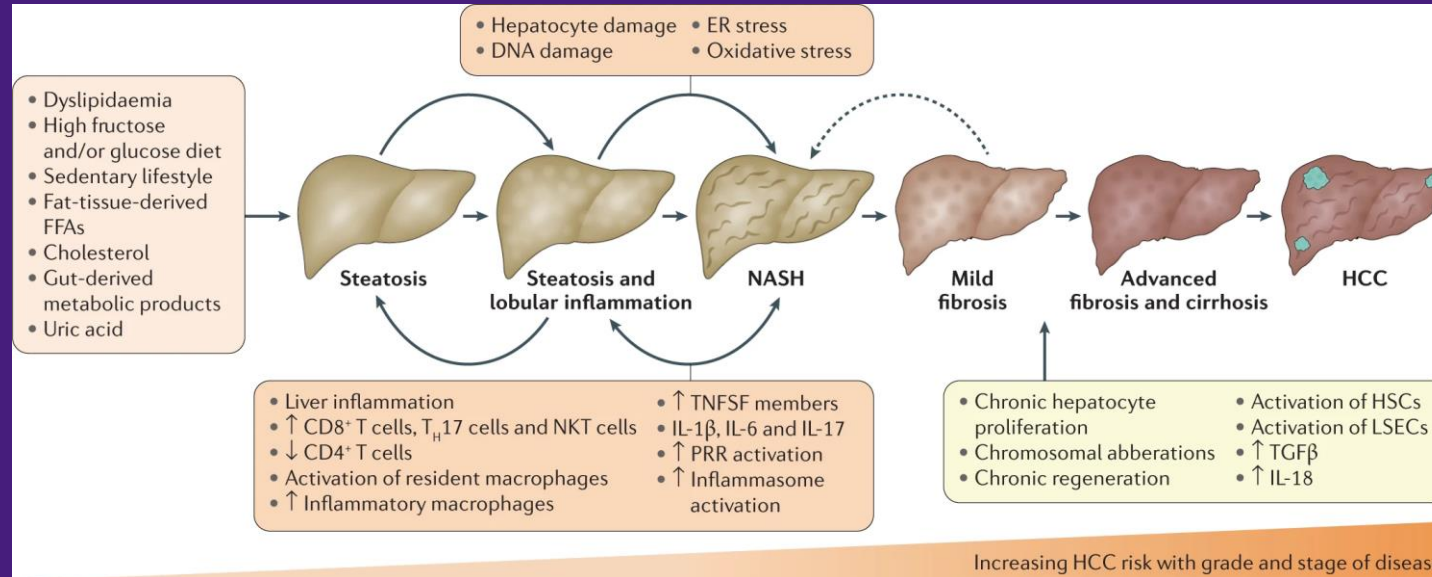
Rinella et al. *Hepatology.* 2023

Overall prevalence: **32.4%**
FDA-approved drugs: **1 (March 2024)**

Pathophysiology of MASLD



Leading cause of death in patients with MASLD?



Anstee et al. *Nat Rev Gastroenterol Hepatol.* 2019

CVD is the #1 cause of death

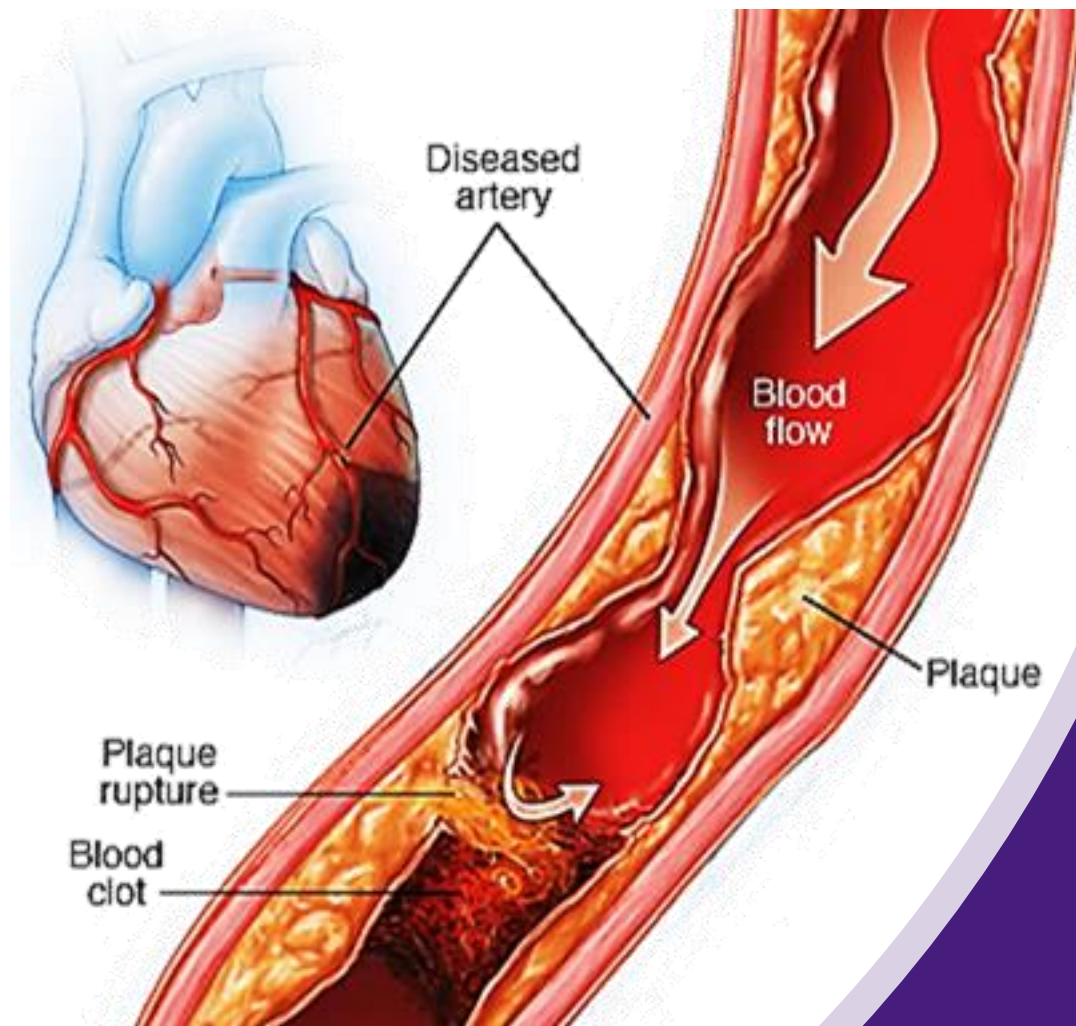
Arteriosclerosis, Thrombosis, and Vascular Biology

AHA SCIENTIFIC STATEMENT

Nonalcoholic Fatty Liver Disease and Cardiovascular Risk: A Scientific Statement From the American Heart Association

P. Barton Duell, MD, Chair; Francine K. Welty, MD, Vice Chair; Michael Miller, MD; Alan Chait, MD; Gmerice Hammond, MD, MPH; Zahid Ahmad, MD; David E. Cohen, MD, PhD; Jay D. Horton, MD; Gregg S. Pressman, MD; Peter P. Toth, MD, PhD; on behalf of the American Heart Association Council on Arteriosclerosis, Thrombosis and Vascular Biology; Council on Hypertension; Council on the Kidney in Cardiovascular Disease; Council on Lifestyle and Cardiometabolic Health; and Council on Peripheral Vascular Disease

Duell et al. *ATVB.* 2022



Atherosclerosis

The Main Driver of Most CVDs

Athero = gruel like, waxy, pasty materials
Sclerosis = thickening, hardening

A chronic disease of the arteries driven by dysregulated lipid metabolism and an imbalanced inflammatory response

Risk factors for atherosclerotic CVD (ASCVD)

- Obesity
- Diabetes
- Cholesterol
- Hypertension

- **MASLD:**

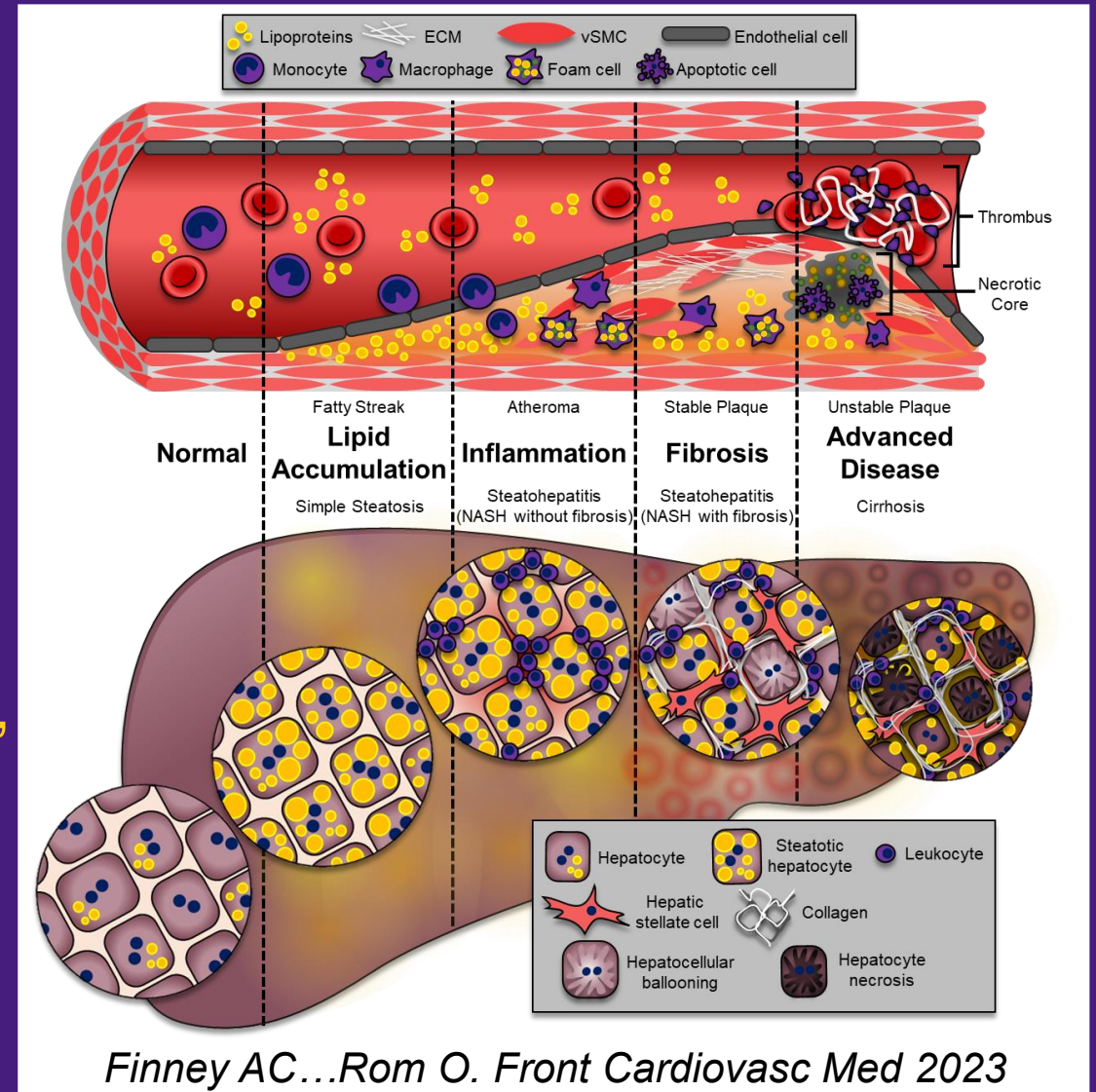
Hepatis steatosis: OR = 1.6

MASH: OR = 2.6

Associated with increased atherosclerosis,
independent of the above risk factors

Tsao et al. Circulation. 2022

Lonardo et al. J Hepatol. 2018

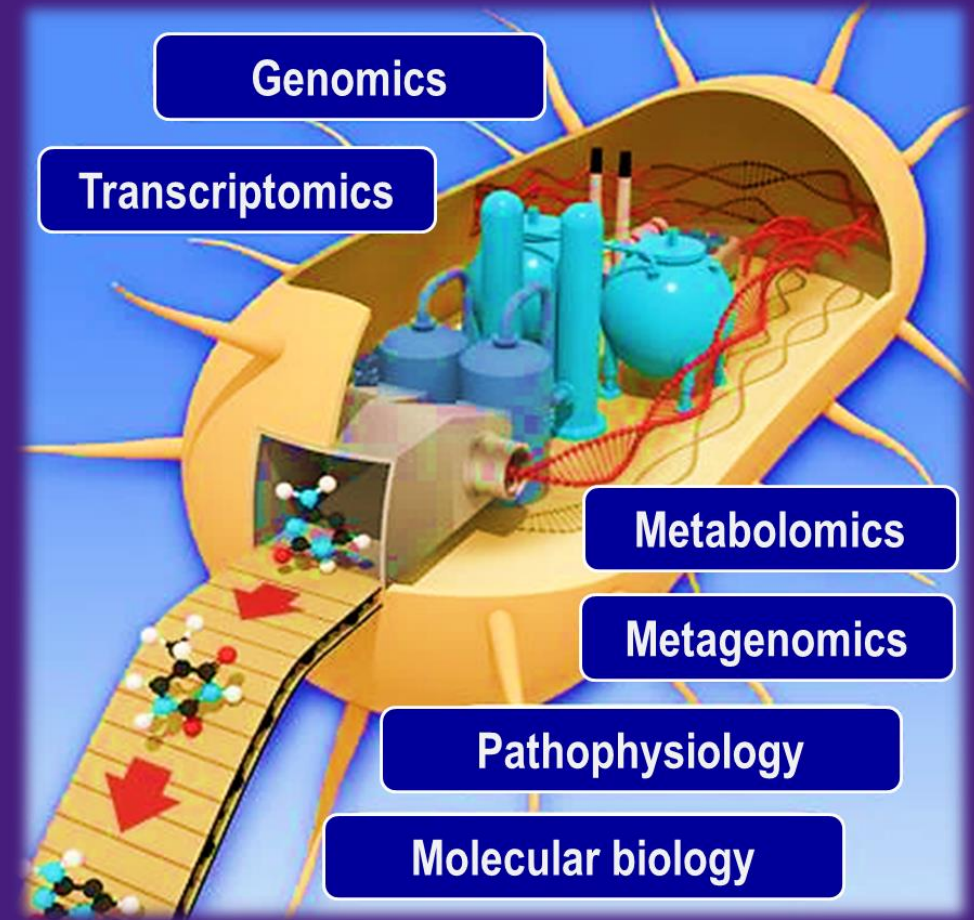
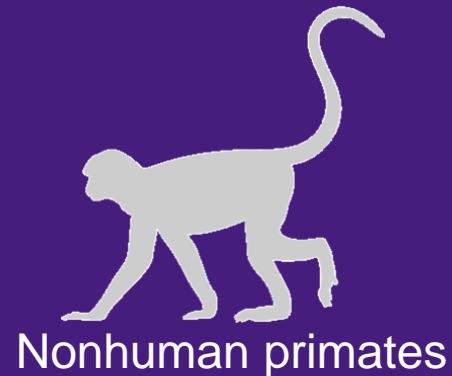
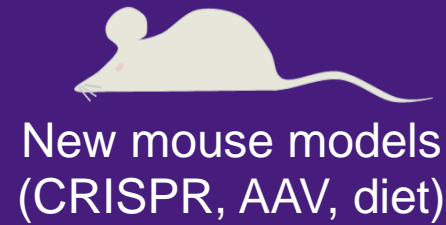
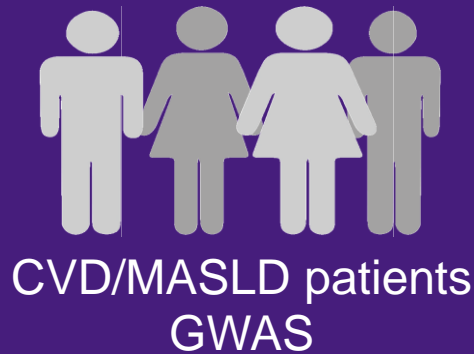


Mechanisms linking MASLD and ASCVD??

The long-term goal of the Rom lab

To identify new metabolic pathways as targets for the simultaneous treatment of MASLD & ASCVD

A multi-disciplinary approach



Novel potential therapies / drug targets



Cell Metabolism Clinical and Translational Report

DT-109 ameliorates nonalcoholic steatohepatitis in nonhuman primates

Graphical abstract

Authors
Pengxiang Qu, Oren Rom, Ke Li, ..., Jifeng Zhang, Enqi Liu, Y. Eugene Chen

Correspondence
zhengl@bjmu.edu.cn (L.Z.), jifengz@umich.edu (J.Z.), liuenqi@mail.xjtu.edu.cn (E.L.), echenum@umich.edu (Y.E.C.)

In brief
Qu et al. have discovered that DT-109 (Gly-Gly-Leu), a tripeptide, reduces steatohepatitis, inflammation, and fibrosis in nonhuman primates with NASH. This suggests the importance of testing DT-109 in clinical trials as a potential treatment option for NASH.

Cell Metabolism Article

Serine synthesis via reversed SHMT2 activity drives glycine depletion and acetaminophen hepatotoxicity in MASLD

Graphical abstract

Authors
Alia Ghrayeb, Alexandra C. Finney, Bella Agranovich, ..., Oren Rom, Inbal Mor, Eyal Gottlieb

Correspondence
oren.rom@lsuhs.edu (O.R.), inbal.mor123@gmail.ac.il (I.M.), egottlieb@mdanderson.org (E.G.)

In brief
Ghrayeb et al. reveal enhanced serine synthesis via reversed serine hydroxymethyltransferase 2 (SHMT2) activity in hepatic steatosis, uncovering a mechanism for the commonly observed glycine decrease in metabolic dysfunction-associated steatotic liver disease (MASLD). This restricts glutathione synthesis and causes acetaminophen hypersensitivity, which is alleviated by dietary or genetic glycine elevation.

Tech transfer:
PCT/US19/46025
PCT/US21/46357
PCT/US22/43212
PCT/US23/68990
PCT/US2024/17626

CXA-10: phase II trials for inflammatory, metabolic, and fibrotic diseases

DT-109: pre-clinical trials in NHP

FAL-113: STTR

NIH funding:
NHLBI, R00 HL150233
NIDDK, R01 DK134011
NIDDK, R01 DK136685
NIDDK, R41 DK137711

Contents lists available at ScienceDirect

EBioMedicine
Published by THE LANCET

journal homepage: www.ebiomedicine.com

Research paper

Nitro-fatty acids protect against steatosis and fibrosis during development of nonalcoholic fatty liver disease in mice

Check for updates

Cell Reports Article

Dysregulated oxalate metabolism is a driver and therapeutic target in atherosclerosis

Graphical abstract

Authors
Yuhao Liu, Ying Zhao, Yousef Shukha, ..., Tony Hayek, Y. Eugene Chen, Oren Rom

Correspondence
echenum@umich.edu (Y.E.C.), oren.rom@lsuhs.edu (O.R.)

In brief
Liu et al. show dysregulated glycine-oxalate metabolism in patients and mice with atherosclerosis. Oxalate overload due to loss of alanine-glyoxylate aminotransferase (AGXT) or hydroxy-L-proline supplementation aggravates pro-oxidant/inflammatory responses, hypercholesterolemia, and atherosclerosis. In macrophages, oxalate induces mitochondrial dysfunction and superoxide accumulation, enhancing CCL5 release. AGXT overexpression lowers pro-oxidant/inflammatory responses, reducing atherosclerosis.

nature COMMUNICATIONS

ARTICLE

<https://doi.org/10.1038/s41467-020-20086-3> OPEN

Loss-of-function genomic variants highlight potential therapeutic targets for cardiovascular disease

Check for updates

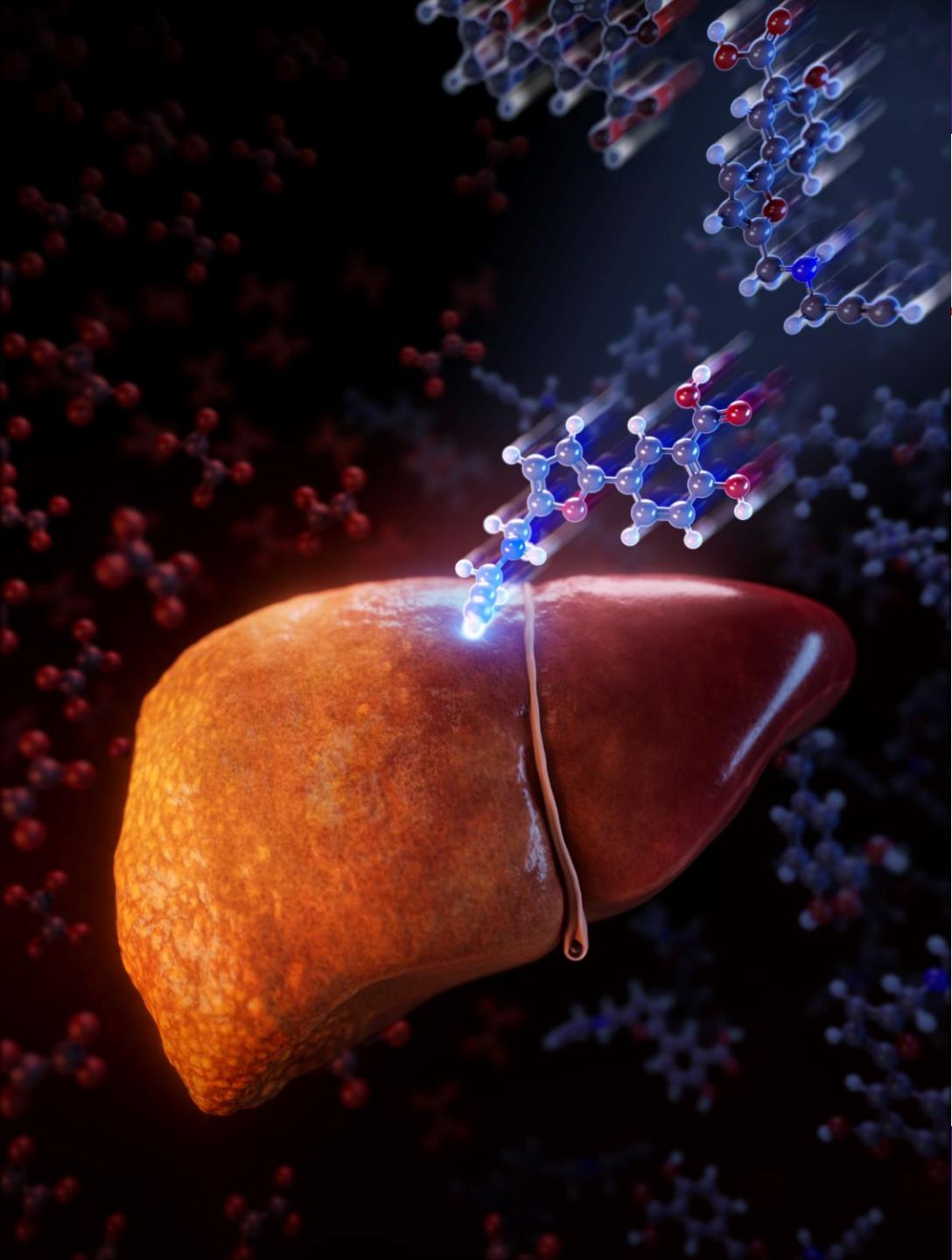
Redox Biology

Available online 13 April 2022, 102313

In Press, Journal Pre-proof

Induction of glutathione biosynthesis by glycine-based treatment mitigates atherosclerosis

Check for updates



nature metabolism

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Article | [Open access](#) | Published: 27 September 2024

Inhibition of hepatic oxalate overproduction ameliorates metabolic dysfunction-associated steatohepatitis

[Sandeep Das](#), [Alexandra C. Finney](#), [Sumit Kumar Anand](#), [Sumati Rohilla](#), [Yuhao Liu](#), [Nilesh Pandey](#), [Alia Ghrayeb](#), [Dhananjay Kumar](#), [Kelley Nunez](#), [Zhipeng Liu](#), [Fabio Arias](#), [Ying Zhao](#), [Brenna H. Pearson-Gallion](#), [M. Peyton McKinney](#), [Koral S. E. Richard](#), [Jose A. Gomez-Vidal](#), [Chowdhury S. Abdullah](#), [Elizabeth D. Cockerham](#), [Joseph Eniafe](#), [Andrew D. Yurochko](#), [Tarek Magdy](#), [Christopher B. Pattillo](#), [Christopher G. Kevil](#), [Babak Razani](#), [Md. Shenuarin Bhuiyan](#), [Erin H. Seeley](#), [Gretchen E. Galliano](#), [Bo Wei](#), [Lin Tan](#), [Iqbal Mahmud](#), [Ida Surakka](#), [Minerva T. Garcia-Barrio](#), [Philip L. Lorenzi](#), [Eyal Gottlieb](#), [Eduardo Salido](#), [Jifeng Zhang](#), [A. Wayne Orr](#), [Wanqing Liu](#), [Monica Diaz-Gavilan](#), [Y. Eugene Chen](#), [Nirav Dhanesha](#), [Paul T. Thevenot](#), [Ari J. Cohen](#), [Arif Yurdagul Jr](#) & [Oren Rom](#) 

[— Show fewer authors](#)

LSUHS Cardiometabolism & MASLD Focus Group (est. July 2021)

*Over \$15M in NIH and
AHA funding*

Pending: Over \$15M

Co-directors:

Art Yurdagul, PhD

Oren Rom, PhD, RD



LSU Health Shreveport

Metabolic and Liver Disease
Research Program

<https://research.lsuhs.edu/programs/metabolic-and-liver-disease-research-program>

Pre/postdoc Fellowships
(Spring 2025)

EPSCoR CREST application (July 2025)

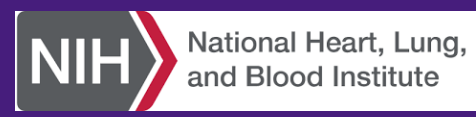


U.S. National
Science
Foundation

THANK YOU!



R01 DK134011
R01 DK136685
R41 DK137711



K99/R00 HL150233



24POST1196650
24POST1199805
23POST1026505
19POST34380224



Board of Supervisors

ACADEMIC COMMITTEE

Request from LSU A&M to Award a Posthumous Degree to Mr. Brooks Michael Prejean

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph C of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- C. The Board shall award degrees. For candidates meeting the faculty's requirements for a degree, certificate, or diploma, the Board approves the conferral of degrees and authorizes the President and respective Chancellor to award the degree. Honorary degrees and posthumous degrees are included, and the President shall establish processes for review of honorary and posthumous degrees.

2. Summary of Matter

The College of Science requests that a recently deceased undergraduate student, Mr. Michael Brooks Prejean, be granted a Posthumous Baccalaureate Degree, in accordance with the University's Policy Statement 86.

Mr. Prejean was a determined and dedicated student whose academic journey at LSU was characterized by exemplary performance. From the start of his time at LSU, Mr. Prejean was an active and involved student. During his first year at LSU, Mr. Prejean lived in the Science Residential College (SRC) and participated in the Our Lady of the Lake SRC open house event. He also served as the Assistant Director of Student Outreach for the Student Government Association from 2022-2023 and participated in the College of Science Narrative Medicine Cohort during the 2023-2024 academic year. He had plans to attend medical school upon graduation from LSU.

At the time of his passing, he was just thirteen hours short of completing his undergraduate degree. The Dean of the College of Science, and the administration of Louisiana State University request that Mr. Prejean be awarded the Bachelor of Science in Biological Sciences posthumously. By awarding this degree, the University acknowledges Mr. Prejean's academic achievements and provides his family with a symbol of appreciation of his talents and the life he shared with LSU.

3. Review of Business Plan

N/A

4. Fiscal Impact

N/A

5. Description of Competitive Process

N/A

6. Review of Legal Documents

N/A

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby authorize LSU A&M to award the Bachelor of Science in Biological Sciences to Mr. Brooks Michael Prejean posthumously.

Recommendation to Approve Conferral of Degrees for Calendar Year 2025 Commencement Exercises

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph C of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- C. The Board shall award degrees. For candidates meeting the faculty's requirements for a degree, certificate, or diploma, the Board approves the conferral degrees and authorizes the President and respective Chancellor to award the degree. Honorary degrees and posthumous degrees are included, and the President shall establish processes for review of honorary and posthumous degrees. Approval by the Board is not required for educational programs regulated by the Board of Elementary & Secondary Education or any non-credit continuing education program. All recipients of credentials from approved programs shall enjoy the honors, rights, and privileges of possessing such a credential. Such degrees and certificates shall carry the seal of the University.

2. Summary of Matter

The campuses of LSU are seeking approval of degrees to be conferred on candidates meeting degree requirements for commencement exercises whether they be virtual or on campus for the entire 2025 calendar year.

This request provides flexibility for campuses to book venues, ensure capacity and safety concerns, and select vendors.

3. Business Plan

N/A

4. Fiscal Impact

N/A

5. Description of Competitive Process

N/A

6. Review of Legal Documents

N/A

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the degrees to be conferred on candidates meeting degree requirements for graduation from the campuses of the University during commencement exercises in CY 2025.

Request from LSU A&M to Establish a Bachelor of Science in Construction Engineering

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph B of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

B. The Board shall approve any new academic program resulting in the awarding of a degree, certificate, or credential, as well as any changes of degree designation or termination of degree programs. The Board shall approve any new institution, department, research center, or institute, or required reauthorization of such.

2. Summary of Matter

As Louisiana continues to experience significant infrastructure development, industrial and reconstruction efforts, there is a pressing need for engineers with specialized knowledge in construction processes and project management. The proposed Bachelor of Science in Construction Engineering (CONE) program aims to produce graduates equipped with the technical expertise required to lead and contribute to the successful execution of construction projects, ensuring the efficient utilization of resources and adherence to industry design standards. The primary purpose of the program is to provide students with a comprehensive understanding of construction engineering principles, including structural design, materials selection, construction methods, and project planning. The curriculum integrates theoretical knowledge with practical applications, enabling students to develop the skills necessary for tackling real-world construction challenges.

The proposed program will include curriculum in construction management, business administration and technical sales (marketing) aimed at addressing the growing demand for skilled engineering professionals in the construction industry, the state and at the national level. Additionally, this program fills a state need as there are no other construction engineering degree programs in Louisiana.

3. Review of Business Plan

The new program will be housed in the College of Engineering and offered both online and in traditional formats. The majority of the courses are already offered within the College. Therefore, there is no need to redirect faculty away from existing programs.

In the short term, the CONE program directly targets occupations in engineering and management, where there's a high demand for skilled professionals. Long-term projections indicate sustained growth in construction engineering-related occupations and management roles. The emphasis on Business Administration complements these trends, addressing the need for well-rounded professionals in the field. On a national scale, the program caters to the increasing demand for Construction Managers, Compliance Officers, and Management Analysts. The long-term projections highlight the program's relevance, especially in fields like Construction

Management and General Operations Management. Additionally, the focus on budgeting and financial analysis supports roles such as Budget Analysts, contributing to the overall competitiveness of graduates in diverse markets. The program not only meets current industry demands but also positions graduates to thrive in the evolving job market by combining technical expertise with managerial and business insights. This diversified approach aligns with the broader goal of advancing public good by producing skilled professionals who can contribute to economic growth and sustainability in Louisiana and beyond.

4. Fiscal Impact

Initially, no new additional faculty will be needed as most of the courses are existing courses and are currently being offered each semester for other degree programs. As the program grows, there will be a need for another faculty for CONE and another for Civil Engineering. This will allow the addition of sections to reduce course enrollments.

The institution will not need to cover any increased indirect costs as the Department's LSU Online revenue will cover the support for department student advising or counselling. As the program grows, there will be a need for an additional advisor to join the Construction Management advising staff.

5. Description of Competitive Process

N/A

6. Review of Legal Documents

N/A

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU A&M to establish the Bachelor of Science in Construction Engineering.

Request from LSU A&M to Establish a Bachelor of Science in Coastal Meteorology

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph B of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- B. The Board shall approve any new academic program resulting in the awarding of a degree, certificate, or credential, as well as any changes of degree designation or termination of degree programs. The Board shall approve any new institution, department, research center, or institute, or required reauthorization of such.

2. Summary of Matter

Louisiana experiences significant impacts from weather hazards, including tropical cyclones, floods, and droughts, yet no meteorology degree is offered by any of the State's research institutions that can prepare students to pursue careers in meteorological research and operations. Because no graduate degree-granting institution in Louisiana currently offers a B.S. in Coastal Meteorology, LSU is limited in its ability to generate meteorology-related knowledge, leaving it limited in its ability to deploy such information for the health, safety, and prosperity of the State.

The establishment of this degree will attract students and faculty that can more effectively develop and disseminate meteorological advancements across the State to combat its growing coastal environmental issues. Furthermore, the creation of program will enable LSU to execute its mission more effectively to the State as a flagship research institution while also advancing its Scholarship First agenda.

3. Review of Business Plan

The new program will be housed in the College of the Coast & Environment and offered both on-campus and in hybrid formats. Upon launch, all advising will be performed by the existing three Coastal Meteorology faculty members. As the program grows, enrollments may justify the hiring of a full-time Coastal Meteorology advisor.

Additionally, four new faculty will need to be hired to provide the desired quality of student-faculty interaction, regular course offerings, undergraduate research opportunities, and Sabbatical replacement. Additionally, one of the current Coastal Meteorology faculty will serve as the program director.

No current Coastal Meteorology faculty will see a change to their teaching load or course assignments. The new courses will be taught by future faculty hires. Faculty will not be redirected away from existing programs.

4. Fiscal Impact

It is anticipated that student advising will be the primary indirect cost. Because students enrolling in the program would likely not have attended LSU otherwise, the growth of the Coastal Meteorology program will represent almost exclusively new revenue growth. Thus, the program is likely to be self-sustaining rather than require re-allocations from existing programs.

No new space is needed other than existing space to be transformed to offices for new faculty hires. Plans are in place for the renovation of a Weather Forecasting lab.

5. Description of Competitive Process

N/A

6. Review of Legal Documents

N/A

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU A&M to establish the Bachelor of Science in Coastal Meteorology.

Request from LSU A&M to Establish a Post Baccalaureate Certificate in Civil Engineering

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph B of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- B. The Board shall approve any new academic program resulting in the awarding of a degree, certificate, or credential, as well as any changes of degree designation or termination of degree programs. The Board shall approve any new institution, department, research center, or institute, or required reauthorization of such.

2. Summary of Matter

LSU A&M is proposing a Post Baccalaureate Certificate in Civil Engineering. There is a high demand for Civil Engineers and related occupations in the state. This program creates a pathway for STEM professionals to gain the skillset needed to pivot into the field of Civil Engineering. The prerequisite requirements for the MS in Civil Engineering are a barrier to entry for students who do not hold a BS in Civil Engineering. There is significant interest in the MS program from prospective students looking to add Civil Engineering to their skillset or change careers. The purpose of this PBC program is to help students complete the prerequisite courses needed to enter the MS in Civil Engineering and gain entry level job skills in the field of Civil Engineering.

3. Review of Business Plan

At present no new/additional faculty for the program including program leadership are needed. However, as the Department plans to offer the PBC courses online in the future, the budget includes faculty expenses for design and development of these courses. Additional faculty may be needed if the enrollment increases and new course sections are offered in the following years.

4. Fiscal Impact

The Civil and Environmental Engineering department does not need additional resources to run the program. Additionally, several current Civil and Environmental Engineering faculty/instructors will be re-directed to focus on the development of online courseware of the eight required courses of this PBC program.

5. Description of Competitive Process

N/A

6. Review of Legal Documents

N/A

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU A&M to establish the Post Baccalaureate Certificate in Civil Engineering.

Request from LSU Health Sciences Center-New Orleans to Establish a Master of Science in Medical Laboratory Science

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph B of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- B. The Board shall approve any new academic program resulting in the awarding of a degree, certificate, or credential, as well as any changes of degree designation or termination of degree programs. The Board shall approve any new institution, department, research center, or institute, or required reauthorization of such.

2. Summary of Matter

The Master of Science in Medical Laboratory Science (MSMLS) program at LSUHSC-New Orleans is designed to align with and support local, regional, and state workforce strategies and future societal educational needs. The healthcare industry faces a critical shortage of qualified medical laboratory professionals, both nationally and in Louisiana. This shortage is particularly acute in the Greater New Orleans area and surrounding regional parishes where vacancy rates for medical laboratory scientists (MLS) reach as high as 18-20%. Hospitals and diagnostic labs in these areas, such as Ochsner Health, LCMC Health, and others, are struggling to meet the growing demand for diagnostic testing. Additionally, public health challenges, including the need for advanced diagnostic capacity, underscore the need for a highly skilled workforce.

The existing Bachelor of Science in Medical Laboratory Science program enrolls a significant number of students who already possess a bachelor's degree, indicating a demand for advanced educational opportunities in this field. Currently, 75% of students in the program already hold a bachelor's degree and are pursuing a second one, primarily due to the lack of a master's level option. This highlights the need for a more advanced educational pathway that aligns with students' educational goals and career aspirations. By offering an MSMLS program, LSUHSC-NO aims to address both the workforce shortage and the educational gap. The master's program would not only provide students with a higher level of expertise and training but also make financial aid more accessible to those seeking a second degree, something currently unavailable to students pursuing a second bachelor's degree. This would attract a broader range of students and improve retention in the field.

In summary, the MSMLS program will help close the gap in the labor market by addressing the shortage of MLS professionals in the local and regional workforce, while providing an advanced educational option that better aligns with student preferences and financial needs. This will ultimately enhance the healthcare system's capacity to deliver timely and accurate diagnostic services, improving patient care and public health outcomes in Louisiana and beyond.

3. Review of Business Plan

The program will be offered in a hybrid model of delivery, combining online coursework with in-person laboratory training. This flexible approach allows students to access course materials remotely while gaining essential hands-on experience in a controlled lab environment.

Additionally, the program will consist of experiential learning practicum courses that are discipline specific. The student will be placed in an affiliate hospital laboratory and use knowledge and skills gained from the university classroom setting to the professional work setting to develop additional practical applications and skills.

Current faculty will teach the master's students and master's courses in parallel with the bachelor's program courses.

4. Fiscal Impact

At present there are not anticipated indirect costs and no existing funds are being reallocated. Additionally, as the program grows, a critical area of staffing will be for laboratory courses. One additional instructor level faculty will be needed to assist in teaching laboratory courses. The MLS Department does not anticipate any challenges in hiring for this position.

5. Description of Competitive Process

N/A

6. Review of Legal Documents

N/A

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from Request from LSU Health Sciences Center-New Orleans to establish a Master of Science in Medical Laboratory Science.

Request from LSU Alexandria to Approve a Revised Mission Statement

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 6

The Board will regularly review the mission of the University and the missions of all the institutions defined in Article I.

2. Summary of Matter

LSU Alexandria administration requests to revise their mission statement to align with university emphasis on student success, career readiness, and community impact. The proposed revision better reflects the university's priorities and its emphasis on student development and success, and workforce development.

Current Mission Statement:

LSU at Alexandria is committed to providing undergraduate students the education, skills, development, and other resources needed to establish the foundation for their future success. We create a welcoming environment that includes critical thinking, experiential learning, civic engagement, and community partnerships

Proposed Mission Statement:

LSU at Alexandria is committed to providing our students with the education, skills, development, and resources needed to establish a strong foundation for their future success. We create a welcoming environment that emphasizes critical thinking, experiential learning, workforce readiness, and community engagement, preparing students to excel in their chosen careers and contribute meaningfully to society.

3. Review of Business Plan

N/A

4. Fiscal Impact

N/A

5. Description of Competitive Process

N/A

6. Review of Legal Documents

N/A

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby approve the request from LSU Alexandria to adopt a revised mission statement.

Request from LSU Shreveport to Establish a Graduate Certificate in Dual Enrollment in English

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph B of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- B. The Board shall approve any new academic program resulting in the awarding of a degree, certificate, or credential, as well as any changes of degree designation or termination of degree programs. The Board shall approve any new institution, department, research center, or institute, or required reauthorization of such.

2. Summary of Matter

LSU Shreveport requests the establishment of a Graduate Certificate in Dual Enrollment in English. The proposed certificate provides a non-Masters pathway for students who have historically been unable to complete a graduate degree due to time and financial constraints.

The purpose of the program is to prepare teachers to offer Dual Enrollment classes in English in the service area of northwest Louisiana. The primary objective is to respond to a lack of credentialed high school teachers statewide especially in underserved and under-resourced schools by making Dual Enrollment opportunities not only more readily available but also more strategically supported.

Additionally, the program aligns directly with Board of Regents Dual Enrollment Task Force's aims to expand access to and foster success in completing postsecondary education, to eliminate persistent and damaging equity gaps, and to provide universal access to college in high school.

3. Review of Business Plan

The certificate will be housed within the College of Arts & Sciences. The Associate Dean of Arts & Sciences will serve as the graduate coordinator. The current program director for the MEDCI and MEDL will assist the Associate Dean in scheduling and logistics.

4. Fiscal Impact

Projected enrollment starts at 20 students in Year 1, increasing to 25 in Year 2. The school will request an additional line beginning August 2025 for a program director. There will be no new faculty hires. All courses will be taught by existing faculty. Revenue outpaces any expected costs with the program for the next four years.

5. Description of Competitive Process

N/A

6. Review of Legal Documents

N/A

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

None

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU Shreveport to establish the Graduate Certificate in Dual Enrollment in English.

Request from Pennington Biomedical Research Center to Establish the James W. and Neil Ann Parks Professorship for Dementia Research, Prevention and Treatment

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph N of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- N. Such other matters that are not expressly delegated herein or hereafter by the Board to the President or a Chancellor and which reasonably should be considered to require Board approval as generally defined above, or which the Board hereafter determines to require Board approval.

2. Summary of Matter

Significant donations have been made to Pennington Biomedical Research Foundation to establish an endowed professorship and qualify for Board of Regents Support Fund (BoRSF) matching funds. Pennington Biomedical Research Foundation is requesting approval to establish an Endowed Professorship based on the following donation: James W. and Neil Ann Parks Professorship for Dementia Research, Prevention and Treatment - \$60,000

The James W. and Neil Ann Parks Professorship for Dementia Research, Prevention and Treatment benefits Pennington Biomedical Research Center. The recipient of this professorship will have research responsibilities related to understanding the causes of brain aging and identifying how aging promotes the development of dementia, focusing on lifestyle choices as modulators of cognition.

3. Review of Business Plan

The Louisiana Board of Regents Endowed Chairs for Eminent Scholars and Endowed Professorships Program matches non-State contributions of at least \$60,000 with \$40,000 increments from the BoRSF for those campuses with fewer than fifteen (15) Endowed Professorship slots matched by the BoRSF.

4. Fiscal Impact

\$60,000 in private donations will be eligible to be considered for a \$40,000 match.

5. Description of Competitive Process

The Board of Regents facilitates an annual process whereby proposals for endowed professorships are reviewed with final recommendations for match considered by the Regents.

6. Review of Legal Documents

Pennington Biomedical Research Foundation will prepare required affidavits of deposit and notarized assurances of compliance with BORSF policy.

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby approve the request to establish the James W. and Neil Ann Parks Professorship for Dementia Research, Prevention and Treatment at Pennington Biomedical; and

BE IT FURTHER RESOLVED that the Chair of the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College and/or the President, as may be appropriate, are hereby authorized and directed to execute any documents required to obtain matching gifts and otherwise complete establishment of the James W. and Neil Ann Parks Professorship for Dementia Research, Prevention and Treatment at Pennington Biomedical.

Request from LSU Eunice to Establish the Fritz Lang Scholarship #4

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph N of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

N. Such other matters that are not expressly delegated herein or hereafter by the Board to the President or a Chancellor and which reasonably should be considered to require Board approval as generally defined above, or which the Board hereafter determines to require Board approval.

2. Summary of Matter

The LSU Eunice Foundation received a generous contribution totaling \$25,000 from the Fritz Lang Foundation. The funds will be used to create the Fritz Lang Scholarship #4, with an additional request for matching funds from the Board of Regent Endowed Two-Year Student Workforce Scholarships subprogram. The scholarship will be awarded to a full-time student attending Louisiana State University at Eunice, enrolled in a STEM program with focus in agriculture with plans to transfer to a 4-year college.

3. Review of Business Plan

The Louisiana Board of Regents Endowed Two-Year Student Workforce Scholarships Subprogram matches non-State contributions of at least \$20,000 and \$10,000 (minimums dependent upon STEM job area) with \$20,000 and \$10,000 increments respectively, from the Board of Regents Support Fund.

4. Fiscal Impact

\$20,000 in private donations will be eligible to be considered for a \$20,000 match.

5. Description of Competitive Process

The Board of Regents facilitates an annual process whereby proposals for Two-Year Student Workforce Scholarships are reviewed with final recommendations for match considered by the Regents.

6. Review of Legal Documents

The donor agreement is on file at the LSU Eunice Foundation, and a memo of support from the chancellor is on file in the Office of Academic Affairs.

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby approve the request to establish the Fritz Lang Endowed Scholarship #4; and

BE IT FURTHER RESOLVED that the Chair of the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College and/or the President, as may be appropriate, are hereby authorized and directed to execute any documents required to obtain matching gifts and otherwise complete establishment of the Fritz Lang Endowed Scholarship #4.

Request from LSU Health Sciences Center – Shreveport to Offer the Doctor of Physical Therapy Program Hybrid

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph A of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- A. Any matter having a significant or long-term impact, directly or indirectly, on the finances or the academic, educational, research, and service missions of the University or any of its campuses.

2. Summary of Matter

LSU Health Shreveport is expanding its Doctor of Physical Therapy (DPT) program to a hybrid format at an off-campus instructional site (OCIS) in Lafayette, set to begin enrolling students in May 2026. This expansion reflects a strategic initiative to address the growing statewide demand for physical therapists and to improve accessibility to specialized education in healthcare. Lafayette's strategic location, attributed to its population density and regional healthcare needs, enables LSU Health Shreveport to better serve students in the area, reduce geographic barriers to education, and address the shortage of physical therapists in the region and state.

3. Review of Business Plan

The OCIS will be located adjacent to Ochsner Lafayette General (OLG) hospital, in a remodeled 14,000 square foot space shared with an established physical therapy clinic. The DPT program at the Lafayette OCIS will mirror the curriculum offered at LSUHSC-S and will adhere to the accreditation standards set by the Commission on Accreditation in Physical Therapy Education (CAPTE). This entry-level clinical doctorate program will maintain its prerequisites of a bachelor's degree for admission and will span three years, combining rigorous academic coursework with diverse clinical experiences in various physical therapy settings.

One key difference at the Lafayette OCIS is the implementation of a hybrid curriculum. While the core components of the DPT program remain consistent with those offered at the main campus, the hybrid model introduces a blend of online and in-person learning. Much of the didactic coursework will be delivered remotely, allowing for flexibility and accessibility to students. However, every third week, students will attend in-person sessions, where they will engage in hands-on skills training, group discussions, lab activities, and performance assessments—elements that are critical to the practical nature of physical therapy education and cannot be effectively taught via distance learning.

This hybrid approach, provided in collaboration with Rehab Essentials, Inc., ensures that the program maintains its high educational standards while offering flexible learning options.

4. Fiscal Impact

LSU Health Shreveport plans to enroll one cohort annually beginning in May 2026, with each cohort accommodating a maximum of 24 students. This will result in a total enrollment of 72 students by May 2028 across the three-year program. Anticipated revenue exceeds projected expenses.

5. Description of Competitive Process

N/A

6. Review of Legal Documents

N/A

7. Parties of Interest

N/A

8. Related Transactions

N/A

9. Conflicts of Interest

N/A

10. Attachments

N/A

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU Health Shreveport to Offer the Doctor of Physical Therapy Program Hybrid.



Board of Supervisors

FINANCE COMMITTEE

Request to Approve LSU Shreveport Student Health and Wellness Fee Pursuant to the Authority Granted in Act 790 of the 2024 Regular Session of the Louisiana Legislature

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, A. of the Bylaws of the LSU Board of Supervisors, this matter is a “significant board matter.”

A. Any matter having a significant or long-term impact, directly or indirectly, on the finances or the academic, educational, research, and service missions of the University or any of its campuses.

2. Summary of Matter

Act 790 of the 2024 Regular Session of the Louisiana Legislature amended La. R.S. 17:3351(A)(5)(a) to provide the LSU Board of Supervisors and other postsecondary management boards with the following statutory authority related to tuition and mandatory fees to be paid by students effective August 1, 2024.

- *Establish differential tuition for graduate, professional, specialized, or undergraduate high-cost programs.*
- *Establish mandatory fee amounts and control and consolidate separate fee amounts.*
- *Increase the differential tuition and mandatory fee amounts by no more than ten percent over any two-year period.*

La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 requires that each management board establish a process for providing adequate notice to students of tuition and fee amounts, criteria for waivers in cases of financial hardship, and make information regarding such waivers available to all students. Each management board is required to submit an annual report to the Legislature and Board of Regents no later than February 15 regarding how the tuition and mandatory fees authorized by Act 790 are being implemented.

Louisiana State University in Shreveport (LSUS) is requesting to implement a Student Health and Wellness Fee, a mandatory fee per the authority granted under La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 beginning with the Fall 2025 semester. None of the remaining University campuses are seeking changes to tuition or mandatory fees under the authority granted under La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 at this time.

3. Review of Business Plan

The LSUS Student Health and Wellness Fee provides funding for the delivery of health and wellness services to students. The fee provides funding for staff that include medical providers; counselors and therapists; service coordinators; health educators; interns and graduate assistants; and undergraduate paraprofessional staff. It also provides funding for health programming efforts that include support for health promotion and outreach. Revenue generated by this fee

may fund the following: equipment, supplies, and facility needs; operational expenses; and professional development and continuing education opportunities for staff. The fee may also support faculty-led teaching and research functions that benefit LSUS students. This fee is not intended to replace health insurance coverage. The LSUS Student Health and Wellness fee is applied \$5 per credit hour for all LSUS undergraduate and graduate students.

The statute provides authority to increase fees by up to 10% over a two-year period. LSUS is requesting approval to adopt the \$5 per credit hour Student Health and Wellness Fee for all undergraduate and graduate students enrolled beginning with the Fall 2025 semester that would not exceed the maximum increase of ten percent over any two-year period.

4. Fiscal Impact

Based on preliminary enrollment student credit hours for Fall 2024, the proposed maximum fee increases over a two-year period for full-time undergraduate and graduate students at LSUS would be \$1,640,800.

5. Description of Competitive Process

Not applicable.

6. Review of Legal Documents

La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 of the 2024 Regular Legislative Session has been reviewed and the proposed LSUS fee increase has been deemed to be in compliance with this legislation.

7. Parties of Interest

None of the parties relevant to the approval of this resolution have any related interest, nor will they receive any financial gain from this approval.

8. Related Transactions

Not applicable.

9. Conflicts of Interest

None.

10. Attachments

1. Act 790 of the 2024 Regular Session of the Louisiana Legislature
2. Permanent Memorandum 43: Student Fees

RESOLUTION

WHEREAS La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 authorizes the Board to establish mandatory fee amounts for all programs and control and consolidate separate fees; and

WHEREAS La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 requires the Board establish a process for providing adequate notice to students of tuition and fee amounts, the criteria for waivers in cases of financial hardship, and to make information regarding such waivers available to all students.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College that the Board approves the implementation of the proposed LSU Shreveport Student Health and Wellness Fee effective with the Fall 2025 semester pursuant to La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 of the 2024 Regular Legislative Session.

ACT No. 790

2024 Regular Session

HOUSE BILL NO. 862

BY REPRESENTATIVES HUGHES, CARPENTER, FREIBERG, AND ST. BLANC

1 AN ACT

2 To amend and reenact R.S. 17:3351(A)(5)(a), relative to tuition and mandatory fee amounts
3 for public postsecondary education institutions; to authorize each public
4 postsecondary management board to impose and adjust certain tuition and fee
5 amounts; to provide for limitations; to provide for reporting; and to provide for
6 related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. R.S. 17:3351(A)(5)(a) is hereby amended and reenacted to read as
9 follows:

10 §3351. General powers, duties, and functions of postsecondary education
11 management boards

12 A. Subject only to the powers of the Board of Regents specifically
13 enumerated in Article VIII, Section 5 of the Constitution of Louisiana, and as
14 otherwise provided by law, each postsecondary system management board as a body
15 corporate shall have authority to exercise power necessary to supervise and manage
16 the day-to-day operations of institutions of postsecondary education under its
17 control, including but not limited to the following:

18 * * *

19 (5)(a)(i) In accordance with any other applicable provision of this Paragraph,
20 determine the tuition and mandatory fees which shall be paid by students and adjust
21 the amount of tuition and fees as provided in this Subparagraph.

22 (ii) Payments to cover or a waiver of any mandatory fee imposed in
23 accordance with this Title except for tuition shall be included in the compensation

1 package of each graduate student serving as a teaching assistant, research assistant,
2 or curatorial assistant. Each public postsecondary education management board shall
3 adopt a policy relative to implementing the provisions of this Item.

4 (iii) Each management board may establish differential tuition for any
5 graduate, professional, or specialized program. Each management board may
6 establish differential tuition for any undergraduate program, including but not limited
7 to programs granting certificates, degrees, diplomas, or other credentials of value,
8 that has been identified as a high-cost program by the Board of Regents.

9 (iv) Each management board may establish mandatory fee amounts for all
10 programs at each of the institutions under its supervision and control and consolidate
11 separate fees.

12 (v) Each management board may increase differential tuition amounts and
13 mandatory fee amounts by no more than ten percent over any two-year period. Each
14 management board may lower tuition and fee amounts with no limitation. The
15 authority to establish tuition and fee amounts as provided in this Subparagraph
16 includes the authority to establish tuition and fee amounts proportional to the
17 amounts for part-time students and for students enrolled in summer and intersession
18 terms.

19 (vi) Each management board shall establish a process for providing adequate
20 notice to students of tuition and fee amounts. Prior to imposing any increase in
21 tuition or fee amounts pursuant to this Subparagraph, each management board shall
22 establish criteria for waivers in cases of financial hardship. Information about such
23 waivers shall be made available to all prospective students affected by the increase
24 in a timely manner, so they are aware of the increase and the availability of waivers
25 prior to having to make any final decision concerning attendance.

26 (vii) Awards of scholarships or waivers of tuition or fees shall be included
27 in the information package of any student awarded such scholarship or waiver and
28 the compensation package of each graduate student serving as a teaching assistant,
29 research assistant, or curatorial assistant.



PERMANENT MEMORANDUM 43 STUDENT FEES

POLICY DIGEST

Monitoring Unit: Office of Finance & Administration

Initially Issued: January 19, 2024

I. PURPOSE

This policy is set forth to provide legal background for fees assessed by any Louisiana State University institution; to define the various types of student fees; and to provide guidelines for the administration of fee revenue.

A. Defining Legislation

[Article VII. Section 2.1. \(A\) of the Louisiana Constitution](#) states:

Any new fee or civil fine or increase in an existing fee or civil fine imposed or assessed by the state or any board, department, or agency of the state shall require the enactment of a law by a two-thirds vote of the elected members of each house of the Legislature.

B. Interpretation of the Legislation

In *Louisiana Public Facilities Authority v. All Taxpayers, Property Owners, et al.*¹, the First Circuit Court of Appeal determined “the legislature has evidenced no intent to have oversight over “fees” with respect to LSU, other than those fees directly connected with LSU’s principal governmental function of providing higher education to the citizens of this state.” The court concluded the price charged by LSU for admission to football games in Tiger Stadium is not a “fee” requiring legislative approval under La. Const. art. 7, Section 2.1.

The First Circuit Court of Appeal adopted the reasoning from two Attorney General Opinions in reaching this decision, La. Atty. Gen. Op. No. 96-353 (October 9, 1996) and La. Atty. Gen. Op. No. 01-165 (May 4, 2001). These two Attorney General opinions, and a third attorney general opinion issued to the Louisiana Legislative Auditor, La. Atty. Gen. Op. No. 06-293 (June 14, 2007), should be used as primary guidance for the approval of fees. The Opinions are summarized below:

1. [Atty. General Opinion No. 96-353](#) defines fees by stating: “Charges which are assessed by a governmental entity for the purpose of defraying the costs of providing a governmental service or the costs of regulating a particular area would be considered fees. Those fees or charges for non-governmental functions or products and/or services not in the control of the governmental entity at issue would be exempt from legislative review.”

¹ *Louisiana Public Facilities Authority v. All Taxpayers, Prop. Owners, Citizens of State of La. & Nonresidents Owning Prop. or Subject to Taxation Therein*, 2003-2738 (La. App. 1 Cir. 12/23/03), 868 So. 2d 124, 136, *writ denied*, 2004-0213 (La. 3/11/04), 869 So. 2d 801.

The AG Opinion further states that LSU “is created and exists for the sole purpose of providing public higher education to the citizens of this State. This is its governmental function. Those charges which are assessed for the provision of higher education to LSU students would be considered fees for purposes of Article 7, Section 2.1. Any charges which are for services or products which are not directly a part of the delivery of an education are not considered fees.”

For purposes of Article 7, Section 2.1, the word fee does not include charges for “student housing, food services, book store merchandise, medical or veterinary services, and admittance to extracurricular events.”

2. [Atty. General Opinion No. 01-165](#) determined that a charge for the cost of utilities is comparable to a charge for student housing, food services, etc. considered in La. Atty. Gen. Op. No. 96-353. Therefore, higher education management boards may impose a utility surcharge without an approval by a two-thirds vote of the Legislature.
3. [Atty. General Opinion No. 06-0293](#) determined the following:
 - a. Fees imposed prior to the enactment of La. Const. art. VII, § 2.1 in 1995 may continue without the approval of the Legislature unless the fees are increased.
 - b. Fees which were imposed prior to the enactment of La. Const. art. VII, § 2.1 in 1995 and which would require two-thirds vote of the Legislature after the enactment of La. Const. art. VII, 2.1 in 1995, may be renewed and continue without the approval of the Legislature unless the fees are being increased.
 - c. The Building Use Fee, authorized by Act No. 619 of the 1954 Regular Legislative Session and amended by Act No. 15 of the 1967 Regular Legislative Session, is a fee on all students attending institutions of higher education to “construct, acquire, extend, repair or improve any academic facilities suitable for use as classrooms, laboratories, gymnasiums, libraries, student infirmaries, and related facilities.” The Building Use Fee was imposed prior to the enactment of La. Const. art. VII, § 2.1 in 1995; as such, the Building Use Fee may continue to be imposed by a university as long as there is a need for the creation of academic buildings or for repairs to existing infrastructure Act 15 of the 1967 Regular Legislative Session prohibits an increase of this fee.

It is important to note that other court decisions, statutes, and AG opinions may be relevant to the assessment and administration of certain fees and should be taken into consideration on a case-by-case basis.

II. DEFINITIONS & GENERAL POLICY

- A. Required Fees – part of the general tuition and required fees charged to all full-time students, and in some cases, to all part-time students. These fees are included in the university’s tuition and fee schedules and are charged to the general population regardless of the degree program in which a student is enrolled. These fees typically require two-thirds vote by the Legislature. Examples include the academic excellence, technology, and operational fee.

There are two categories of required fees that are not considered a direct part of the delivery of an education and do not require legislative approval. The distinction between the two categories is due to the method by which the fees are approved:

1. Student Self-Assessed Fee – a type of required fee initiated by Student Government or another group of students and approved through a campus-wide referendum to support

areas, activities, and services. These fees require approval by the Board of Supervisors (BOS). Examples include campus yearbook, newspaper, etc.

2. University Self-Assessed Fee – a type of required fee that is not initiated through a campus-wide referendum to support various service functions to students. These fees require approval by the BOS.

- B. Course Fees – an additional charge for supplies and/or services to students applied at the course level for consumable expenses directly related to students' participation in a course and are intended to pay for specified course-related costs. A course fee should be based on plausible estimates of the anticipated costs or previous records of actual costs and should be kept as low as possible.

There are two categories of course fees as defined below:

1. Supply/Service Fee – a type of course fee assessed which (1) provides tools, equipment, or products that have a continuing value to the student; (2) provides for pooled purchase of services not normally provided by the institution; (3) provides for consumable supplies, such as art supplies; or (4) for services or products provided by a vendor external to the university that are subsequently provided to students as a requirement of a course. These fees require two-thirds vote by the Legislature.
2. Trip Fee – a type of course fee for required travel expenses for students to visit off-campus sites as part of a course. These fees require approval by the institution's chief academic officer and chief financial officer.

An overall goal is to have a minimal number of courses charging an additional course fee. Course fees will be allowable in limited circumstances and only to recover the cost of materials and services consumed during the progress of the course or for items that students take away with them at the end of the course.

General costs related to the development, instruction, and assessment of offering a course are expected to be borne by the department and college, including materials related to the mechanics of teaching the course, such as course outlines, syllabi and similar handouts, exams, and the purchase, maintenance, and replacement costs of instructional and other capital equipment. The department is also expected to bear the costs of staffing courses, including personnel employed to aid in the course, such as teaching assistants and guest speakers. Course fees are not intended to replace general operating costs, which are to be paid from the general university tuition and fee revenue.

Course fees charged to students must be set to cover not more than the cost of the goods and/or services provided. Course fees, when approved, must be separate, unique, and used solely for support of the course involved and for the purposes specified to create the fee. Collection of course fees in the classroom or by faculty is not permitted. Billing and payment of course fees must be through standard university business practices (e.g., bursar/treasurer). Students must be made aware of course fees prior to registration.

- C. Program Fees – additional fees assessed to students in a particular curriculum (i.e., MBA Professional Program Fee) or tuition and fees for students enrolled in an academic degree program offered entirely through distance education (i.e., LSU Online degree programs) as defined by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) when such program is comparable to a program offered through traditional in-

person classroom instruction in accordance with [La. Rev. Stat. 17:3351.17, Act 426 of the Regular Legislative Session](#).

Program fees assessed to students in a particular curriculum (excluding academic degree programs offered entirely through distance education) require approval by a two-thirds vote of the Legislature.

Tuition and fees assessed to students enrolled in an academic degree program offered entirely through distance education (i.e., LSU Online degree programs) as defined by SACSCOC when such program is comparable to a program offered through traditional in-person classroom instruction in accordance with [La. Rev. Stat. 17:3351.17, Act 426 of the Regular Legislative Session](#) require approval by the President.

- D. Special Service Fees – a type of fee that is not part of required fees or course fees assessed to students for various services including, but not limited to, graduation, diploma, transcript, late fees, and payment plan fees. These fees require approval by the President.
- E. Optional Service Fees – a type of fee that is not part of required fees or course fees for services a student may voluntarily choose. This includes but is not limited to housing, meal plans, admission to extracurricular activities, and parking. These fees must be approved by the institution’s chief academic officer and chief financial officer.

III. PROCEDURES

Each campus must establish and publish procedures for requesting and approval of student fees. (See Appendix for Campus Approval Matrices.)

A. Reaffirmation of Course and/or Program Fees

Course and/or program fees should be evaluated and reaffirmed during the Academic Program Review process. These program reviews may be scheduled to coincide with the program’s external reaccreditation process but should occur no less than every seven years.

B. Changes to Student Fees

Increases or reinstatement of fees must be submitted for approval in accordance with the prescribed approval process based on the type of fee (See Definitions & General Policy Section). Reaffirmation or decreases of current fee levels do not require administrative or legislative approval.

C. Administration of Course and Program Fee Revenue

The oversight and management of course and/or program fees are the responsibility of the college/department. Course/program fee revenue and related expenses should not be commingled with other activities of the academic department. To the greatest extent possible, each course/program fee should be accounted for separately in the financial system. The intent of course fees is to cover not more than the cost of the goods or services provided. Significant balances should not accumulate from course fees. The academic department should review significant balances and an assessment of a reduction in the fee should be completed. Course and/or program fee accounts should not be in an overdraft status.

D. Records Retention

Documents related to the request, approval (including legislative or BOS approval, if applicable), change, or reaffirmation of a student fee should be maintained by each institution. Documents may be maintained in electronic form provided they are housed on a secure network drive.

IV. SOURCES

- A. [Article VII. Section 2.1. \(A\) of the Louisiana Constitution](#)
- B. [Atty. General Opinion No. 96-353](#)
- C. [Atty. General Opinion No. 01-165](#)
- D. [Atty. General Opinion No. 06-0293](#)
- E. [La. Rev. Stat. 17:3351.17, Act 426 of the Regular Legislative Session](#)

V. APPENDICIES

LSU Fee Approval Matrix
LSU Alexandria Approval Matrix
LSU Eunice Approval Matrix
LSU Shreveport Approval Matrix
LSU Health Sciences Center – New Orleans Approval Matrix
LSU Health Sciences Center – Shreveport Approval Matrix



Board of Supervisors

PROPERTY AND FACILITIES COMMITTEE

Request from LSU A&M to Approve Delta Zeta Sublease of Phi Kappa Psi House

Date: December 5, 2024

1. Bylaw Citation

Pursuant to lease between LSU and Phi Kappa Psi, Section:

2.h Sale, assignment, or sublease of rights under the lease

2. Summary of Matter

At its September meeting, the Board approved a new lease with Delta Zeta sorority, which will allow Delta Zeta to replace its existing house. Construction of that new house is expected to begin in May 2025. To provide its members a place to live and organize during the period of construction of the new house, Delta Zeta seeks to sublease the Phi Kappa Psi House. Board approval is required under the terms of its lease with Phi Kappa Psi, which is currently not authorized to operate on LSU's campus.

Under the sublease, Delta Zeta will be responsible for most maintenance of the house and for paying utility bills and other charges, including charges from LSU Facility Services.

The sublease is for a term of one year, renewable on a month-to-month basis for up to 3 additional months.

3. Review of Business Plan

All terms of the underlying lease between LSU and Phi Kappa Psi will remain in effect.

4. Fiscal Impact

There is no fiscal impact to LSU.

5. Description of Competitive Process

Not applicable.

6. Review of Legal Documents

LSU is not a party to the Sublease. LSU will execute a Consent to Sublease using the template normally used by LSU for similar transactions, which has been reviewed by the Office of General Counsel.

7. Parties of Interest

Phi Kappa Psi and Alpha Chapter of Phi Kappa Psi Fraternity Housing Corporation, Inc.
Delta Zeta and Delta Zeta National Housing Corporation

8. Related Transactions

None

9. Conflicts of Interest

None known.

10. Attachments

1. Consent to Sublease
2. Sublease

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College hereby authorizes the President of LSU or designee to execute: (1) a Consent to Sublease to Delta Zeta National Housing Corporation of the Ground Lease between LSU and Alpha Chapter of Phi Kappa Psi Fraternity Housing Corporation, Inc; and (2) any other agreements, consents, approvals, or other documents needed to effectuate this transaction, with all such documents to contain such terms and conditions as the President, in consultation with the General Counsel, deems to be in the best interests of LSU.

CONSENT TO SUBLEASE

Comes now the BOARD OF SUPERVISORS OF LOUISIANA STATE UNIVERSITY AND AGRICULTURAL AND MECHANICAL COLLEGE ("LSU"), who represents as follows:

WHEREAS, Louisiana Revised Statutes 17:3361 expressly authorizes the Board to lease property to a nonprofit corporation such as the Foundation for the purpose of constructing and renovating fraternity and sorority houses, and

WHEREAS, by certain Lease dated May 23, 1966, as assigned on August 20, 1996, LSU leases to Phi Kappa Psi, through the Louisiana Alpha Chapter of Phi Kappa Psi Fraternity Housing Corporation, Inc., ("Fraternity") certain property particularly described therein, subject to the terms and conditions contained therein (the "Lease"), which Lease authorizes Fraternity to construct improvements on the leased premises on Sorority Row, Lot 12; and

WHEREAS, Fraternity, pursuant to the Lease, constructed, operated, and maintained a house on the leased premises (the "House"); and

WHEREAS, Fraternity is currently unable to operate at LSU and the House is therefore vacant; and

WHEREAS, Fraternity desires to sublease its house to Delta Zeta Sorority ("Sublessee") while the Delta Zeta House is under construction; and

WHEREAS, Fraternity and Sublessee have negotiated the Sublease attached hereto as Exhibit A;

NOW, THEREFORE, the Board, represented herein by Dr. William F. Tate IV, President of LSU, acknowledges that the Lease is in full force and effect and that Fraternity is not in default thereunder, and hereby consents to the sublease, to Delta Zeta National Housing Corporation, of Fraternity's Lease, under the following terms and conditions:

1. The Board's consent is limited solely and specifically to the sublease by Fraternity of its rights and obligations under the Lease and any improvements constructed by Fraternity pursuant to the Lease, to Sublessee. No attempted subsequent assignment, sublease, or other conveyance of any right, title, and/or interest in and to the Lease and any improvements constructed by Fraternity pursuant to the Lease by any person or entity shall be effective without the Board specifically consenting in writing thereto at such time; provided, the Sublessee may exercise any and all right and remedies granted to it by Fraternity that are not inconsistent with the terms and conditions of the Lease.
2. The Board's consent given herein is conditioned upon the Sublease between Fraternity and Sublessee not expanding, contracting, or modifying in any way any of the terms of the Lease. If there is a conflict between the Lease and any documents reflecting or relating to the sublease from Fraternity to Sublessee, then as between the Board and Fraternity, and as between the Board and Sublessee, the terms and conditions of the Lease shall control.

The Board has not through this Consent or otherwise made any representation that it will not exercise any of its rights under the Lease, including the right to terminate the Lease.

3. Notwithstanding anything in this agreement to the contrary, neither the Board nor its officers, board members, agents, or counsel have offered or expressed any opinion regarding the transactions comprising the Sublease or related documents, neither the Board nor its officers, employees, agents, or counsel have examined, assessed, or otherwise have reviewed or evaluated the Sublease or related documents, neither the Board nor its officers, employees, agents, or counsel have examined, assessed, or otherwise evaluated the suitability of the Sublease and related documents, and neither the Board nor its officers, employees, agents, or counsel have made any representations regarding the Sublease and related documents for any purpose other than to consent thereto as set forth herein.
4. Sublessee agrees to name the following as additional insureds under the insurance policies required by the Sublease: **“Board of Supervisors of Louisiana State University and Agricultural and Mechanical College, the State of Louisiana and their employees, officers, directors, and volunteers.”**
5. Unless otherwise defined herein, all capitalized terms herein shall have the meanings assigned to them in the Lease.

SIGNATURE PAGE TO FOLLOW

THUS DONE AND PASSED in Baton Rouge, Louisiana, this ____ day of December, 2024.

WITNESSES:

**BOARD OF SUPERVISORS OF
LOUISIANA STATE UNIVERSITY
AND AGRICULTURAL AND
MECHANICAL COLLEGE**

Print: _____

By: _____

William F. Tate IV
President of LSU

Print: _____

Date: _____

Notary Public
My Commission expires:

THUS DONE AND PASSED in _____, this ____ day of December, 2024.

WITNESSES

**LOUISIANA ALPHA CHAPTER OF
PHI KAPPA PSI HOUSING
CORPORATION, Inc.**

Print: _____

By: _____

Its:

Print: _____

Date: _____

Notary Public
My Commission expires:

THUS DONE AND PASSED in _____, this ____ day of December, 2024.

WITNESSES:

DELTA ZETA NATIONAL HOUSING CORPORATION

Print: _____

By: _____

Print: _____

Its:

Date: _____

Notary Public
My Commission expires:

**LEASE AGREEMENT
BY AND BETWEEN
LOUISIANA ALPHA CHAPTER OF PHI KAPPA PSI
HOUSING CORPORATION, INC.
&
DELTA ZETA NATIONAL HOUSING CORPORATION**

1. PARTIES:

This Lease Agreement (“**Lease**”) is made by and between **Louisiana Alpha Chapter of Phi Kappa Psi Housing Corporation, Inc.** (the “**Landlord**”) and **Delta Zeta National Housing Corporation** (“**Tenant**”) (collectively referred to herein as “**Parties**” and individually as a “**Party**”) and is dated 10/22, 2024.

2. LEASED PREMISES:

Landlord hereby leases to Tenant and Tenant hereby leases from Landlord that property identified in Exhibit “A”, which Exhibit is attached hereto and incorporated herein (the “**Leased Premises**”) as is, where is.

3. TERM AND TERMINATION:

- a. The initial term of this Lease shall begin on May 21, 2025 (the “**Commencement Date**”) and terminate on June 30, 2026 (the “**Initial Term**”). With at least sixty (60) days written notice given prior to termination of the Initial Term, Tenant may extend this lease on a month to month basis (the “**Renewal Term**”) for up to three (3) months. Renewal Terms are subject to the approval of Landlord, which approval shall not be unreasonably withheld. The Initial Term and any Renewal Term are referred to herein as the “**Term**”. If the Lease is renewed, it shall be subject to the same covenants, terms, and conditions contained in this Lease.
- b. Notwithstanding anything else herein to the contrary, if Louisiana State University commutes, changes, ends, lifts, or otherwise removes its suspension of the Louisiana Alpha Chapter of the Phi Kappa Psi Fraternity or if said Chapter is rerecognized by Louisiana State University or otherwise able to return to full use of the Leased Premises, this Lease is terminable at Landlord’s sole option at the end of the Initial Term.
- c. Should the Louisiana Alpha Chapter of the Phi Kappa Psi Fraternity be re-recognized by the University during the Term of this Lease, Tenant will work in good faith with Landlord to facilitate a limited presence on and limited use of the Leased Premises during formal rush by said Chapter’s members and alumni for purposes of Chapter’s participation in formal rush, provided that such presence and use does not materially interfere with the use of the Leased Premises by the Delta Zeta Sorority Chapter.

4. RENTAL & UTILITY PAYMENTS:

- a. Tenant agrees to pay ELEVEN THOUSAND DOLLARS (\$11,000.00) per month during the Initial Term. Tenant agrees to pay ELEVEN THOUSAND AND FIVE HUNDRED DOLLARS (\$11,500.00) per month for all months during the Renewal Term. Monthly payments are due and payable in full on the first day of each month and will be neither refunded nor, with the sole exception of May 2025, be prorated.
- b. Tenant is also responsible for all utilities used on the leased premises during the Initial and any Renewal Term of the lease, including the electrical bill, water bill, gas bill, lawn care bill, pest control bill, garbage and/or recycling bill, internet and/or cable television bill, bills from LSU Facility Services, and bills to maintain the grease trap, along with any other recurring bills agreed to by Tenant but not specified herein as being the responsibility of Landlord. In order to maintain longstanding commercial relationships and avoid complication, Landlord agrees to advance sums due for these utilities to the respective vendors and utilities and provide proof of said expenses in the form of invoices and/or bills to Tenant. Tenant shall reimburse Landlord for these expenses and bills within 30 days of being provided with said proof. These reimbursable expenses are in addition to the monthly rental payments set forth above.
- c. Any written deviations and/or modifications of the payment due dates and/or agreements to bundle payments for convenience that may be made between an agent for Tenant and an agent for Landlord will not cause a waiver of any sum due by Tenant. Tenant shall appoint an individual to serve as Landlord's single-point-of-contact.
- d. Payments not made by Tenant within thirty (30) days of demand by Landlord will accrue interest at a rate of 12% per annum.
- e. In addition to the interest provided for above, there shall be a penalty due and payable by Tenant to Landlord for late payment of any rentals as follows: \$200 if rental payment is received after the 10th of the month in which it is due.
- f. Rent and utility payments will not be abated in the event of a casualty, event, or occurrence that is caused by the negligence or misconduct of either Tenant or the undergraduate Delta Zeta Sorority Chapter, including suspension or change of status of any kind of the undergraduate Delta Zeta Sorority Chapter, including rescission of recognition, probation and similar sanctions imposed by Louisiana State University, the University's Panhellenic Council, Delta Zeta's National Organization, or any other organization, including any sanction that requires Tenant to vacate or not fully use the Leased Premises.

5. SECURITY DEPOSIT:

Tenant has deposited with Landlord the sum of ELEVEN THOUSAND DOLLARS (\$11,000.00), receipt of which is hereby acknowledged, which security deposit shall not bear interest and shall be held as security for faithful performance of any and all obligation of this Lease. Upon termination of this Lease, the security deposit shall be returned to Tenant at the address provided in Section 22 hereof.

6. USE OF PREMISES:

- a. The Leased Premises will be used as a sorority house and for sorority house purposes only.
- b. Tenant shall comply, at Tenant's sole cost and expense with all applicable laws, ordinances, rules, codes, and regulations of any governmental, university, or other authority pertaining to the use and occupancy of the Leased Premises, except such as may be specifically set forth herein.

7. CONDITION, MAINTENANCE, AND EXPENSES:

- a. Landlord agrees to deliver the Leased Premises to Tenant on the Commencement Date in a clean and tidy condition. In all other respects, the Leased Premises will be delivered to and Tenant agrees to accept the Leased Premises as is, where is.
- b. Landlord shall maintain, in good condition and repair, and be responsible to replace, if necessary, at Landlord's expense, the structure, including the roof, load bearing and exterior walls, staircases, windows, porches, and patios, including the exterior pavement, and systems, including electrical, plumbing, and lighting. Nevertheless, damage to the Leased Premises, including but not limited to the systems and components thereof, caused by the acts or omissions of Tenant or Tenant's guests, members, sublessees, agents, and/or invitees, including but not limited to the undergraduate Delta Zeta Sorority Chapter, will be at Tenant's sole expense.
- c. Landlord shall pay annual termite inspection costs and agrees to keep the Leased Premises under a termite contract. Tenant shall be responsible for any and all supplemental and/or other pest control services it desires.
- d. Landlord is responsible for HVAC maintenance, repair, and any necessary replacement, except where repairs are made necessary by the activities of Tenant or Tenant's guests, members, sublessees, agents, and/or invitees, including but not limited to the undergraduate Delta Zeta Sorority Chapter. Tenant will be responsible for care-based charges for the HVAC, including filter replacements and the monthly service calls necessary to complete same. Tenant recognizes and acknowledges that the HVAC system at Landlord's facility may require supplementation during periods of high-intensity usage such as during sorority rush. Tenant alone is responsible for providing such supplemental HVAC. The use of any such supplemental HVAC system will be preceded by a minimum of two-weeks' notice to Landlord. Landlord may require the supplemental HVAC installation and/or setup to be coordinated with Landlord's HVAC contractor to ensure integrity and proper operation of the facility's standard HVAC system. If work is performed on the Leased Premises by Tenant, Tenant and Tenant's contractor(s) will take reasonable care to prevent dust and foreign matter associated with said work from entering the HVAC system. Any cleaning or repair of the HVAC system made necessary by said work or any act or omission of Tenant will be at Tenant's sole cost. While well maintained and fully operational, Tenant recognizes that the Leased Premises was constructed many

decades ago and some areas and rooms may experience slight temperature differentials during periods of unusual hot or cold temperatures. Other than to confirm the HVAC system is working properly, Landlord cannot and is not obligated to address such differentials.

- e. Tenant shall keep the Leased Premises in a secure condition and will not permit waste during the Term of the lease. All housekeeping and exterior cleaning will be performed by Tenant and/or at Tenant's sole expense through a properly licensed and insured vendor.
- f. Except for the repairs to be undertaken by Landlord pursuant to this Lease, Tenant shall be responsible for maintaining and making ordinary repairs to the Leased Premises and any improvements thereon.
- g. Tenant is responsible for and shall maintain the grease trap and all plumbing within the interior of the Leased Premises.
- h. Tenant shall be responsible for all security and/or alarm system monitoring and repairs/replacement and annual Life Safety inspections/service tags. All security and/or alarm monitoring and/or repair/replacement/upgrade costs and expenses will be at Tenant's sole expense.
- i. Any supplemental and/or extra lawncare or grounds work that may be desired by Tenant will be performed at its sole expense and only with the permission of Landlord, which will not be unreasonably withheld.
- j. At the termination of this Lease, by expiration of its Term or otherwise, Tenant shall return the Leased Premises to Landlord broom clean and in good order, the usual wear and tear excepted. Any rooms painted a color other than the color existing at the Commencement Date shall be restored to their original color. Tenant shall make actual delivery of the keys and any access codes to Landlord at an agreeable time and place.
- k. At no time may Tenant allow anyone other than a properly licensed and insured tradesman or contractor to access the roof, attic, or mechanical spaces of the Leased Premises.

8. ALTERATIONS AND CONTEMPLATED IMPROVEMENTS:

- a. Tenant may alter the paint colors, surface finishes, fixtures, and flooring materials in the interior of the Leased Premises. These changes are subject to Landlord's approval, which approval will not be unreasonably withheld. All changes must be performed and made in a workmanlike manner by properly licensed and insured tradesmen. Tenant will be solely responsible for any damage caused by or resulting from any such changes and/or work.
- b. Intentionally Omitted.

- c. Notwithstanding anything else herein to the contrary, no permanent change or alteration may be made to either of the two murals located in the front foyer of the Leased Premises, which murals are shown below:



Nor may any permanent change or alteration be made to the mural in the rear entry on the west side of the Leased Premises, which is shown below:



These three murals may, however, be covered provided said coverings do not damage or alter them.

9. RESPONSIBILITY FOR INJURIES AND DAMAGES:

- a.** Tenant will indemnify Landlord and hold Landlord harmless from and against any and all claims, actions, damages, liability, and expenses, including reasonable attorneys' fees in connection with loss of life, personal injury, and/or damage to property and or any other damage or injury claims arising from or out of occupancy or use by Tenant of the Leased Premises or any occurrence in, upon or at the Leased Premises, or any part thereof, or occasioned wholly or in part by any act or omission of Tenant, its agents, employees, representatives, contractors, servants, guests, members, pledges, rushees, alumni, and/or invitees, expressly excepting any loss or damage caused by the sole negligence or misconduct of Landlord. Any and all property of Tenant, the undergraduate Delta Zeta Sorority, any member thereof, and/or anyone else that is kept or stored on the Leased Premises shall be so kept or stored at the risk of Tenant only, and Tenant shall hold Landlord harmless from any claims arising out of damage to the same, including subrogation claims by any insurance carrier, other than any any loss or damage caused by the sole negligence or misconduct of Landlord. Any and all costs, expenses, and reasonable attorneys' fees incurred by Landlord in pursuing this or any other indemnity or hold harmless right contained in this Lease shall be reimbursable by Tenant.
- b.** Neither Landlord nor any of Landlord's officers, board members, or agents shall be liable or responsible to Tenant, its agents, employees, representatives, contractors, servants, guests, members, pledges, rushees, alumni, and/or invitees, including but not limited to the undergraduate Delta Zeta Sorority Chapter, for any loss of any kind, damage or inconvenience to any property or person occasioned by theft, fire, act of God, public enemy, fuel, insurrection, vandalism, sabotage, war, court order, requisition, or order of any Government body or authority unless attributable to Landlord's gross negligence or fault.
- c.** Under no circumstances whatsoever shall either party, or such party's officers, board members, or agents ever be liable hereunder for consequential or special damages. Nevertheless, this provision shall in no way impair or nullify Tenant's obligation to pay to Landlord the sums due under Section 4.

10. DESTRUCTION OF LEASED PREMISES:

If the Leased Premises are totally destroyed, or so substantially damaged as to be untenable, this Lease shall terminate as of the date of such destruction or damage and rental shall be accounted for as between Landlord and Tenant as of that date. If the Leased Premises are damaged but not rendered wholly untenable and the damage can be fully repaired within ninety (90) days, the rental shall abate in proportion to the damage to the Leased Premises and Landlord shall, at Landlord's option, restore the Leased Premises within said time limit, whereupon rent in full shall recommence. Should Landlord fail or refuse to fully repair the Leased Premises within ninety (90) days, Landlord or Tenant may terminate this Lease and no further compensation shall be due Tenant except abatement of rent as stated herein and any outstanding utility payments as set forth in Section 4.

11. INSURANCE:

- a. **TENANT INSURANCE:** Tenant covenants to provide and keep in full force and effect at Tenant's sole cost and expense, during the entire Term of this Lease or any extension or renewal hereof, a comprehensive policy of public liability and property damage insurance protecting Landlord and Tenant against any liability for injury or death to any persons and/or damage to property occurring in, on, or about the Leased Premises, or any appurtenances thereto, with respect to the operations of Tenant, as well as any sub-Tenant of Tenant herein. Tenant agrees to carry insurance with an insurance carrier licensed to do business in the State of Louisiana, in an amount of not less than \$1,000,000 in respect to any one incident and \$2,000,000 in the aggregate for Bodily Injury and Property Damage including Products and Completed Operations, Personal Injury and Advertising Injury, and contractual liability coverage. Tenant shall name Landlord as an "Additional Insured" and shall provide Landlord with a copy of all such insurance policies above referred to, or with an appropriate certificate of insurance indicating that all required insurance coverage is in full force and effect no later than fifteen (15) days prior to the Commencement Date. Copies of policies and/or certificates of insurance evidencing renewals of the required coverage should be provided fifteen (15) days prior to the date the Renewal Term commences. It is understood that the limits of the insurance coverage above mentioned shall not be considered a limitation of the Tenant's indemnification obligation in favor of Landlord, the Tenant remaining responsible for any liabilities which exceed the amount of such insurance coverage provide for herein.
- b. **LANDLORD INSURANCE:** Landlord covenants to provide and keep in full force and effect at Landlord's sole cost and expense, during the entire Term of this Lease or any extension or renewal hereof, commercial general liability insurance on the Leased Premises and all risk property insurance covering the full replacement of the Leased Premises and all personal property placed in the Leased Premises by, or on behalf of, Landlord. Notwithstanding anything herein the contrary, Tenant shall not be named as an additional insured or certificate holder on the Landlord's insurance required by this subsection (b).
- c. **HOLD HARMLESS:** Except to the extent caused by the gross negligence or willful misconduct of Landlord, its agents, servants, board members, employees, or contractors, Landlord shall not be liable to Tenant, or to Tenant's agents, servants, employees, members, pledges, rushees, potential new members, guests, staff, alumni, parents, or invitees, including but not limited to the undergraduate Delta Zeta Sorority Chapter, for any injury or damage to person or property, caused by any act, omission or neglect including strict liability of Tenant, its agents, servants, board members, or employees, and Tenant agrees to indemnify and hold Landlord harmless from any and all liability and claims for any such injury or damage, expressly excepting any loss or damage caused by the gross negligence or willful misconduct of Landlord. In the event any provision of this Lease is found by a court of law or equity to be unlawful, invalid or unenforceable, in that event said provision

will be revised, ipso facto, to comport with the current law so as to allow Landlord to enforce said provision to the fullest extent of the law and the remainder of the Lease shall remain valid as originally stated.

12. SIGNS OR DECORATIONS:

Tenant shall make no permanent change to the exterior of the Leased Premises. Tenant may, however, display temporary signs and/or banners on the outside of the Leased Premises if such signage is non-destructive and in keeping with signage ordinarily displayed on the outside of sorority houses located on Louisiana State University's West Lakeshore Drive. At no time may any signs, banners, or decorations be placed on or suspended from the roof of the Leased Premises.

13. RIGHT OF ENTRY AND POSTING OF SIGNS:

- a. Landlord reserves the right to enter the Leased Premises with or without others as necessary at reasonable times, outside of regular business hours, with at least 72 hours prior written notice to Tenant, in order to inspect the Leased Premises, and/or to undertake such repairs, and maintenance for which Tenant is responsible and has failed to perform, but which Landlord may deem necessary for the protection and preservation of the Leased Premises, but nothing contained in this paragraph shall be construed to require Landlord to make any repairs whatsoever for which Tenant is responsible. Notwithstanding, Landlord shall have the right to enter the Leased Premises at any time, without prior notice to Tenant, in the case of an emergency. However, Landlord shall give Tenant notice of such entry and the purpose thereof, as expeditiously as reasonably possible under the circumstances. Tenant shall provide Landlord with current contact information, including telephone number(s), for said immediate notification. Landlord shall retain at all times a set of keys to the Leased Premises for its own use for the above purposes and Tenant shall not change the locks on any exterior or interior doors without prior approval of Landlord, which approval shall not be unreasonably withheld. Should Tenant elect not to exercise its option to renew this Lease after the expiration of the Initial Term or any Renewal Term thereafter, Landlord shall have the right to show the Leased Premises to prospective tenants or purchasers of the Leased Premises; provided, however, that Landlord (1) shall show the Leased Premises only during business hours and (2) shall not unreasonably interfere with or interrupt Tenant's use of the Leased Premises during such showings.
- b. Notwithstanding anything contained in this paragraph to the contrary, Landlord shall use its best efforts to coordinate with Tenant so that such repairs, additions, and/or alterations to be made to the Leased Premises and any showings do not interfere with Tenant's use of the Leased Premises. To the extent reasonably possible, all entry by Landlord shall be in the presence of a representative of Tenant. Landlord shall announce itself (specifically that a male is present) prior to entering into the private areas of the Leased Premises, including hallways connected to bedrooms, bedrooms, and bathrooms.

14. ASSIGNMENT:

Except for individual bedrooms in the Leased Premises, which Tenant may sublease to individual students, each of which must be an active member of the undergraduate Delta Zeta Sorority Chapter, Tenant may not sublet all or any portion of the Leased Premises without the prior written consent of Landlord. Subleases to individual students may be for no longer than two academic semesters and must be subject to this Lease, including the Term of this Lease.

15. DEFAULT OF TENANT:

- a.** Any one or more of the following events shall constitute a breach of this Lease and, upon occurrence thereof, Tenant shall be in default hereunder:
 - i.** Whenever Tenant shall fail to pay any installment of rent or any other sum payable by Tenant to Landlord or any third party under this Lease on the date upon which the same is due to be paid and such failure shall continue for fifteen (15) days after Tenant shall have been given written notice thereof.
 - ii.** Whenever Tenant shall fail to keep, perform, or observe any of the covenants, conditions, terms, or provisions contained in this Lease that are to be kept or performed by Tenant other than with respect to payment of rent or other liquidated sums of money, and Tenant shall fail to commence and take such steps as are necessary to remedy the same within thirty (30) days after Tenant shall have been given a written notice specifying the same (the "Cure Period"), or having so commenced, shall thereafter fail to proceed diligently and with continuity to remedy the same; provided that if such default by its nature can be cured but cannot be cured by the payment of money and Tenant commences to cure such default during the Cure Period and is diligently and in good faith attempting to effect such cure, the Cure Period shall be extended for sixty (60) additional days, but in no event shall the Cure Period be longer than ninety (90) days in the aggregate;
 - iii.** Whenever an involuntary petition shall be filed against Tenant under any bankruptcy or insolvency law or under the reorganization provisions of any law of like import or a receiver of Tenant or for all or substantially all of the property of Tenant party shall be appointed without acquiescence, and such petition or appointment is not discharged within ninety (90) days after the happening of such event; or
 - iv.** Whenever Tenant shall be dissolved or liquidated, or whenever Tenant shall file a voluntary petition under any bankruptcy or insolvency law or under the reorganization provisions of any law of like import, or whenever Tenant shall fail within ninety (90) days to lift any execution, garnishment, or attachment of such consequence as will impair Tenant's ability to carry on its operations at the Leased Premises, or whenever Tenant shall make a general assignment for the benefit of Tenant's creditors, or shall enter into a release or composition with Tenant's creditors or whenever an Order for Relief shall be granted with respect to Tenant pursuant to Title 11 of the United States Code or whenever Tenant shall seek relief under any other law for the benefit of debtors.

- b.** If Tenant is in default under this Lease, Landlord, at its option, may exercise any one or more of the rights and remedies granted by law.

 - i.** Termination of this Lease by Landlord's notice, summary proceedings, or otherwise, shall not relieve Tenant of any liability hereunder and Tenant shall remain obligated to pay Landlord all rent and other sums required to be paid including interest at the maximum legal rate allowable under Louisiana law at the time of a default by Tenant hereunder.
 - ii.** Landlord may declare the entire unpaid rent for the unexpired Term of this Lease immediately due and payable, reserving unto Landlord the right to collect any additional rent accruing under this Lease from time to time. Landlord shall make a good faith effort to relet the Premises after Tenant vacates the Leased Premises. Upon the reletting of the Leased Premises, Landlord shall not collect rent from Tenant for the months remaining on Tenant's Lease, except to the extent Landlord is unable to relet the Premises for an equal amount or for the remainder of the Initial Term. Tenant shall cover any such shortfalls such that Landlord is made whole.
 - iii.** If this Lease is terminated according to law, whether or not the Leased Premises are relet, Landlord shall be entitled to recover from Tenant in addition to all other damages, an amount equal to all reasonable expenses, including reasonable attorneys' fees, as outlined in Section 18, incurred by Landlord in recovering possession of the Leased Premises, together with all reasonable expenses incurred for the care and protection of the Leased Premises while vacant. All such damages to become due and payable by Tenant within thirty (30) days after presentation of an invoice therefor.
- c.** If Tenant fails or refuses to permit Landlord to lawfully re-enter the Leased Premises in the event of a default, Landlord shall have the right to eject Tenant in accordance with the provisions of Louisiana Code of Civil Procedure, Articles 4701-4735, without forfeiting any of Landlord's rights under this paragraph or under the other terms of this Lease, and Landlord may at the same time or subsequently sue for any money due or to enforce any other rights which Landlord may have.
- d.** In the event of any default, Tenant shall remain responsible for all damages or losses suffered by Landlord for which Tenant is responsible. Tenant waives any requirement of "putting-in-default" for any such breach, except as expressly required by this Lease.
- e.** Failure strictly and promptly to enforce the conditions set forth above shall not operate as a waiver of Landlord's rights. Landlord expressly reserves the right always to enforce prompt payment of rent or to cancel this Lease regardless of any indulgences or extensions previously granted, except for the grace periods set out herein. Landlord's accepting any rent in arrears, or after notice of institution of any

suit for possession, or for cancellation of this Lease, will not be considered as a waiver of rights under any suit or of any of the other rights of Landlord.

16. DEFAULT BY LANDLORD:

If Landlord fails to perform any of its obligations under this Lease, Tenant (except in the case of an emergency) shall take no action without having first given Landlord fifteen (15) days written notice describing with specificity any such failure; provided, however, that if the nature of Landlord's failure is such that it cannot reasonably be cured within such fifteen (15) day period, the time for curing such failure shall be extended for such period of time as may be necessary to complete such cure, so long as Landlord shall proceed promptly to cure same and shall prosecute such cure continuously, in good faith and with due diligence, but in no event shall such period be longer than ninety (90) days in the aggregate. Following such notice and failure by Landlord to cure within such period, Tenant shall have all rights available to it at law or in equity, shall have the option to terminate this Lease, and shall have the further right to take the necessary actions to perform Landlord's uncured obligations hereunder and invoice Landlord for the reasonable cost and reasonable expenses thereof, unless Landlord has diligently commenced to perform its uncured obligations hereunder within said fifteen (15) day period. If Tenant has obtained an invoice or other documentation setting forth the costs it incurred in curing any such default by Landlord which has not been cured within the applicable cure period provided above and has paid such costs, then Tenant shall have the right to offset and deduct said sum from its next payment of Rental at which time Tenant shall provide Landlord with copies of such paid invoices or other documentation. Such Rental payment offset against the base rent shall not be an Event of Default under the Lease.

17. SURRENDER OF PREMISES:

At the expiration of this Lease, or its termination for other causes, Tenant shall immediately surrender possession of the Leased Premises. Should Tenant fail to do so, Tenant shall pay any and all damages suffered by Landlord, but in no case less than one hundred fifty percent (150%) of the rent per day, plus reasonable attorneys' fees and costs, as outlined in Section 18. Notwithstanding any provision to the contrary in this Lease, Tenant also expressly waives any notice to vacate at the expiration or termination of this Lease.

18. ATTORNEYS' FEES:

Should either Party employ an attorney or attorneys to enforce any of the provisions hereof, or to protect their interest in any matter arising under this Lease, or to recover damages for the breach of this Lease, the Party prevailing in any final judgment shall be entitled to recover from the other Party all reasonable costs, charges, expenses, including reasonable attorneys' fees, expended or incurred in connection therewith. In the event that any claim is made for rental amounts owed, Landlord may elect to utilize the services of a collection agency or agent and Tenant shall also be responsible for charges of said collection agency or agent.

19. AMERICANS WITH DISABILITIES ACT:

Since compliance with the Americans with Disabilities Act (ADA) and other state and local accessibility statutes are dependent upon Tenant's specific use of the Leased Premises, Landlord makes no warranty or representation as to whether or not the Leased Premises comply with the ADA or any similar legislation, rule, or provision. In the event that Tenant's use of the Premises requires modifications or additions to the Premises in order to be in compliance with ADA or other accessibility statutes, Tenant agrees to make any such necessary modifications and/or additions at Tenant's sole expense and using a properly licensed and insured contractor.

20. PROPERTY ABANDONED:

All property remaining in or on the Leased Premises upon termination or conclusion of this Lease without consent of Landlord shall be considered to have been abandoned by Tenant and Landlord may dispose of it in any manner Landlord wishes. Tenant will reimburse Landlord for all costs incurred for disposal together with all costs for repairs required because of removal of all or any such abandoned property.

21. ASSIGNMENT BY LANDLORD:

Landlord shall have the right to transfer and assign, in whole or in part, all of Landlord's rights and obligations hereunder, as well as the Leased Premises, and in the event that the fee simple title to the Leased Premises is assigned, Landlord shall have no further liability or obligation hereunder. Nothing contained herein shall limit or prevent any assignment of this Lease or the revenue derived therefrom.

22. NOTICES:

Notices to be given under this Lease by Landlord to Tenant or by Tenant to Landlord, shall be in writing and shall be either delivered by hand or sent by certified or registered mail, return receipt requested with written evidence of delivery to the addresses set forth below.

To Landlord: Louisiana Alpha Chapter of Phi Kappa Psi Housing Corporation, Inc.
Attn: W. Langston Rogers
P.O Box 17167
Hattiesburg, MS 39404-7167

With copies to: Anthony J. Lascaro
4210 Bluebonnet Blvd.
Baton Rouge, LA 70809
&
Douglas M. Schmidt
335 City Park Avenue
New Orleans, LA 70119-4321

To Tenant: Delta Zeta National Housing Corporation
Attn: John J. Gottschall, CPA
Chief Financial Officer

202 E. Church Street
Oxford, OH 45056
jgottschall@deltazeta.org

23. APPLICABLE LAW AND VENUE:

- a. The provisions of this Lease have the effect of law between the Parties, but in reference to matters not covered by it, this Lease shall be governed by applicable laws of the State of Louisiana.
- b. It is agreed by the Parties that any action based on, relating to, or arising out of this Lease will be brought only in East Baton Rouge Parish, State of Louisiana.

24. MODIFICATIONS TO LEASE:

This Lease may not be modified except by an instrument in writing signed by the Parties hereto.

25. BINDING EFFECT:

This Lease binds each of the Parties and their respective heirs, successors, and assigns. All of the terms of this Lease, including the provisions against sublease, apply to any persons claiming by or through either Party.

26. MUTUAL WAIVER OF SUBROGATION RIGHT:

Whenever any loss, cost, damage or expense resulting from fire, explosion, or any other insurable casualty or occurrence is incurred by either Landlord or Tenant and such Party is then required to be covered in whole or in part by insurance with respect to such loss, cost, damage, or expense, then the Party so insured, or required to be insured, hereby releases the other Party from any and all liability it may have on account of such loss, costs, damage, or expense, to the extent of any amount recovered, or which would have been recovered if so insured, by reason of such insurance, and waives any right of subrogation which might otherwise exist in, or accrue to, any person on account thereof, to the amount of insurance required by and obtained pursuant to this Lease.

27. CONSTRUCTION OF LEASE:

The language in all parts of this Lease shall in all cases be construed as a whole according to its fair meaning and not strictly for nor against either Landlord or Tenant. Paragraph headings in this Lease are for convenience only and are not to be construed as a part of this Lease or in any way defining, limiting or amplifying the provisions thereof. Landlord and Tenant agree that in the event any term, covenant or condition herein contained is held to be invalid or void by any court of competent jurisdiction, the invalidity of such term, covenant or condition shall in no way affect any other term, covenant or condition herein contained.

28. NON-RECORDATION/SHORT FORM LEASE:

- a. Landlord and Tenant agree not to record this Lease in the public records.
- b. Either Landlord or Tenant may record an extract of this Lease in the conveyance records of East Baton Rouge Parish, State of Louisiana.

29. QUIET ENJOYMENT:

Tenant shall peacefully have, hold, and enjoy the Leased Premises subject to the other terms hereof and provided Tenant shall pay the rentals and reimbursements herein recited and perform all of its covenants and agreements herein contained.

30. PARKING:

No parking is provided with this lease and Tenant shall allow no one to park or drive on the Leased Premises. Customary and ordinary grounds and lawn maintenance crews are excepted, but Tenant is solely responsible for any and all damage that may result. If Tenant believes that parking or driving on the Leased Premises is otherwise necessary, it shall contact Landlord at least 14 days prior to the date of said parking and/or driving on the Leased Premises, which shall not occur until approved by Landlord in writing.

31. CONFIDENTIALITY

Tenant agrees to keep the rental amount set forth in Section 4(a) confidential and will redact said amount in any submission of this lease that may be required by the University. This provision shall not prevent this Lease from being circulated to Tenant's internal personnel and any hired professionals, such as attorneys and accountants.

32. EXECUTION:

By their signature below, each of the following represent that they have authority to execute this Lease and to bind the Party on whose behalf their execution is made. This Lease may be executed in counterparts, each of which when so executed and delivered shall be deemed an original, and all of which will constitute one and the same instrument. Counterparts may be delivered by facsimile or electronic transmission (including portable document format (*i.e.* pdf)) and such signatures shall be effective as originals hereto.

IN WITNESS WHEREOF, each Party has signed this Lease on the date set forth under their respective signatures.

LANDLORD:

Louisiana Alpha Chapter of Phi Kappa Psi
Housing Corporation, Inc.

By: 

Anthony J. Lascaro
Its: Vice President
4120 Bluebonnet Blvd.

TENANT:

Delta Zeta National Housing Corporation

By: 

Michelle Smith
Its: President
202 E. Church Street

Lease Agreement By and Between Louisiana Alpha Chapter of Phi Kappa Psi
Housing Corporation, Inc. & Delta Zeta National Housing Corporation

Baton Rouge, LA 70809

Oxford, OH 45056

Date:

Oct. 22, 2024

Date:

10-22-2024

EXHIBIT "A"

LEASED PREMISES

The Leased Premises shall be the following described property, to wit:

ITEM ONE:

That certain Leaschold Estate created by Agreement and Act of Lease dated May 23, 1966, between the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College, as Lessor and Alpha Xi Delta Building Corporation as Lessee, recorded as Original 25, Bundle 6240 in the office of the Clerk and Recorder of East Baton Rouge Parish, Louisiana, and assigned by Alpha la Delta Building Corporation to Alpha Xi Delta Fraternity, Inc. by Assignment of Lease dated December 3, 1990, recorded as Original 593, Bundle 10205 of the official records of East Baton Rouge Parish, Louisiana, covering and affecting the following described property, to-wit:

A certain lot or parcel of ground comprising a portion of the Louisiana State University Campus, Parish of East Baton Rouge, State of Louisiana, together with all improvements thereon and all rights, ways, privileges, and servitudes thereunto belonging to or in any way appertaining, and being more particularly described as Lot No. Twelve (12) of the new Sorority Lots as shown on map of survey made by C. Carter Brown, dated June 25, 1964, and revised October 7, 1964, entitled, "Louisiana State University Subdivision of Sorority Area."

ITEM TWO:

All Buildings and Improvements located on the Leaschold Estate described in Item One above.

Subject to all previously recorded building restrictions; servitudes; rights of way; easements; building setback lines; and oil, gas and mineral reservations, conveyances, servitudes and leases of record.

The municipal address of said property is 3970 West Lakeshore Drive, Baton Rouge, Louisiana 70808.

Request from LSUA&M to Authorize the Sale of Land to La. DOTD for the Widening of Nicholson Drive

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1

D. Transfer of title to any immovable property

2. Summary of Matter

The Louisiana Department of Transportation & Development (DOTD) is working with East Baton Rouge Parish and its MOVEBR program to widen Nicholson Drive to 4 lanes, beginning with the stretch from Gourrier Ave. to Brightside Dr. As part of that effort, DOTD seeks to acquire a small strip of land owned by LSU at the corner of Gourrier Ave. and Nicholson Dr.

DOTD seeks to purchase only a small strip of the larger tract LSU owns at that location, just over 0.5 acres out of the total 5.9 acres owned by LSU at that site. The overall site is currently used solely for parking for LSU Athletics events. A few parking spots will be lost in the transaction, but the widening of Nicholson Drive to 4 lanes will provide substantial benefits to overall traffic flow on game days. Attachment 2 includes a diagram of the property.

DOTD will pay LSU \$526,384.00 for the 0.5 acres of land. This amount is the higher of two appraisals conducted by separate independent appraisers contracted by DOTD. This is the standard practice for DOTD property acquisitions in accordance with law and applicable rules and regulations. The appraisal is attached, with the formal offer letter from DOTD.

3. Review of Business Plan

If LSU accepts the offer and sells its this strip of land to DOTD, LSU will receive \$526,384.00. No costs would be incurred by LSU in this transaction. LSU will also retain the mineral rights. There will be no negative financial impact on LSU from this transaction.

4. Fiscal Impact

Selling the land to DOTD would provide \$526,384.00 to LSU at no additional cost to LSU.

5. Description of Competitive Process

Not applicable.

6. Review of Legal Documents

DOTD has drafted the attached proposed Act of Sale, which has been reviewed by the Office of General Counsel.

7. Parties of Interest

La. Department of Transportation & Development

8. Related Transactions

None

9. Conflicts of Interest

None known.

10. Attachments

1. Act of Sale
2. Property diagrams
3. Offer packet from DOTD, with appraisal

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College hereby authorizes the President of LSU or designee to execute: (1) an Act of Sale transferring to the Department of Transportation and Development of the State of Louisiana approximately .509 acres of land, more or less, located at the corner of Gourrier Ave. and Nicholson Dr., (2) any other deeds, agreements, consents, approvals, or other documents needed to effectuate this transaction, with all deeds, agreements, consents, approvals, and other documents to contain such terms and conditions as the President, in consultation with the General Counsel, deems to be in the best interests of LSU.

STATE PROJECT NO. H.002825
F.A.P. NO. H002825
STATE PROJECT NO. H.014171 (C&G)
F.A.P. NO. H014171
LA 30 (NICHOLSON DR): BRIGHTSIDE-GOURRIER
ROUTE: LA 30
EAST BATON ROUGE PARISH

PARCEL NO. 6-2

S A L E

STATE OF LOUISIANA:

PARISH OF EAST BATON ROUGE:

For the price and on the terms and conditions hereinafter set forth, THE BOARD OF SUPERVISORS OF THE LOUISIANA STATE UNIVERSITY AND AGRICULTURAL AND MECHANICAL COLLEGE, (100% interest), (FED TAX ID NO. XX-XXX-), a higher education college system, organized and existing under the laws of the State of Louisiana, herein represented by _____, _____ of Louisiana State University And Agricultural And Mechanical College, duly authorized to act herein by _____, dated _____, whose permanent mailing address is 201 Facilities Services Building, Engineering Lane, Baton Rouge, Louisiana 70803, being hereinafter sometimes referred to as the "Vendor", have bargained and sold and do hereby grant, bargain, sell, transfer, assign, set over, convey and deliver under all lawful warranties and with substitution and subrogation to all of my rights and actions of warranty, unto the Department of Transportation and Development of the State of Louisiana, herein represented by CHARLES MCBRIDE, Real Estate Administrator of said Department of Transportation and Development, P.O. Box 94245, Baton Rouge, Louisiana 70804-9245, authorized herein by Policy and Procedure Memorandum No. 5, dated December 16, 1976, as amended and revised, issued by the Secretary of the Louisiana Department of Transportation and Development, being hereinafter referred to as the "Department", who accepts this sale

on behalf of the Department of Transportation and Development, the following described property, situated in the Parish of East Baton Rouge, Louisiana, to-wit:

DESCRIPTION

One (1) certain tract or parcel of land, together with all the improvements situated thereon, and all of the rights, ways, privileges, servitudes and advantages thereunto belonging or in anywise appertaining, situated in Sections 65, 66, Township 8 South, Range 1 West, GREENSBURG LAND DISTRICT, East Baton Rouge Parish, Louisiana, identified as PARCEL NO. 6-2, as shown on Sheet Nos. 6, 7 of the property map for STATE PROJECT NOS. H.002825 AND H.014171 (C&G), LA 30 (NICHOLSON DR): BRIGHTSIDE-GOURRIER, ROUTE: LA 30, EAST BATON ROUGE PARISH, LOUISIANA, prepared by Rachel L. Waldroup, Professional Land Surveyor, dated May 25, 2023, most recently revised July 1, 2024, said map being attached hereto and made a part hereof, which property is more particularly described as follows:

PARCEL NO. 6-2

From a point on the centerline of State Project No. H.002825, C.S. 414-01, at Station 346+73.14, proceed N07°25'07"E a distance of 86.95 feet to the point of beginning; thence proceed N36°06'21"W a distance of 260.04 feet to a point and corner; thence proceed N32°39'08"W a distance of 120.39 feet to a point and corner; thence proceed N27°53'41"W a distance of 478.78 feet to a point and corner; thence proceed S32°39'04"E a distance of 796.76 feet to a point and corner; thence proceed S32°39'04"E a distance of 31.76 feet to a point and corner; thence proceed S07°25'07"W a distance of 37.33 feet to the point of beginning. All of which comprises Parcel 6-2 as shown on Sheet 6 of the Right of Way Plans of State Project No. H.002825, C.S. 414-01, and contains an area of 22177.3 square feet or 0.509 acres.

Being a portion of Vendor's property acquired by Cash Sale dated April 21, 1921, recorded on April 21, 1921, under Original Book 17, Bundle 322 all in the conveyance records of East Baton Rouge Parish, Louisiana.

This sale and conveyance is made for and in consideration of the price and sum of FIVE HUNDRED TWENTY SIX THOUSAND THREE HUNDRED EIGHTY FOUR AND NO/100 (\$526,384.00)

DOLLARS, which price the Department hereby binds and obligates itself to pay to Vendor upon the approval by the Department of Vendor's good and unencumbered title to the hereinabove described property.

Vendor acknowledges and agrees that the consideration provided herein constitutes full and final payment for the property hereby conveyed and for any and all diminution in the value of the Vendor's remaining property as a result of the transfer of this property for highway purposes.

The consideration recited herein represents full and final settlement of all claims of any kind to the full extent of the Vendor's loss, except relocation assistance claims where applicable, and specifically represents a compromise by all parties to avoid formal expropriation proceedings and the added expenses of litigation.

All ad valorem taxes assessed against the above described property for the four (4) years immediately preceding the current year have been paid. Taxes for the current year will be pro-rated in accordance with the provisions of Act No. 123 of the Legislature of the State of Louisiana for the year 1954.

It is understood and agreed that Vendor reserves unto himself, his heirs and assigns, all oil and gas minerals beneath the area hereinabove described; it is specifically understood, however, that while no exploration, drilling, nor mining of oil or gas minerals of any kind shall be conducted upon said area, there may be directional drilling from adjacent lands to extract the oil or gas minerals from under said area.

There is specifically included in this present sale and conveyance all of the improvements situated wholly or partially on the hereinabove described property, including but not necessarily restricted to Vendor's 8 cypress trees, 4 magnolia trees, 2 live oak trees, 4 drake elm trees, 1 50' high 3 standard light pole, 1 50' high 1 standard light pole, 6,104 sf concrete sidewalk, together with the appurtenances thereto.

IN TESTIMONY WHEREOF, the parties hereto have signed and executed and acknowledged this instrument as their free and voluntary act, in triplicate originals in the presence of the undersigned competent witnesses, as of the _____ day of _____, 2024.

WITNESSES:

THE BOARD OF SUPERVISORS OF THE
LOUISIANA STATE UNIVERSITY AND
AGRICULTURAL AND MECHANICAL COLLEGE

Signature

BY: _____

ITS: _____

Print Name

Signature

Print Name

DEPARTMENT OF TRANSPORTATION
AND DEVELOPMENT OF THE STATE
OF LOUISIANA

CHARLES MCBRIDE
REAL ESTATE ADMINISTRATOR

AFFIDAVIT

STATE OF LOUISIANA:

PARISH OF EAST BATON ROUGE:

BEFORE ME, the undersigned authority, duly qualified in and for the aforesaid Parish and State, personally came and appeared _____, of the full age of majority and personally known to me, Notary, who, by me having been duly sworn, declared and acknowledged: That he signed the above and foregoing instrument on the date thereof for the object and purposes therein expressed, and he acknowledged the same as his voluntary act and deed.

IN FAITH THEREOF, Appearer executed this acknowledgment in the Parish of East Baton Rouge, State of Louisiana, on this _____ day of _____, 2024.

WITNESSES:

THE BOARD OF SUPERVISORS OF THE
LOUISIANA STATE UNIVERSITY AND
AGRICULTURAL AND MECHANICAL COLLEGE

Signature

BY:

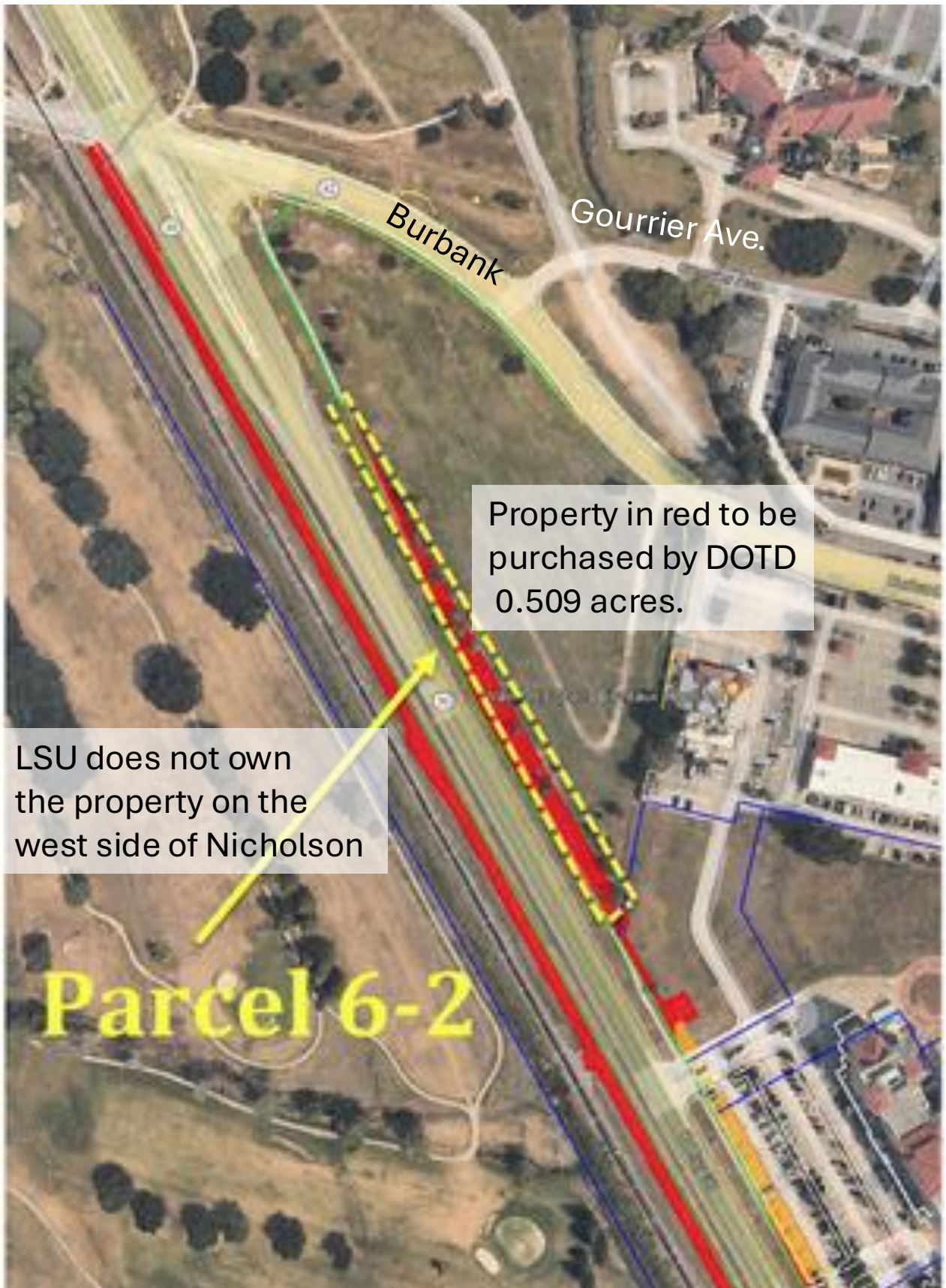
ITS:

Print Name

Signature

Print Name

NOTARY PUBLIC



R:\2008\88183 - Nicholson Drive Segment 1\cad (ROW)\0_Nicholson ROW (BRLS)\8_Final Right of Way Maps Rev 4\H.002825 Sheet 6.dgn 7/9/2024 10:44

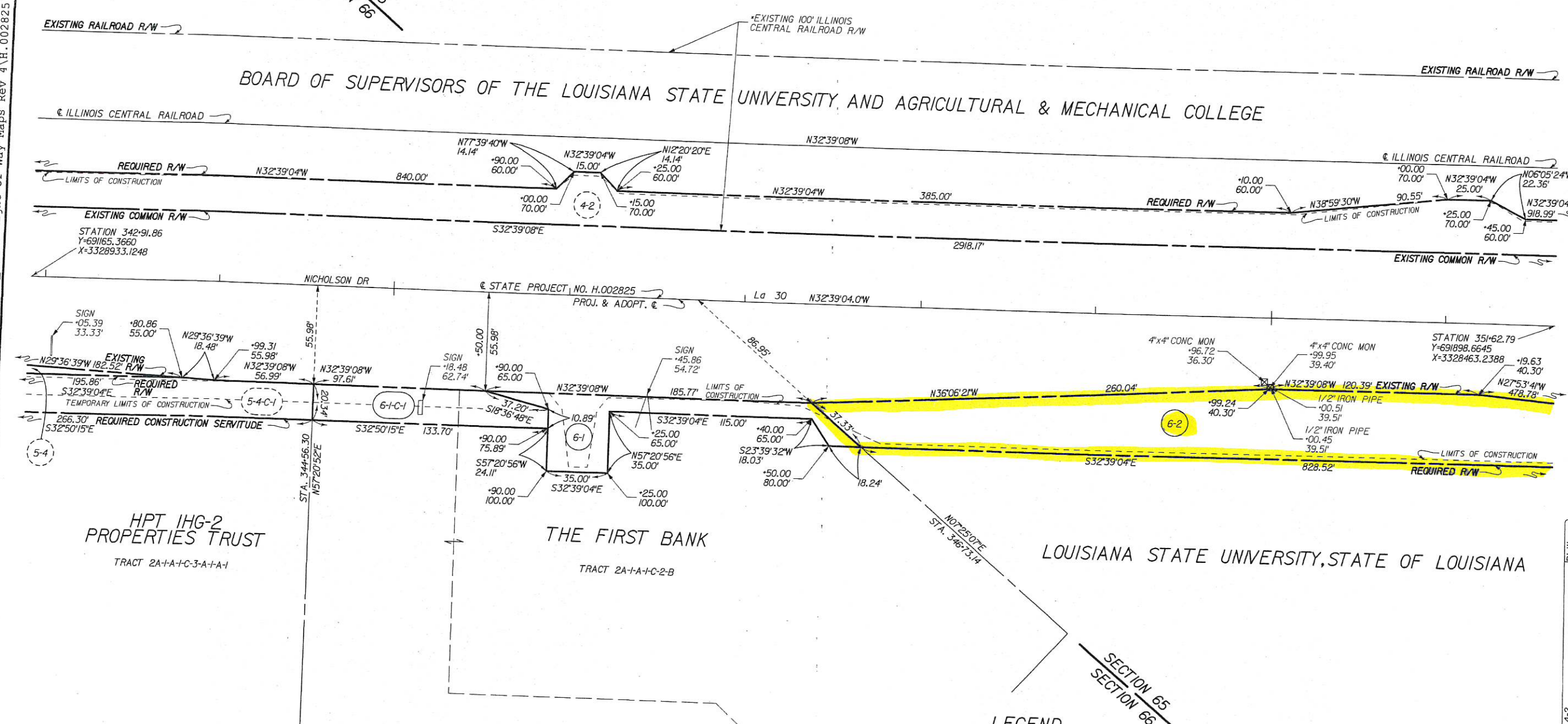
NOTES:
 1. ALL PIPES AND MONUMENTS SHOWN HEREON WERE FOUND.
 2. THE COORDINATES AND BEARINGS SHOWN HEREON ARE BASED ON LOUISIANA STATE PLANE COORDINATE SYSTEM, SOUTH ZONE (NAD 83 (2011) EPOCH 2010.00) TO CONVERT FROM GRID BEARINGS TO TRUE BEARINGS USE: 00°04'33.4"

BASE STATIONS:
 SJB1, DF8160, SJB GROUP COOP COR S, LAT=N30°23'45.83105", LONG=W90°25'25.85463", Y=689601.48, X=3352133.17
 AWES, DL8631, AWES 147 BC ALWES COR S, LAT=N30°06'00.96246", LONG=W90°58'58.63447", Y=582125.44, X=3391627.90
 GVMS, DL8635, GALVEZ MIDDLE SCH COR S, LAT=N30°18'51.79669", LONG=W90°54'13.02944", Y=660080.69, X=3416422.46

3. DISTANCES SHOWN ARE HORIZONTAL GROUND DISTANCES. TO CONVERT DISTANCES DERIVED FROM COORDINATES SHOWN HEREON TO HORIZONTAL GROUND DISTANCES, USE SCALE FACTOR: 0.99995009

4. PARCEL 4-2 IS FULLY ENCUMBERED BY THE ILLINOIS CENTRAL RAILROAD R/W.

GREENSBURG LAND DISTRICT
 T7S - RW
 SECTIONS 65 & 66



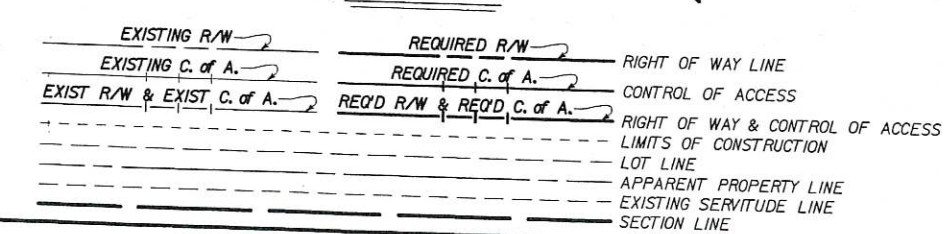
Final Right-of-Way Map

SECTION 65
 SECTION 66

345+00

350+00

LEGEND



PARCEL	OWNER	ACQUISITION	AREA
6-2	LOUISIANA STATE UNIVERSITY, STATE OF LOUISIANA	ORIG. 17 BNDL. 322 APRIL 21, 1921	0.509 Ac. 22177.3 SF
6-1-C-1	THE FIRST BANK	ORIG. 457 BNDL. 13282 OCTOBER 13, 2023	0.058 Ac. 2528.2 SF
6-1			0.069 Ac. 3002.1 SF

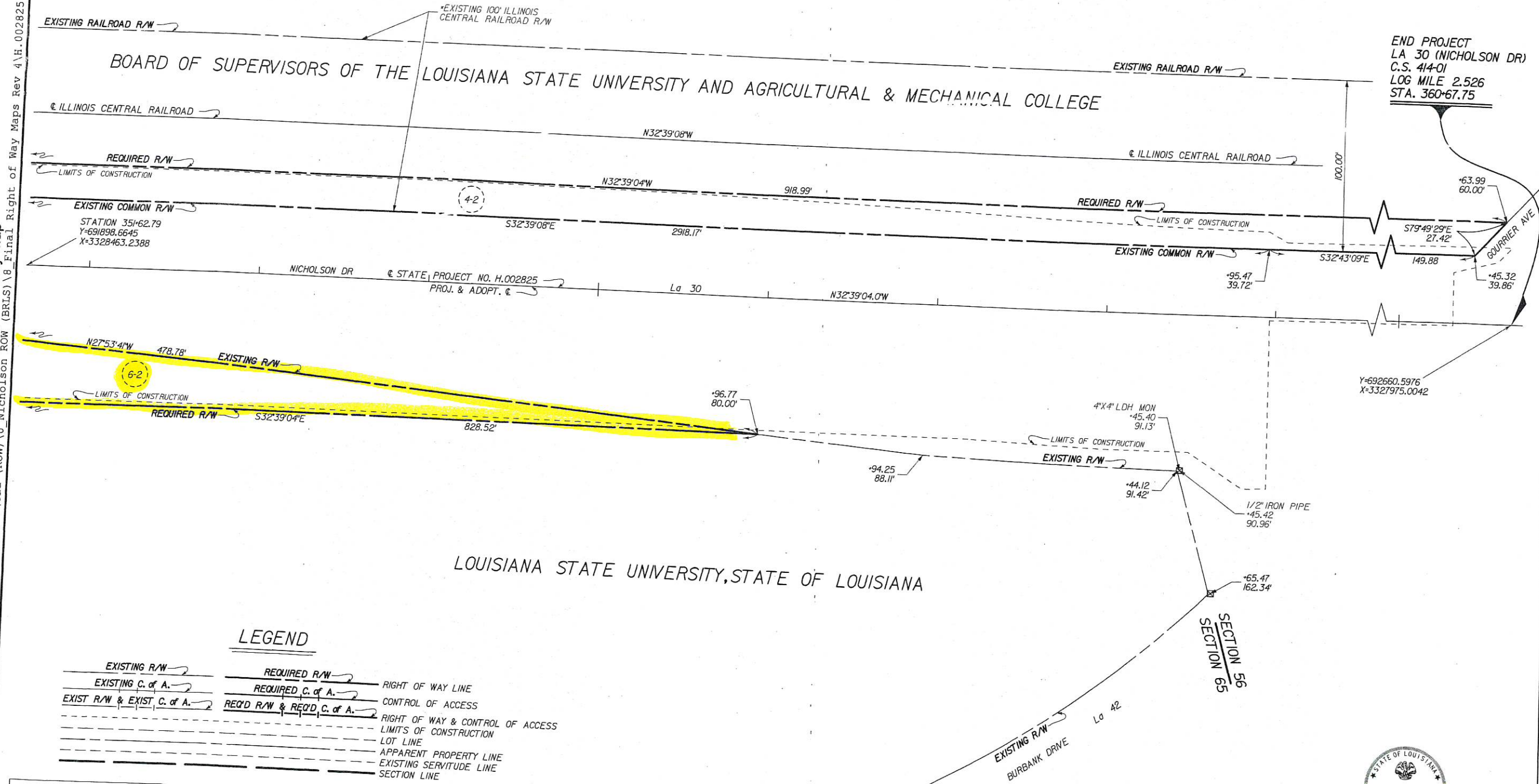


SHEET NUMBER	EAST BATON ROUGE		
PARISH	CONTROL SECTION	STATE PROJECT	
COMPUTED BY	DRAWN BY	DATE	SCALE
JMR	JMR	05/25/2023	1" = 30'
CHECKED BY	CHECKED BY		
JMR	JMR		
RIGHT OF WAY MAP			
STATE PROJECT NO. H.002825			
LA 30 NICHOLSON DR; BRIGHTSIDE-GOURRIER			
EAST BATON ROUGE PARISH			
FORTE & TABLADA INC.			
REVISED	DESCRIPTION	DATE	BY
07-01-24	REVISED PARCEL 4-2		
06-06-24	REMOVED TEMP. DRAINAGE SERVITUDE		
06-06-24	REVISED OWNERSHIP OF PARCEL 4-2		
06-06-24	REVISED OWNERSHIP OF PARCELS 6-1 & 6-1-C-1		
03-14-24	CORRECTED TOWNSHIP		
06-02-23	REVISED LOCATION OF SIGNIFICANT IMPROV.		

R:\2008\88183 - Nicholson Drive Segment I\cad (ROW)\0 Nicholson ROW (BRJS)\8 Final Right of Way Maps Rev 4\H.002825 Sheet 7R.dgn 7/1/2024 10:56

GREENSBURG LAND DISTRICT T7S - RW SECTIONS 65, 57 & 56

- NOTES:**
- ALL PIPES AND MONUMENTS SHOWN HEREON WERE FOUND.
 - THE COORDINATES AND BEARINGS SHOWN HEREON ARE BASED ON LOUISIANA STATE PLANE COORDINATE SYSTEM, SOUTH ZONE (NAD 83 (2011) EPOCH 2010.00) TO CONVERT FROM GRID BEARINGS TO TRUE BEARINGS USE: 00°04'30.9"
 - DISTANCES SHOWN ARE HORIZONTAL GROUND DISTANCES. TO CONVERT DISTANCES DERIVED FROM COORDINATES SHOWN HEREON TO HORIZONTAL GROUND DISTANCES, USE SCALE FACTOR: 0.99995032
 - PARCEL 4-2 IS FULLY ENCUMBERED BY THE ILLINOIS CENTRAL RAILROAD R/W.
- BASE STATIONS:**
- | | | |
|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| SJB.DF8160,
SJB GROUP COOP CORS
LAT=N30°23'45.83105"
LONG=W91°06'25.85463"
Y=689601.48
X=3352133.17 | AWES.DL8631,
AWES 147 BC ALWES CORS
LAT=N30°06'00.96246"
LONG=W90°58'58.63447"
Y=582125.44
X=3391627.90 | GVMS.DL8635,
GALVEZ MIDDLE SCH CORS
LAT=N30°18'51.79669"
LONG=W90°54'13.02944"
Y=660080.69
X=3416422.46 |
|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|



LEGEND

EXISTING R/W	REQUIRED R/W	RIGHT OF WAY LINE
EXISTING C. of A.	REQUIRED C. of A.	CONTROL OF ACCESS
EXIST R/W & EXIST. C. of A.	REQ'D R/W & REQ'D C. of A.	RIGHT OF WAY & CONTROL OF ACCESS
LIMITS OF CONSTRUCTION		LIMITS OF CONSTRUCTION
LOT LINE		LOT LINE
APPARENT PROPERTY LINE		APPARENT PROPERTY LINE
EXISTING SERVITUDE LINE		EXISTING SERVITUDE LINE
SECTION LINE		SECTION LINE

PARCEL	OWNER	ACQUISITION	AREA

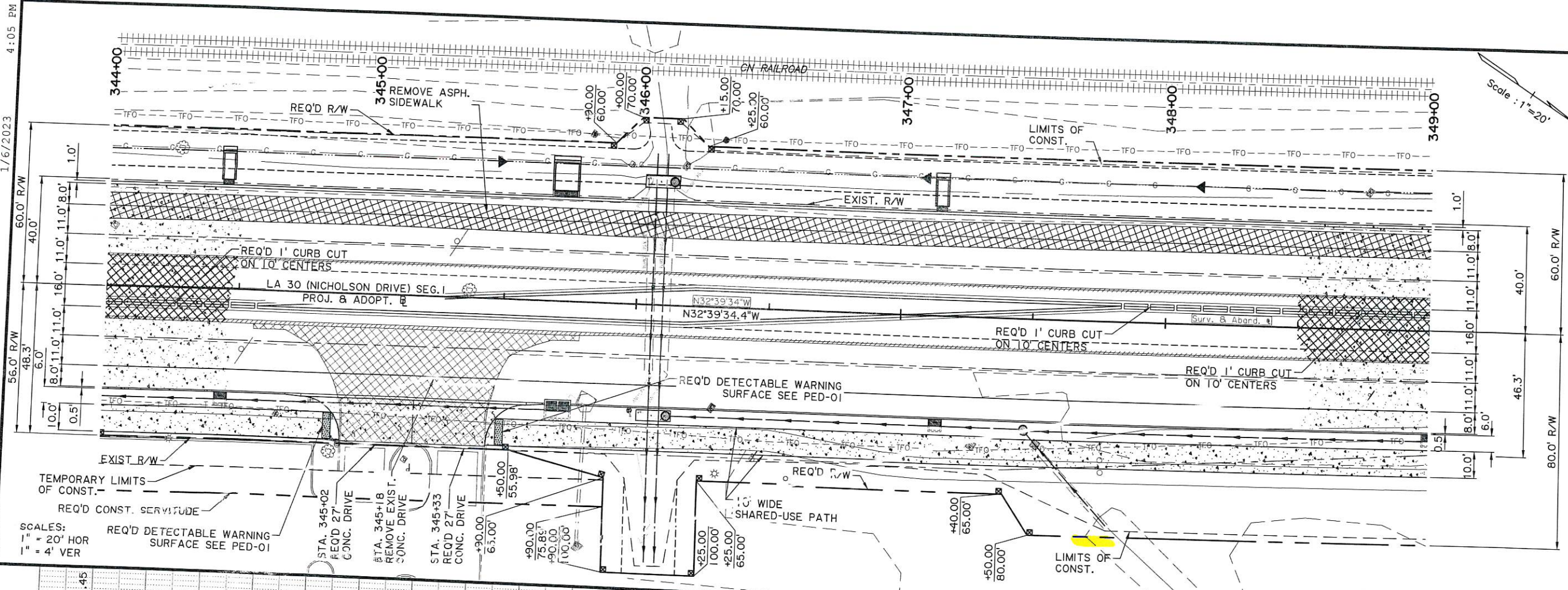
SHEET NUMBER		EAST BATON ROUGE	
PARISH	CONTROL SECTION	STATE PROJECT	H.002825
COMPUTED/SJR	CHECKED/JMR	DATE	SCALE
DETAILED/RLW	CHECKED/JMR	05/25/2023	1" = 30'
RIGHT OF WAY MAP STATE PROJECT NO. H.002825 LA 30 (NICHOLSON DR); BRIGHTSIDE-GOURRIER EAST BATON ROUGE PARISH			
FORTE & TABLADA INC.			
RLW	RLW	RLW	BY
07-01-24	REVISOR	PARCEL 4-2	
06-06-24	REVISOR	SECTION NUMBERS	
06-06-24	REVISOR	OWNERSHIP OF PARCEL 4-2	
03-14-24	REVISOR	CORRECTED TOWNSHIP	

STATE OF LOUISIANA
 RACHEL L. WALDRUP
 LICENSE No. 5277
 PROFESSIONAL ENGINEER
 5/15/23

R:\2008\80183 - Nicholson Drive Segment I\cad (Construction Plans)\2020\Production Plan\88183C-PP12

30%/60% FINAL PLANS SUBMITTAL

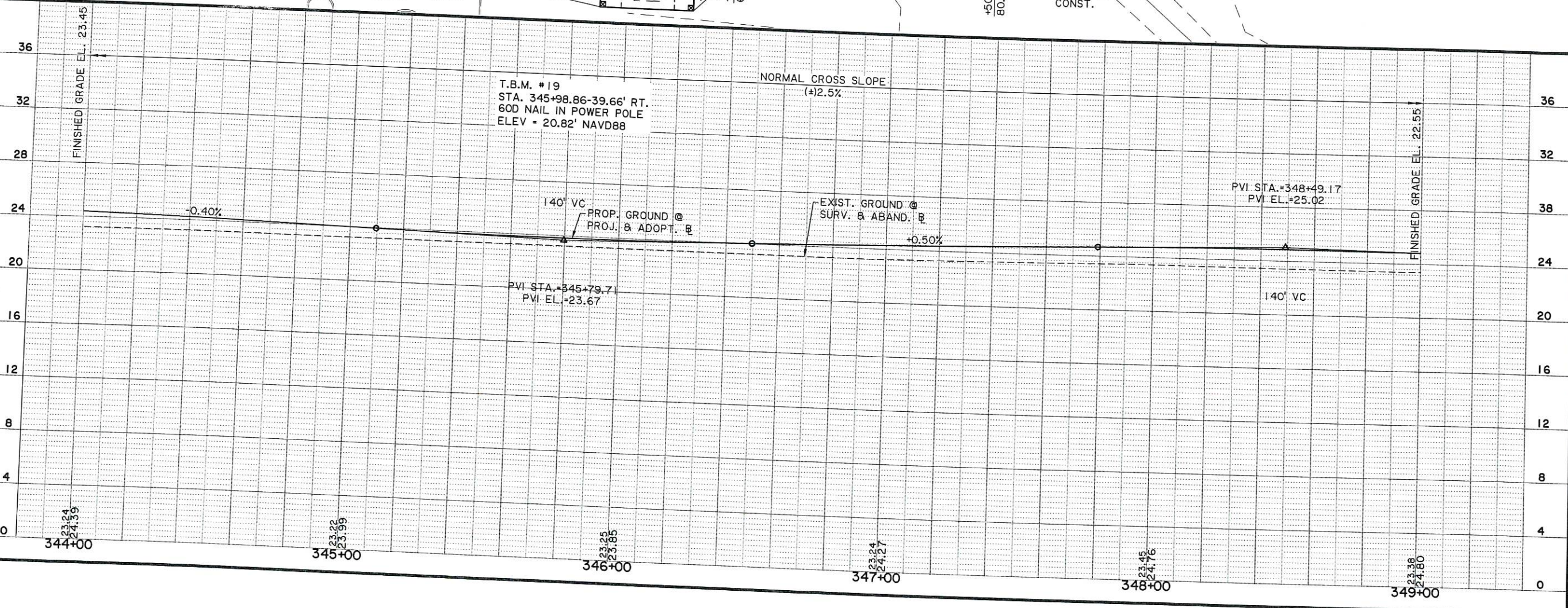
1/6/2023 4:05 PM






SCALES:
1" = 20' HOR
1" = 4' VER

TEMPORARY LIMITS OF CONST.
REQ'D CONST. SERVITUDE

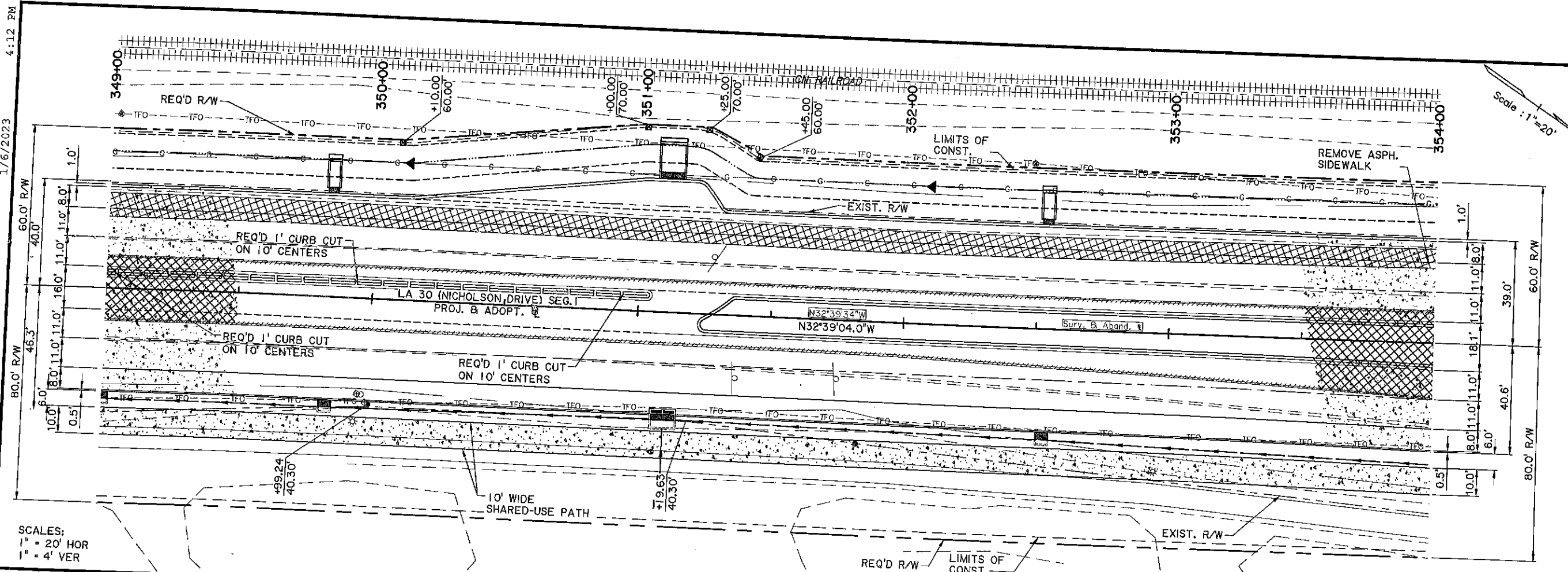
REQ'D DETECTABLE WARNING SURFACE SEE PED-01



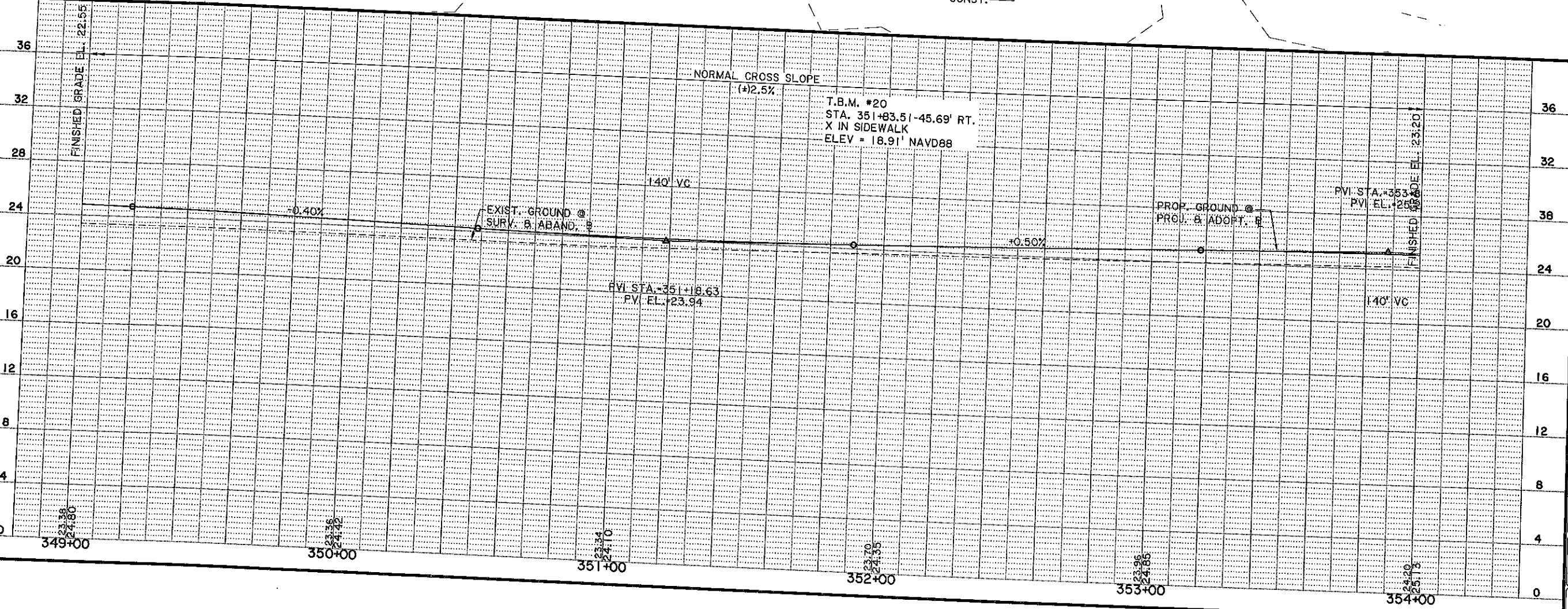
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SHEET NUMBER		15	
PARISH		EAST BATON ROUGE	
CONTROL SECTION		414-01	
PROJECT		H.002025	
DESIGN	RFN	CHECK	MJK
DETAIL	RFN	CHECK	MJK
REVISION	CAB	SERIES #	12 of 16
30%/60% FINAL PLANS			
PRELIMINARY FOR REVIEW ONLY			
ENGINEER: CHAD A. BAGAS			
LICENSE #: 28786			
DATE: 01/06/2023			
NO.	DATE	BY	REVISION OR CHANGE ORDER DESCRIPTION
			
PLAN & PROFILES			
LA 30 (NICHOLSON DR): BRIGHTSIDE-GOURRIER			
			
			

R:\2008\88183 - Nicholson Drive Segment I\cad (Construction Plans) (2020)\Production Plan\88183C-PP13
 30%/60% FINAL PLANS SUBMITTAL
 1/6/2023 4:12 PM



SCALES:
 1" = 20' HOR
 1" = 4' VER



Scale: 1" = 20'

SHEET NUMBER	16
EAST BATON ROUGE	
PANEL	414-01
CONTROL SECTION	
PROJECT	H.002825
DATE	01/06/2023
ENGINEER	CHAD A. BACAS
LICENSE #	28786
DATE	01/06/2023
30%/60% FINAL PLANS	
PRELIMINARY FOR REVIEW ONLY	
REVISION OR CHANGE ORDER DESCRIPTION	
NO.	DATE
BY	



PLAN & PROFILES

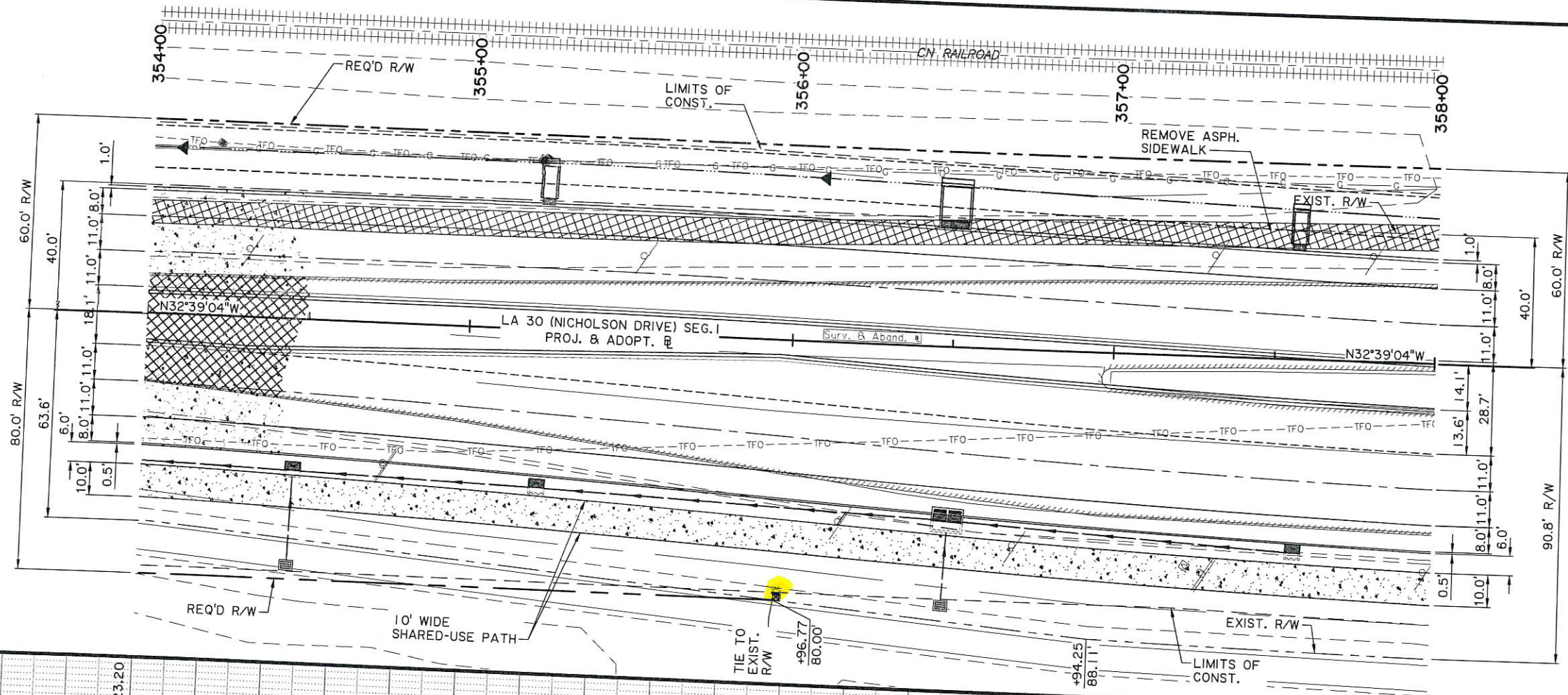
LA 30 (NICHOLSON DR): BRIGHTESIDE-GOURRIER



R:\2008\88183 - Nicholson Drive Segment 1\cad (Construction Plans) (2020)\Production Plan\88183C-PP14
 30%/60% FINAL PLANS SUBMITTAL

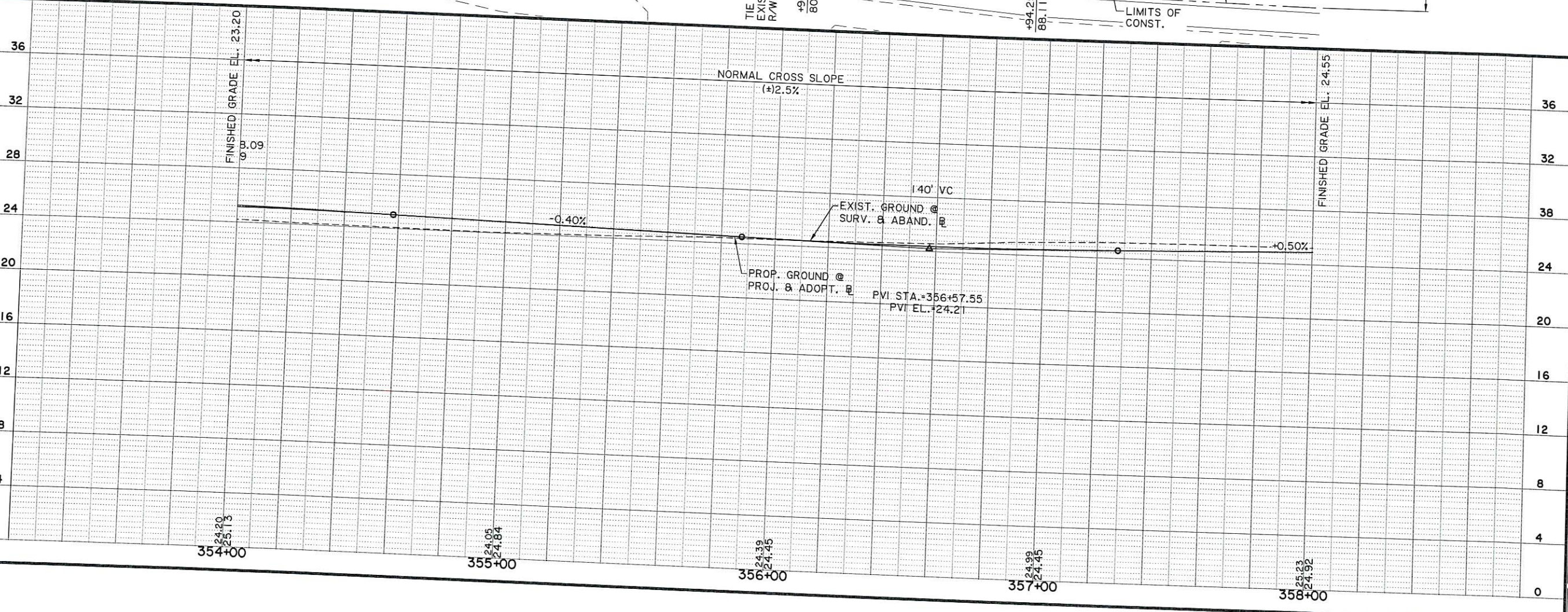
1/6/2023

11:18 AM



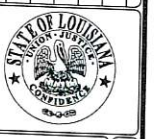
SCALES:
 1" = 20' HOR
 1" = 4' VER

Scale: 1"=20'



SHEET NUMBER	17
EAST BATON ROUGE	
PARISH	
CONTROL SECTION	414-01
PROJECT	H.002825
DESIGN	RFN
CHECK	MJK
DETAIL	RFN
CHECK	MJK
REVIEW	CAB
DATE	13 of 16

30%/60% FINAL PLANS
 PRELIMINARY FOR REVIEW ONLY
 ENGINEER:
 CHAD A. BACAS
 LICENSE #:
 28786
 DATE:
 01/06/2023



PLAN & PROFILES
 LA 30 (NICHOLSON DR): BRIGHTSIDE-GOURRIER





Office of Engineering
Project Development Division
Section 23 Real Estate
PO Box 94245 | Baton Rouge, LA 70804-9245
phone: 225-242-4593 fax: 225-242-4689

Jeff Landry, Governor
Joe Donahue, Secretary

July 17, 2024

STATE PROJECT NO. H.002825
F.A.P. NO. H002825
STATE PROJECT NO. H.014171
F.A.P. NO. H014171
LA 30 (NICHOLSON DR): BRIGHTSIDE-GOURRIER
ROUTE: LA 30
EAST BATON ROUGE PARISH

Louisiana State University
ATTN: Patrick H. Martin, V
201 Facilities Services Bldg.
Engineering Lane
Baton Rouge, Louisiana 70803

Subject: Parcel No. 6-2
Louisiana State University

Dear Mr. Martin:

State Project No. H.002825 has been programmed for construction and the property rights bearing Parcel No. 6-2 shown on the project right of way plans are required for construction of the project.

The plans for the project were approved by the Louisiana Department of Transportation and Development in accordance with public announcements. The property rights comprising Parcel No. 6-2 have been valued according to established procedures consistent with legal requirements, and the Just Compensation for the parcel has been determined to be \$526,384.00.

Just Compensation is based upon appraisals and other factual data of record used to determine total consideration and recommended offer. The appraisal approach used in this matter is the COST APPROACH, SALES COMPARISON approach.

The Department of Transportation and Development of the State of Louisiana does hereby make a firm offer of \$526,384.00 for the purchase of all interest in Parcel No. 6-2, free and clear of all mortgages, judgments, liens or other encumbrances, including payment of pro-rata taxes, if applicable. It is the responsibility of the property owner to clear any mortgages, judgments, liens or other encumbrances. The summary of the offer is attached.

So that you may have the complete information regarding the Department's offer, the following information is being provided to you with respect to the Estimate of Just Compensation made on the subject property:

Joel M. Picou
Picou Appraisals, LLC.
15341 Summerwood Avenue
Baton Rouge, Louisiana 70817
Louisiana State Certified General Real Estate Appraiser
Certified No. G1239

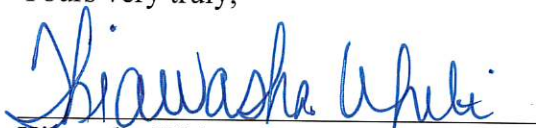
Driveways which you presently have and/or any mesh and barbed wire fencing will be replaced during construction only to the extent consistent with state law and the Department's policies. If applicable, the exact location of these items will be discussed with you by the Department's representatives who meet with you.

Our representatives who meet with you will freely discuss with you any questions you have concerning the project requirements. For any commitments and/or agreements to be considered as valid and binding upon the Department, such commitments and/or agreements must be set forth in writing.

Should the proposal not be acceptable, the Department will have no alternative other than to acquire the property rights through expropriation in accordance with applicable state law.

Discussion of expropriation procedures by the Department can be found in the brochure *Acquisition of Right of Way and Relocation Assistance*, a copy of which is included with the presentation of the Department's proposal to acquire the ownership.

Yours very truly,



Kiawasha White
Right of Way Region 4 Supervisor

This is to certify that I have this day delivered to the addressee the original of this letter together with the Louisiana Department of Transportation and Development's Brochure "Acquisition of Right of Way and Relocation Assistance."



Right of Way Agent

7/17/2024

Date

SUMMARY OF JUST COMPENSATION

STATE PROJECT NO. H.002825
PARCEL NO. 6-2

VALUE OF PARCEL TAKEN \$526,384.00
DAMAGES \$0
TOTAL AMOUNT OF OFFER \$526,384.00

LAND:

Parcel No.	Area	Interest Acquired
6-2	0.509 Acres (22177.3 Sq. Ft.)	Full ownership, less mineral rights

IMPROVEMENTS:

1. The following items are considered as real property and are included in the above value:	2. The following items are considered as personal property & are <u>not</u> included in the above value:	3. The following items of real property are located outside the required R/W and are <u>not</u> included in the above value:	4. The following items are owned by others and are <u>not</u> included in the above value:
8 Cypress Trees, 4 Magnolia Trees, 2 Live Oak Trees, 4 Drake Elm Trees, 1 50 ft. light pole with 3 standard lights, 1 50 ft. light pole with 1 standard light, Concrete Sidewalks	None	None	None

REMARKS:

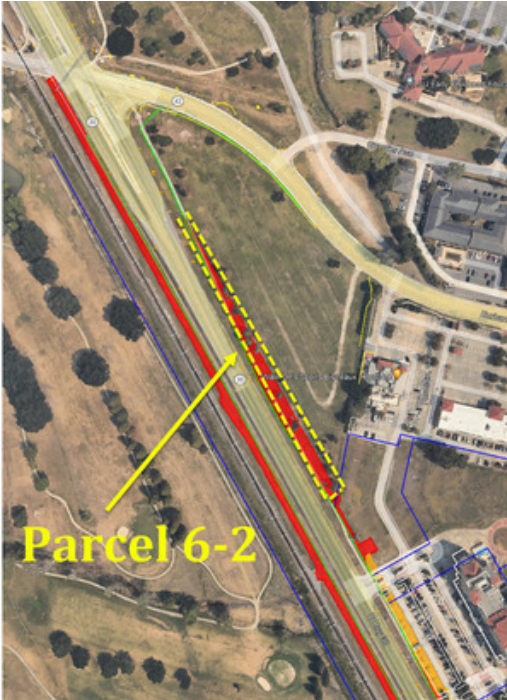
NOTES:

The amount of the offer as shown above:

1. is based on the just compensation of the property,
2. is the approved value of the property, and
3. disregards any decrease or increase in the value of the property caused by the project for which the property is being acquired.

6-2, Louisiana State University - Before Acquisition

Nicholson Drive, Baton Rouge, LA 70808



Effective Date

May 01, 2024

Date of the Report

July 09, 2024

Report Type

Appraisal Report

Prepared For

Mr. Charles D. McBride
Real Estate Administrator
Louisiana Department of Transportation and
Development

Form A Land Only

Client File Number

Parcel 6-2

Internal File Number

H.002825/H.014171

PREPARED BY:

Picou
Appraisals LLC

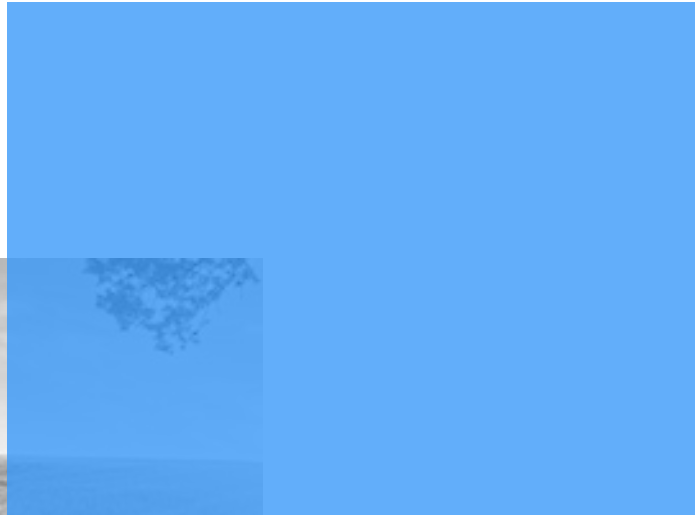


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Transmittal Letter

Picou
Appraisals LLC

15341 Summerwood Ave
Baton Rouge, LA 70817

P: (225) 266-4636

July 09, 2024

Mr. Charles D. McBride
Real Estate Administrator
Louisiana Department of Transportation and Development
P.O. Box 94245
Baton Rouge, LA 70804-9245

RE: Appraisal Report for the property located at Nicholson Drive, Baton Rouge, LA 70808

Dear Mr. McBride:

The undersigned appraiser has inspected and analyzed the property identified by the captioned parcel number and ownership. The purpose of the appraisal is to estimate real estate-related compensation to the owner for the property that is to be acquired by your agency. Real Estate Related Compensation consists of the combination of the value of the property that is to be acquired, damages to any remaining property, and the effects of other real estate-related quantifiable economic changes on the ownership.

The report is formatted to comply with Louisiana Department of Transportation and Development (LDOTD) guidelines and related references, as well as the guidelines of the Uniform Standards of Professional Practice (USPAP) of the Appraisal Standards Board of the Appraisal Foundation.

Per DOT, the format is Form A, as suggested in the "Real Estate Operations Manual."

Per USPAP, the format is an Appraisal Report per Standard 2-2(a) compliance. Primary research has been conducted and is presented in this report. I have diligently investigated pertinent and factual information relative to the estimates of value, as noted herein. The information is proprietary and provided as base evidence used in the analyses and value conclusions presented. It is not to be copied, disseminated, or otherwise used without the written permission of this appraiser and/or parties to any transactions cited.

The property is located on the easterly side of Nicholson Drive just south of Burbank Drive. The Whole Property is comprised of an irregularly shaped tract or parcel of land that contains a total area of 5.951± acres or 259,230.7± square feet and fronts approximately 1,154± feet along the east side of Nicholson Drive. The whole property is located in FEMA Flood Zone AE, which is a flood hazard area. Primary land use along Nicholson Drive is neighborhood commercial. The highest and best use (economic use) of land fronting Nicholson Drive is considered to be for neighborhood commercial use. As such, the Larger Parcel/Economic Use Tract determination was made for the portion fronting along the east side of Nicholson Drive.

The Larger Parcel/Economic Use Tract is comprised of a rectangular-shaped tract or parcel of land that contains a total area of 1.40± acres or 60,984± square feet. The Economic Use Tract fronts 200± feet on the east side of Nicholson Drive with a depth of 304.9± feet. Access to the site is by means of Nicholson Drive. The site is essentially level with Nicholson Drive. The Economic Use Tract is located in FEMA Flood Zone AE, which is a flood hazard area. The Larger Parcel/Use Tract is a vacant and unimproved tract of land. While zoning maps in East Baton Rouge Parish indicate all LSU properties are zoned A-1, single-family residential, this is legacy zoning and is not subject to municipal zoning regulations. Adjacent landowners/users on the east side of Nicholson Drive and the south side of Burbank directly behind the site primarily consist of neighborhood commercial uses. Conversations with the EBR Parish Planning and Zoning Commission confirmed that a change in zoning is appropriate, reasonable, and not speculative. The highest and best use of the subject site, "as though vacant," is considered neighborhood commercial.

From the subject property, a parcel of land is to be acquired for constructing a portion of State Project No. H.002825 LA 30 (Nicholson Drive) Brightside - Gourrier and State Project No. H.014171 LA 30 (Nicholson Drive) Clearing & Grubbing, in the Parish of East Baton Rouge. The project includes the widening of Nicholson Drive with the addition of a median.

Details regarding the proposed acquisition are as follows:

State Project # H.002825 & H.014171	Partial Acquisition
Project Name:	LA 30 (Nicholson Drive) Brightside - Gourrier, Clearing & Grubbing
Parcel #	6-2
LDOTD Form:	Form A Land Only
Owner:	Louisiana State University Agricultural & Mechanical College
Whole Property - Before Acquisition:	259,230.7± Square Feet or 5.951± Acres
Larger Parcel/Use Tract - Before Acquisition:	60,984± Square Feet or 1.40± Acres
Area Required:	22,177.2± Square Feet or 0.509± Acres
Remaining Area/Use Tract - After Acquisition:	38,806.8± Square Feet or 0.891± Acres
Remaining Area/Whole Property - After Acquisition:	237,053.5± Square Feet or 5.442± Acres
Temporary Construction Servitude:	Not required from this ownership

Improvements located in the area required consist of the following:

1. The following items are considered as real property and are included:
Qty. 8 - Cypress Tree
Qty. 4 - Magnolia
Qty. 2 - Live Oak Tree
Qty. 4 - Drake Elm Tree
Qty. 1 - 50 ft. Light Pole with 3 Standard Lights
Qty. 1 - 50 ft. Light Pole with 1 Standard Light
Qty - 6,104 SF - Concrete Sidewalks
2. The following items are considered as personal property and are not included:
None
3. The following items of real property are located outside the ROW and are not included:
None
4. The following items are owned by others and are not included in the above value:
None

Uniform Standards of Appraisal Practice (USPAP) states, "When analyzing anticipated public or private improvements, located on or off the site, an appraiser must analyze the effect on the value, if any, of such anticipated improvements to the extent they are reflected in market actions." The estimated "Before Value" and the estimated value of the "Part Acquired" excludes any consideration of the proposed public improvement or project, which is considered by LDOTD as an Assignment Condition. Any analysis of the remaining property includes consideration of the proposed public improvement or project and its effects on the remaining subject property.

In the after status, the remaining land will be comprised of a total area of 5.442± acres or 237,053.5± square feet. The remaining land is considered to be of sufficient size and shape to maintain the same utility and highest and best use they had prior to the proposed acquisition. The highest and best use of the remaining land, "as though vacant," is considered to be for use as some type of neighborhood commercial use. No severance damages are indicated.

Primary research has been conducted and is presented in this report. I have diligently investigated pertinent and factual information relative to the estimates of value, as noted herein. The information is considered proprietary and provided as base evidence used in the analyses and value conclusions presented. It is not to be copied, disseminated, or otherwise used without the written permission of this appraiser and/or parties to any transactions cited.

It should be noted that the information in this report has been summarized. The reader is advised that additional information regarding more comprehensive definitions, real estate area market analysis, factual market data, etc., may be contained in the appraisers' files.

I hand you herewith my report which describes my method of approach and contains the data gathered in my investigation and used by me in arriving at an estimate of market value. The value estimate of the herein-described property is based upon a number of enclosed assumptions and limiting conditions. There are no abnormal deviations from typical professional appraisal practice in this assignment that might affect a credible result.

Value Conclusions

Description	Perspective	Type of Value	Premise	Property Interest	Effective Date	Indicated Value
Before Acquisition Value Conclusion (Land and Improvements)	Current	Market Value	As Is	Fee Simple	05/01/2024	\$1,341,326

Based upon my independent appraisal and the exercise of my professional judgment, it is my opinion that compensation for the land and improvements (if any) is estimated as follows:

SUMMARY OF REAL PROPERTY APPRAISAL CONCLUSIONS

Market Value of the Property and Improvement Before the Acquisition	\$ 1,341,326
Market Value of the Property, After the Acquisition	<u>\$ 814,942</u>
Indicated Compensation	\$ 526,384

FINAL ESTIMATE OF COMPENSATION

Market Value of Property and Improvements Before Acquisition	\$ 1,341,326	
Value of Land in Permanent Right of Way	\$ 465,722	
Value of Improvements in Permanent Right of Way	<u>\$ 60,662</u>	
Total Value of Property Required		\$ 526,384
Indicated Value of Remainder After Acquisition	\$ 814,942	
Value of Remainder After Acquisition	<u>\$ 814,942</u>	
Indicated Severance Damages		\$ -
Additional Compensation		\$ -
Final Estimate of Compensation (Rounded)		\$ 526,384

As-Is, As of the Appraisal Date: May 1, 2024

The opinions of value stated above, as well as every other element of this appraisal, are qualified in their entirety by the Contingent and Limiting Conditions outlined in another part of this report, which is an integral part of the appraisal.

Sincerely,
Picou Appraisals, LLC



Joel Picou
Certified General, LA No. G1239
joelpicou@gmail.com

Certification - Joel Picou

CERTIFICATE OF APPRAISER; LDOTD

I hereby certify:

- That I have personally inspected the property herein appraised and I have afforded the property owner or his designated representative the opportunity to accompany me at the time of the inspection. I have also made a personal field inspection of the comparable sales relied upon in making said appraisal. The subject and the comparable sales relied upon in making said appraisal were as represented by the photographs contained in said appraisal and no other person provided significant professional assistance unless noted.
- The reporting option in this assignment as noted under Standard 2-2 in USPAP is an "Appraisal Report" utilizing the DOTD Form A.
- That to the best of my knowledge and belief in statements contained in the appraisal herein set forth are true, and the information upon which the opinions are based and expressed therein is correct, subject to the limiting conditions therein set forth.
- That I understand that such appraisal may be used in connection with the acquisition of property or property rights required for a project proposed by the State of Louisiana, with the assistance of Federal-aid highway funds, or other Federal funds.
- That such appraisal has been made in conformity with the appropriate State laws, regulations, USPAP standard, and policies and procedures applicable to appraisal of property or property rights for such purposes; that any increase or decrease in the before value caused by the proposed improvement has been disregarded in determining compensation for the property. To the best of my knowledge, no portion of the value assigned to such property consists of items that are non-compensable under the established law of this State.
- That I have no bias with respect to the property that is the subject of this report or to the parties involved with this assignment.
- That neither my employment nor my compensation for making this appraisal and report are in any way contingent upon the values reported herein.
- That I have no direct or indirect, present or contemplated, future personal interest in such property or in any benefit from the acquisition of such property appraised.
- That I have performed no services, as an appraiser or in any other capacity, regarding the property that is the subject of this report within the three-year period immediately preceding acceptance of this assignment.
- That I have not revealed the findings and results of such appraisal to anyone other than the proper officials of the Louisiana Department of Transportation and Development or officials of the Federal Highway Administration, and I will not do so until I am required to do so by due process of law, or until I am released from this obligation by having publicly testified as to such findings.
- That my opinion of the compensation due as of this 1st day of May 2024 is \$526,384 based upon my independent appraisal and the exercise of my professional judgment.



Joel M. Picou

LA State Certified General Appraiser #G1239

Date(s) of Inspection for Subject Property: March 28, 2024 and May 1, 2024

Date(s) of Inspection for Comparable Sales: April 18, 2024 and May 2, 2024

CERTIFICATE OF APPRAISER; USPAP

The appraiser(s) certify and agree that:

- The appraiser(s) have no present or contemplated interest in the property appraised and neither the employment to make this appraisal nor the compensation for it is contingent upon the appraised value of the property.
- The appraiser(s) have no present or prospective interest in the property that is the subject of this report, and no personal interest with respect to the parties involved.
- I have performed no services, as an appraiser or in any other capacity regarding the property that is the subject of this report within the three-year period immediately preceding acceptance of this assignment.
- Joel M. Picou has personally inspected the subject property.
- According to the best of my knowledge and belief, all statements and information in this report are true and correct; and the appraiser(s) have not knowingly withheld any information.
- The reported analyses, opinions, and conclusions are limited only by the reported assumptions and limiting conditions and are my personal, impartial, and unbiased professional analyses, opinions, and conclusions.
- The analyses, opinions, and conclusions were developed, and this report has been prepared in conformity with the Uniform Standards of Professional Appraisal Practice (USPAP).
- I certify that to the best of my knowledge and belief, the reported analyses, opinions, and conclusions were developed, and this report has been prepared, in conformity with the requirements of the Code of Professional Ethics and the Standards of Professional Appraisal Practice of the Appraisal Institute. I certify that the use of this report is subject to the requirements of the Appraisal Institute relating to review by its duly authorized representatives.
- As of the date of this report, Joel M. Picou has completed the requirements of the continuing education program of the State of Louisiana.
- The appraiser has been assisted in performing the appraisal and preparation of the appraisal report by Associate Appraiser, Emily S. Ingram, Louisiana State Appraiser Trainee, License No. APR.04988. Emily S. Ingram has provided significant contribution in performing the appraisal and preparation of the appraisal report to the person signing this report. Joel M. Picou has prepared all conclusions and opinions concerning the real estate that are set forth in the appraisal.
- My compensation for completing this assignment was not contingent upon the development of reporting of a predetermined value or direction of value that favors the cause of the client, the amount of the value opinion, the attainment of a stipulated result, or occurrence of a subsequent event directly related to the intended use of this appraisal.
- My engagement in this assignment was not contingent upon developing or reporting predetermined results.
- Based on my experience, it is my opinion that I meet the qualifications to provide the following opinion of the subject property's value.
- I have no bias with respect to the property that is the subject of this report or to the parties involved with this assignment.
- The use of this report is subject to the requirements of the State of Louisiana relating to review by the Louisiana Real Estate Appraisers State Board.
- That I have not revealed the findings and results of such appraisal to anyone other than the proper officials of the Louisiana Department of Transportation and Development or officials of the Federal Highway Administration, and I will not do so until I am required to do so by due process of law, or until I am released from this obligation by having publicly testified as to such findings.
- No changes of any item of the appraisal report shall be made by anyone other than the appraiser(s), and the appraiser(s) shall have no responsibility for any such unauthorized changes. This letter of transmittal and the pages that follow constitute my report, including the data and analyses utilized in forming an opinion of value. Should you have any questions concerning this report, please do not hesitate to call my office.



Joel M. Picou

LA State Certified General Appraiser #G1239

Date(s) of Inspection for Subject Property: March 28, 2024 and May 1, 2024

Date(s) of Inspection for Comparable Sales: April 18, 2024 and May 2, 2024

- Joel Picou performed the following type of inspection of the subject property: Site Inspection
- Emily S. Ingram provided significant real property appraisal assistance to Joel Picou.
- Joel Picou has not provided prior services, as an appraiser or in any other capacity, within the three-year period immediately preceding acceptance of this agreement.

Executive Summary

Prepared for Louisiana Department of Transportation and Development

6-2, Louisiana State University - Before Acquisition

Property Overview

Address

**Nicholson Drive, Baton Rouge, East
Baton Rouge Parish, LA 70808**

Property Class/Type

Land, Other Land

Property Owner

State of Louisiana

Site Characteristics

Site Characteristics			
MSA	Baton Rouge	Legal Description	LA. State University & A. & M. College 52 Acre Campus
Parcel Identifier	2383357	SF / Acres	60,984 / 1.4000
Access Classification	Average	Shape	Irregular
Topography	Basically Level	Flood Zone	AE
Flood Map Effective Date	05/02/2008	Flood Plain Description	Area prone to frequent flooding
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water	Site Utility	Average

Zoning Characteristics

Zoning Characteristics			
Zoning Jurisdiction	East Baton Rouge Parish	Zoning Codes	A1
Zoning Description	Single-Family Residential	Zoning Comments	The subject land is owned by Louisiana State University and is not subject to municipal zoning. Conversations with the East Baton Rouge Parish Planning and Zoning Commission indicated that GIS zoning is a legacy zoning, and the property owner is not required to meet EBR zoning requirements.
Conformity Conclusion	---		

Sales History

Sales History

There have been no known sales in the past five years.

Listing History

The subject property has not been listed for sale in the past 12 months.

Contract or Options

The appraiser is not aware of any contracts or options on the subject property.

Scope of Work

Scope of Work Information	
Client Name	Louisiana Department of Transportation and Development
Report Type	Appraisal Report
Intended Use	The function and intended use of the appraisal is for possible use by the Louisiana Department of Transportation and Development as a basis for estimating compensation in connection with the acquisition of a portion of the subject property as herein defined for use in connection with the construction of a portion of State Project No. H.002825, LA 30 (Nicholson Drive) Brightside - Gourrier and State Project No. H.014171 LA 30 (Nicholson Drive) Clearing and Grubbing, in the parish of East Baton Rouge, Louisiana.
Intended User	This appraisal was prepared for use by the State of Louisiana, the Department of Transportation and Development, and its internal management. No additional Intended Users or Uses are identified or intended by the appraisers. Due to the relationship between the client and the appraiser, the reliance of this report by any other parties for any use whatsoever is prohibited.

Highest and Best Use as Vacant
Neighborhood Commercial

Assumptions

This appraisal does not employ any extraordinary assumptions.

Conditions

A Hypothetical Condition is necessary. The analysis of the property is made immediately after construction and completion of the proposed project. The after-analysis of the property is made with the assumption that the proposed project is constructed and completed as planned. Accordingly, the construction and completion of the project is contrary to what exists but are supposed for the purpose of the after-analysis and is considered a hypothetical condition.

Scope of Work

As part of this appraisal, we completed a thorough investigation and analysis of the data considered pertinent to valuing the subject property. The report is formatted to comply with Louisiana Department of Transportation and Development (LDOTD) guidelines and related references, the guidelines of the Uniform Standards of Professional Practice (USPAP) of the Appraisal Standards Board of the Appraisal Foundation.

The property, which is subject of this appraisal, is located on the easterly side of Nicholson Drive just south of Burbank Drive. The Whole Property is comprised of an irregularly shaped tract or parcel of land that contains a total area of 5.951± acres or 259,230.7± square feet and fronts approximately 1,154± feet along the east side of Nicholson Drive. The whole property is located in FEMA Flood Zone AE, which is a flood hazard area. Primary land use along Nicholson Drive is neighborhood commercial. The highest and best use (economic use) of land fronting Nicholson Drive is considered to be for neighborhood commercial use. As such, the Larger Parcel/Economic Use Tract determination was made for the portion fronting along the east side of Nicholson Drive.

While zoning maps in East Baton Rouge Parish indicate all LSU properties are zoned A-1, single-family residential, it is a legacy zoning and is not subject to municipal zoning regulations. Adjacent landowners/users to the south on Nicholson Drive and to the east on Burbank Drive of the site consist primarily of heavy commercial. The site is currently used for overflow parking by the university for events.

Property Identification

The property has been identified using the following sources:

- Postal address
- Public Records
- Legal description

Type and Extent of Data Researched

The following information was reviewed in preparing this report:

- Flood zone status
- Zoning Requirements
- Applicable Tax Data
- Demographics
- Public Record Data
- Comparable Data

Type and Extent of Analysis

The data has been gathered and analyzed using appropriate and accepted appraisal methodology to arrive at a probable value indication using each applicable approach to value.

REAL PROPERTY RIGHTS APPRAISED

The real property interest appraised within the subject property is the fee simple estate interest, less minerals (full ownership interest, less minerals). "Fee simple estate" is defined as:

Absolute ownership unencumbered by any other interest or estate, subject only to the limitations imposed by the governmental powers of taxation, eminent domain, police power, and escheat. 2

The basic problem to be solved associated with achieving credible appraisal results is to produce opinions of value both before and after the proposed eminent domain acquisition, considering all aspects and parameters of this eminent domain acquisition, with the difference in value indicating the just compensation resulting from this eminent domain acquisition. This appraisal will be supported by an analysis of comparable land sales. The highest and best use of the comparable sales will focus on vacant land with single-family residential uses.

An inspection of the subject land is required for this assignment. Relevant characteristics of the subject property relevant to value are obtained from the combination of the property inspection, site plans, plat map, photographs, public records, property, and other recorded media. Joel Picou and Emily Ingram conducted the property inspection.

Discussions between the client and appraiser resulted in an agreement that the appropriate report option for this assignment is an Appraisal Report with a narrative report format subject to a Current valuation premise(s). The report is formatted to comply with Louisiana Department of Transportation and Development (LDOTD) guidelines and related references, the guidelines of the Uniform Standards of Professional Practice (USPAP) of the Appraisal Standards Board of the Appraisal Foundation. Per LDOTD, the format is Form A, as suggested in the "Appraisal Handbook for Fee Appraisers." The appraisal format will:

- Include an estimate of value of the subject land "before the acquisition" and an estimate of value for the "Part Acquired" (inclusive of the land and improvements (if any) located within the required right of way or required area. The estimated "Before Value" and estimated value of the "Part Acquired" excludes any consideration of the proposed public improvement or project. Any analysis of the remaining property includes consideration of the proposed public improvement or project and its effects on the remaining subject property which is considered by LDOTD as an Assignment Condition.
- Estimate the market value of land and improvements within the required right of way, estimate the market value of the remaining land and improvements, and estimate severance damages to the remainder property, if any.
- Estimate additional consideration, if any.
- The fee charged by the appraiser for this report is \$3,200

The appraisal client and any other intended users, the intended use of the appraiser's opinions and conclusions, type and definition of value, the effective date of the appraiser's opinions and conclusions, and the subject of the assignment and its relevant characteristics are described in detail elsewhere in the Introduction - Section of this report.

Acceptable atypical assignment conditions, Extraordinary Assumptions, Hypothetical Conditions, or Jurisdictional Exceptions considered in this appraisal assignment are described in the body of this report.

This assignment requires analysis and description of the subject region, community, neighborhood, land, zoning, and highest and best considerations sufficient to accommodate the decision-making processes involved in the appraisal process.

Comparable land sales have been and will be obtained from in-house appraiser data files; confirmation with buyers and sellers; public property records; assessor's office; real estate brokers; data sources available to REALTORS®; data sharing with outside real estate professionals and are submitted for review in the body of this report.

Appropriate research was conducted regarding current market conditions and the specific market demand for the subject property. The geographic area searched for market data is generally limited to the market area noted in this report within a past time span of about five years, with the type of market data considered being comparable land sales focused upon vacant neighborhood commercial uses.

In some cases, a Cost Consultant may be provided and relied upon by the appraiser to determine the replacement cost of improvements located in the required area (if any). In the subject instance, a cost consultant was not provided or required.

Approaches Performed

1. The Cost Approach to Value is one of three traditional valuation methods used in the appraisal of improved real estate. This appraiser does not consider it applicable in this particular appraisal assignment as the site is vacant and unimproved. A Cost Approach to Value will be applied as it relates to minor improvements and/or landscaping within the required area.
2. The Sales Comparison Approach, in this case, a vacant tract of land, is a standard valuation method that this appraiser regards as applicable in this appraisal assignment.
3. The Income Capitalization Approach to Value is one of three traditional valuation methods used in the appraisal of improved real estate. Since the subject property is vacant and unimproved, this appraiser does not consider the income approach applicable.

The scope of this assignment does not include apportioning the value of the acquisition between any parties that may have an interest.

Data Sources

The following data sources were used in preparing this report:

- Site Size, Right-of-Way Maps provided by the client
- Zoning Requirements, Municipal Records
- Applicable Tax Data provided by Parish Records

Definitions

The glossary, located in the addenda to this report, includes pertinent definitions, including the definition of market value.

Introduction

Whole Property - Before Acquisition

Square Feet	Acres
259,230.7±	5.951±

Larger Parcel/Economic Use Tract - Before Acquisition

Square Feet	Acres
60,984.0±	1.400±

Purpose of the Appraisal

The purpose of the appraisal is to assist the client in their preliminary analysis of compensation for acquiring all or part of their property interest.

This acquisition involves a partial acquisition of the subject property. Louisiana Revised Statute - Title 48: states:

"The measure of damages, if any, to the defendant's remaining property is determined on a basis of immediately before and immediately after the acquisition, taking into consideration the effects of the completion of the project in the manner proposed or planned."

Intended User of the Report

This appraisal was prepared for use by the State of Louisiana, the Department of Transportation and Development, and its internal management. No additional Intended Users or Uses are identified or intended by the appraisers. Due to the relationship between the client and the appraiser, reliance on this report by any other parties for any use whatsoever is prohibited.

Intended Use of the Report

The function and intended use of the appraisal is for possible use by the Louisiana Department of Transportation and Development as a basis for estimating compensation in connection with the acquisition of the subject property as herein defined for use in connection with the construction of a portion of State Project No. H.002825, LA 30 (Nicholson Drive) Brightside to Gourrier, and State Project No. H.014171 LA 30 (Nicholson Drive) Clearing & Grubbing, East Baton Rouge Parish, Louisiana.

A letter offering to meet with the appraiser to inspect the property was mailed to the property owner. A copy of this letter is included in the addenda of this report. The property owner was not in attendance for the inspection.

Type of Report

Appraisal Report

Appraisal Format (DOTD)

Form A

Interest Valued

Full ownership less mineral rights

Assumptions and Conditions

This appraisal is subject to the following general assumptions and limiting conditions.

1. Title to the property is assumed to be good and marketable and the legal description is correct.
2. No responsibility for legal matters is assumed. All outstanding taxes, liens, mortgages, or other encumbrances have been disregarded and the property is appraised as though free and clear, under responsible ownership and competent management.
3. All sketches in this report are intended to be visual aids and should not be construed as surveys or engineering reports.
4. All information in this report has been obtained from reliable sources. I cannot, however, guarantee or be responsible for the accuracy of information furnished by others.
5. Unless otherwise stated, this opinion of value applies to land and improvements only; the value of trade fixtures, furnishings, and other equipment has not been included.
6. The distribution of the total valuation in this report between land and improvements applies only under the existing program of utilization. The separate valuations for land and building must not be used in conjunction with any other appraisal and are invalid if so used.
7. Subsurface rights (minerals, water, and oil) were not separately evaluated in making this appraisal.
8. The comparable sales data relied upon in this appraisal are believed to be from reliable sources; however, it was not possible to inspect the comparables completely, and it was necessary to rely upon information furnished by others as to said data, therefore, the value conclusions are subject to the correctness and verification of said data.
9. I inspected, as far as possible, by observation the land and the improvements (if any) thereon; however, it was not possible to personally observe conditions beneath the soil or hidden structural components within the improvements. Likewise, no tests were made on the roof, mechanical, plumbing, or electrical systems. Unless otherwise stated, no representations are made as to the geotechnical conditions of the land or the quality and condition of the roof, heating, cooling, ventilating electrical, and plumbing equipment.
10. Unless otherwise stated in this report, the existence of hazardous substances was not called to our attention nor did we become aware of such during our inspection. We have no knowledge of the existence of such materials on or in the property unless otherwise stated. However, we are not qualified to test such substances or conditions. No responsibility is assumed for any such conditions, nor for any expertise or engineering knowledge required to discover them. The client is urged to retain an expert in the field or environmental impacts upon real estate if so desired.
11. Neither all nor any part of the contents of this report shall be conveyed to the public through advertising, public relations, news, sales, or other media, without the written consent and approval of the author, particularly as to the valuation conclusions, the identity of the appraiser or firm with which he is connected, or any reference to the Appraisal Institute.

Extraordinary Assumption

For clarification, Extraordinary Assumption is defined as “An assumption, directly related to a specific assignment, which, if found to be false, could alter the appraiser’s opinions or conclusions. Extraordinary assumptions presume as fact otherwise uncertain information about physical, legal, or economic characteristics of the subject property; or about conditions external to the property such as market conditions or trends; or about the integrity of data used in an analysis. An extraordinary assumption may be used in an assignment only if:

- It is required to properly develop credible opinions and conclusions;
- The appraiser has a reasonable basis for the extraordinary assumption;
- Use of the extraordinary assumption results in a credible analysis; and
- The appraiser complies with the disclosure requirements set forth in USPAP for extraordinary assumptions.

Hypothetical Condition

A hypothetical condition is a condition, directly related to a specific assignment, which is contrary to what is known by the appraiser to exist on the effective date of the assignment results but is used for the purpose of analysis.

Assumptions

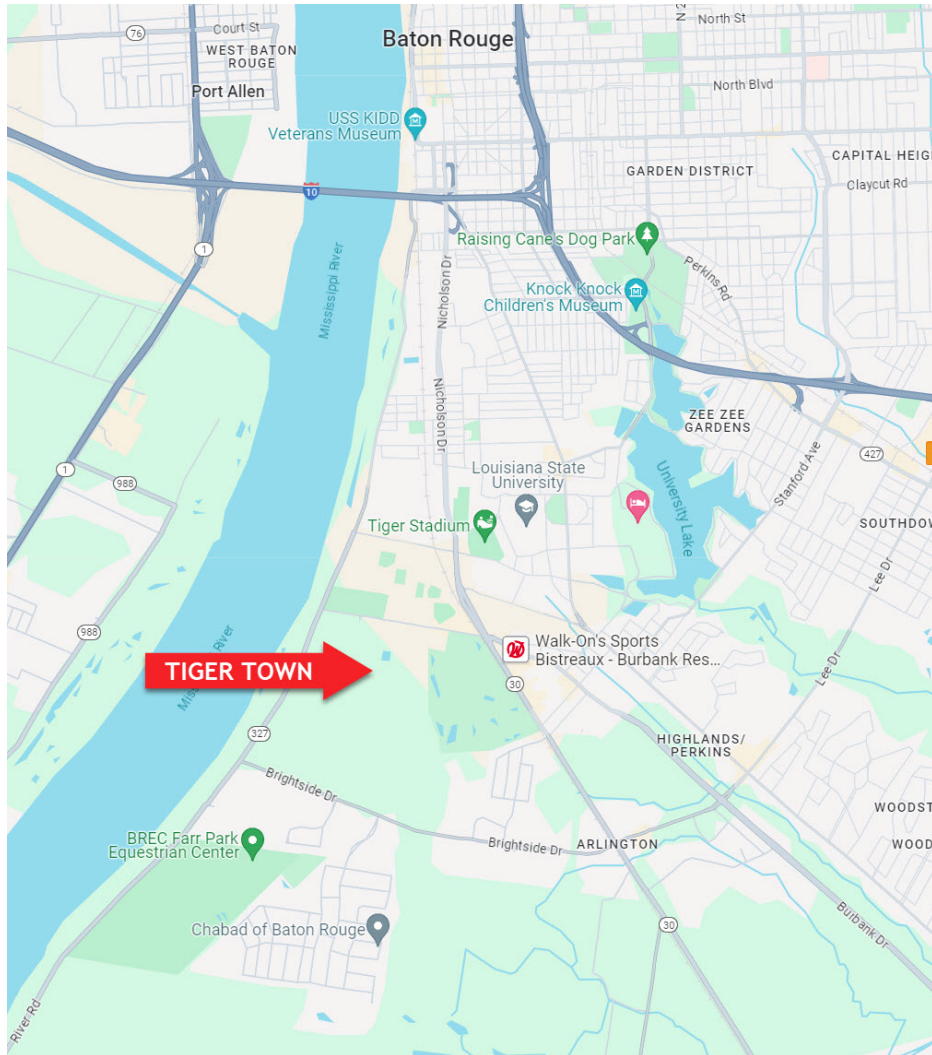
This appraisal does not employ any extraordinary assumptions.

Conditions

A Hypothetical Condition is necessary. The analysis of the property is made immediately after construction and completion of the proposed project. The after-analysis of the property is made with the assumption that the proposed project is constructed and completed as planned. Accordingly, the construction and completion of the project is contrary to what exists but are supposed for the purpose of the after-analysis and is considered a hypothetical condition.

Neighborhood

Neighborhood Analysis



Location

The subject property is located within the neighborhood known as Tiger Town due to its close proximity to Louisiana State University. It is just south of the Louisiana State University (LSU) main campus and the downtown business district (CBD) of Baton Rouge.

Boundaries

The Neighborhood boundaries are as follows:

North	The southern fringe of the Baton Rouge Central Business District
South	Brightside Drive
East	Lee Drive
West	Mississippi River

Land Use

There are various uses in the subject neighborhood, but the two most prominent that generate demand are the Baton Rouge Central Business District and Louisiana State University.

Central Business District

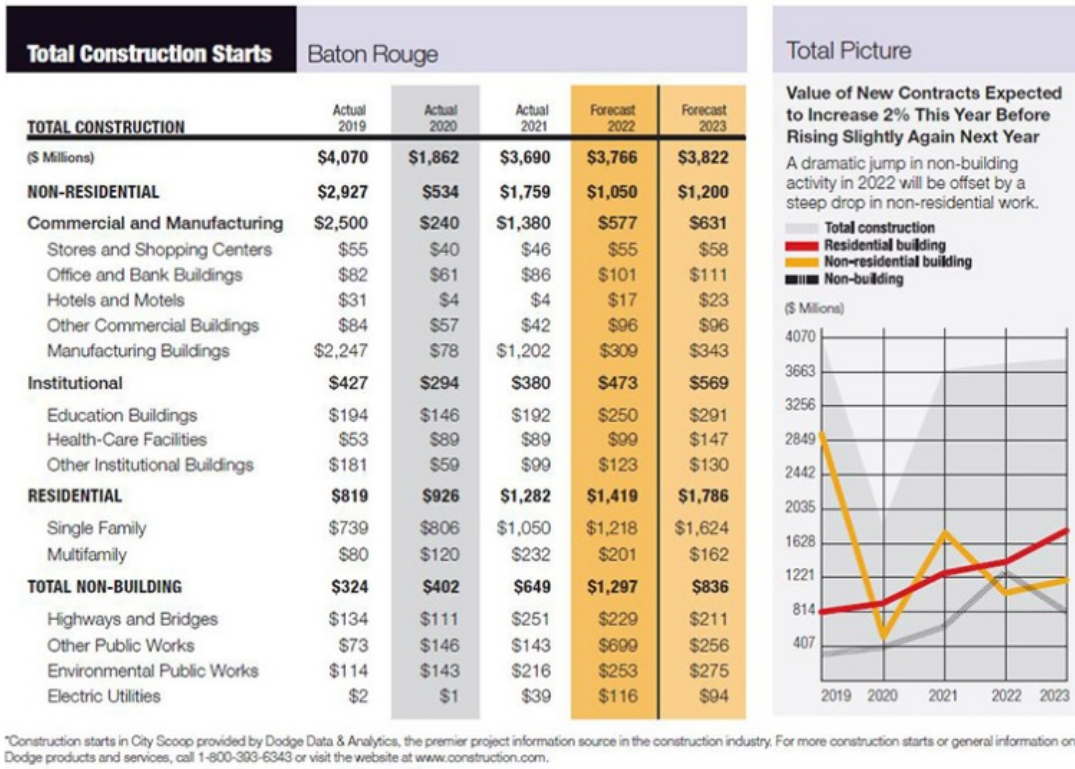
In the north sector of the neighborhood is the Baton Rouge Central Business District. Baton Rouge is the capital of Louisiana and the CBD is heavily built out with government office buildings as well as professional office buildings. The concentration consists of small, medium and large offices. There is also a limited number of hotel, retail and other commercial properties such as restaurants and nightclubs. However, office is the most significant land use.

The Baton Rouge CBD is also home to the Louisiana State Capital and two riverboat casinos. The state capital complex includes the capital, plus various offices that house state agencies. With regard to CBD offices, most consist of Class B or C properties. There are five Class A buildings, which include One American Place, City Plaza, the two Chase Towers and the IBM center.

According to the Center for Planning Excellence, Downtown Baton Rouge has experienced tremendous financial investment by the public and private sector. Since 1998, the state and other public agencies have invested over \$500 million into downtown and the private sector has invested over \$1.5 billion with an additional \$900 million in new investment currently planned or under construction. The graph below provides information regarding historical construction cost and forecast construction cost.

Recent developments downtown include two new hotels, The Residences at Rivermark and Courtyard by Marriott Baton Rouge Downtown.

2022 City Scoop: Baton Rouge



One of the main goals of the DBR Master Plan was to provide additional housing in the CBD area for the influx of government employees. New and revitalized housing has been difficult to create due to the area being close to 100% built up.

Louisiana State University

Louisiana State University Agricultural and Mechanical College, most often referred to as Louisiana State University, or LSU, is a public coeducational university located in Baton Rouge, Louisiana. The University was founded in 1853 in what is now known as Pineville, Louisiana, under the name Louisiana State Seminary of Learning & Military Academy. The current LSU main campus was dedicated in 1926, and consists of more than 250 buildings constructed in the style of Italian Renaissance architect Andrea Palladio, and occupies a 650-acre plateau on the banks of the Mississippi River.

LSU is the flagship institution of the Louisiana State University System, and the largest institution of higher education in Louisiana in terms of student enrollment. The fall 2016 freshman class represents the most academically talented class to enter LSU. With a composite ACT of 25.7 and an average grade point average of 3.4, the freshman class set a new academic high for the university that continues to stand still today. With entrance requirements of a 3.0-grade point average and a 22 composite ACT score, the incoming freshman class far exceeds LSU's basic admission requirements. In the Fall of 2017, the University enrolled over 25,000 undergraduate students along with 5,000 graduate students. Also in the fall of 2017, the total educational and general expenditures reached an all-time high of \$780,480,767 along with the total auxiliary enterprises that equaled \$202,375,718.

Several of LSU's graduate schools, such as the E.J. Ourso College of Business and the Paul M. Hebert Law Center, have received national recognition in their respective fields of study. Designated as a land-grant, sea-grant and space-grant institution, LSU is also noted for its extensive research facilities, operating some 800 sponsored research projects funded by agencies such as the National Institutes of Health, the National Science Foundation, the National Endowment for the Humanities, and the National Aeronautics and Space Administration.

LSU's athletic department fields teams in 21 varsity sports (9 men's, 12 women's), and is a member of the NCAA (National Collegiate Athletic Association). LSU's athletic department is also a member of the Southeastern Conference (SEC), one of the most dominant athletic conferences throughout the country. LSU Tigers football began in 1893, with national championship wins in the 1958, 2003, and 2007 seasons. Likewise, baseball at LSU also began in 1893 and it has been a dynasty program ever since. Being one of the most elite baseball programs in the nation, LSU has made 18 College World Series appearances and came home with six national championships in 1991, 1993, 1996, 1997, 2000, and 2009. The University is represented on the field by its mascot, Mike the Tiger.

The current LSU campus is located on 2,000 acres just south of downtown Baton Rouge. A majority of the university's 250 buildings, most of which were built between 1925 and 1940, occupy a 650-acre plateau on the banks of the Mississippi River. Other campuses in the LSU system include the LSU Agricultural Center, Pennington Biomedical Research Center, University of New Orleans, LSU at Shreveport, LSU at Eunice, LSU at Alexandria, and the Louisiana State University Health Sciences Center New Orleans. In addition, LSU owns and operates the J. Bennett Johnston, Sr. Center for Advanced Microstructures and Devices (CAMD), which is a 1.3 GeV synchrotron radiation facility.

Louisiana State University is ranked 133rd in the national universities category according to the 2018 U.S. News & World Report ranking of U.S. colleges and 44th among public universities by the 2018 Forbes magazine. LSU is also ranked as the 151st best research university in the nation by Forbes magazine and is featured in the 2018 edition of Princeton Review's Best 382 Colleges guide. Additionally, U.S. News & World Report ranked LSU as the 16th most popular university in the nation. Programs that have received recognition within LSU include the following:

Revitalization of Old South Baton Rouge

Old South Baton Rouge ("OSBR") is a project aimed to help revitalize the area between Louisiana State University and Downtown Baton Rouge. The area encompasses about three square miles. The project/initiative was launched by the Baton Rouge Area Foundation with the goal to form a long-term strategic plan and help the neighborhood eventually establish its own 501(c)3 non-profit status to continue the project. The project is currently being overseen by employees of the Baton Rouge Area Foundation and the Center for Planning Excellence, as well as, a Partnership Board that was elected by residents of the Old South Baton Rouge community. It is estimated that the poverty level in the area is around 50% which is considered by the United States as a High Poverty Area. One of the main obstacles is to overturn the "culture of poverty" that the area has become accustomed in the past decades.

The OSBR area was once a prominent part of the Baton Rouge Community that was racially integrated. It was the home of many of the best restaurants in the Baton Rouge area. During the Civil Rights Movement in the 1950s and 1960s, many middle-class residents fled the area for better housing as better jobs were made available to all races. After many of the wealthier residents left, many of the businesses that stayed were forced to eventually close due to bankruptcy, and many businesses that are currently in the area face similar issues. As the businesses closed their doors, many of the buildings were left abandoned and a "culture of poverty" began to take over the entire area. Realizing the importance of the area to Baton Rouge, many people have begun trying to change this culture and improve the overall looks and quality of life in the area. Residents are hesitant to accept or help with any of these changes unless they provide instant changes.

The plan was created with the hopes that the recommendations put forward will be adopted and put into place in an effort to improve the area's looks and quality of life. The document was created with the help of Old South Baton Rouge residents and is viewed as a comprehensive vision for the area. Some of the main goals of the plan include upgrades to street lights, sidewalks, and efforts to help reduce crime in the area.

Louisiana State University is the southern border of the OSBR area and has a great interest in revitalizing the area. One of the main routes onto the LSU campus goes directly through this area.

Nicholson Gateway

On August 6th, 2012, the Nicholson Gateway Master Plan was presented to members of the LSU community which started the commencement of a project to transform the Nicholson Drive corridor, the largest underdeveloped tract of university-owned property that is adjacent to the campus core. The project has begun to turn what has traditionally been the back of the campus into an exciting new gateway district. The first phase, Nicholson Gateway, is a 28-acre site between West Chimes Street and Skip Bertman Drive.

Nicholson Gateway serves LSU's mission and programs in several ways that will greatly improve the vitality and visual quality of the area while supporting student recruitment and retention. Since the complex is near the Mighty Mississippi, all the halls have been given names that are closely related to the Mississippi River. These hall names include Riverbend, Canal, Oxbow, Gulf, Delta, Marsh and Bayou. Nicholson Gateway has upgraded the existing housing stock, enhance the game day experience, create an environment that diversifies LSU's relationship to downtown, and expand campus amenities.

The site was the former home of the old Alex Box baseball stadium and student apartments. The site been redeveloped with 38,000 square feet of retail space, 1,531 new upper-class and graduate student housing beds, 10,000 square feet of University Rec space and 1,625 new surface and garage parking spaces along with restaurants and a grocery store. The development is expected to generate \$218 million in new revenue over 40 years.

This development is a public-private partnership between the public entities of LSU, the LSU Foundation and the private entities of RISE and Provident Resources Group. Construction of the complex began in November of 2016 and was completed in the fall of 2018. The Nicholson Gateway project has already begun its dramatic transformation of its section on Nicholson Drive.

River District

The River District is a large-scale planned development along the Nicholson Drive corridor. The 35-acre property was assembled by a local oil tycoon over a 10+ year span. The property was once a neighborhood of older single-family residences but has since been cleared. The developer, Moreno Properties, intended to develop the site with a large-scale mixed-use development; however, the project was foreclosed upon in early 2017 by the lender after the global oil market crashed in 2014. This property is still subject to litigation. Once litigation is settled, this site will ultimately be redeveloped at some point in the future and will be a dramatic transformation for this corridor and the Old South Baton Rouge neighborhood.

The Water Campus

After several years in the making, it was announced in December 2013 Baton Rouge will be home to the Water Campus, a world-class research park devoted to the study of coastal restoration and sustainability. Led by the Baton Rouge Area Foundation (BRAAF) in conjunction with the Coastal Protection and Restoration Authority (CPRA), the Department of Economic Development, the Water Institute of the Gulf, and Louisiana State University, the Water Campus will be a 27.6-acre riverfront research park that will establish Louisiana as a world-class center for the best available science on water management and coastal issues. The Water Campus will be an engine for economic development creating as many as 45,000 direct and indirect jobs over the next two decades. The campus, upon full build-out, will directly employ over 4,000 employees within a 1.2 million square foot campus.

Bordered by the Mississippi River Bridge, Nicholson Drive, Oklahoma Street and the Mississippi River, the Water Campus will initially consist of three buildings totaling \$45 million in construction costs:

- **Costal Education & Research Facility/The Water Institute of the Gulf** Located on the old city dock and will include public education exhibits, research and meeting facilities. The \$20 million project commenced construction in the 2nd half of 2014 and was completed in 2017.
- **River Modeling Center:** A \$16 million facility that houses a 90-by-20 foot physical model of the lower Mississippi River and operated by Louisiana State University. It will be one of the largest, most dynamic models in the world. Construction of the 50,000 SF facility commenced in the first quarter of 2014 and was completed in 2016.
- **The Coastal Protection and Restoration Authority.** A \$9 million coastal research office building for the CPRA and other coastal researchers housing its team of 165 administrators, scientists, technicians, and office support staff. This facility was completed in 2016.
- **Multitenant Office:** A \$23 million, four-story, 90,000 SF office building is was completed in 2019.

The Water Campus is a major catalyst for redevelopment of Old South Baton Rouge and the Nicholson Road corridor, a three mile stretch that links Downtown Baton Rouge and the LSU Campus. The Nicholson Road corridor, which has struggled with its identity historically, will now be in the heart of the development and economic activity generated by the Water Campus.



Downtown Multifamily Development

The new economic and development activity in Downtown Baton Rouge has generated strong demand for multifamily for-rent housing. As a result, there have been numerous projects announced to support this increased demand. As is typical in urban projects, free parking is not included in the rent and averages \$100 to \$150 per month per space. Below is a sample of recent developments.

- **525 Lafayette:** 11-story new Class A luxury project delivered Fall 2015. This is the premier Class A apartment complex in the CBD and is at stabilized occupancy.
- **One Eleven:** 12 condo-quality lofts with over 5,000 square feet of commercial space.
- **The Elysian:** 4-story new construction mixed income workforce housing development with 100 units. This project has been highly successful and a Phase II to contain an additional 100 units is proposed.
- **438 Main Street:** 22 unit mixed income project currently under construction. The project will contain 17 affordable units with rents in the \$1.53 to \$1.65 PSF range.
- **440 Third Street:** Historic adaptive re-use property containing 65 one and two bedroom units. An additional 65,000 SF of commercial space will be constructed including a neighborhood grocery store.
- **Commerce Building:** Historic adaptive re-use property containing 88 one and two bedroom units with ground-floor retail space and a rooftop pool. This property was completed in 2016, and rent is stabilized.
- **River House (Old South Baton Rouge)**– This ground-up new construction in Old South Baton Rouge is a Class A, 224-unit market-rate multifamily development was completed in 2017 and is adjacent to the Water Campus.
- **The Heron Downtown:** This recent new apartment complex development is an upscale 4-story complex that contains a clubhouse with 20' ceilings, seating areas, coffee bar and WiFi, a resort style pool with sun ledge, outdoor grills, a resident cabana lounge with wet bar, fitness center, billiard room, pet grooming area, and secured parking garage with elevator access. The property contains 142 units, with 60 one bedroom units and 82 two bedroom units. Rents range from \$1,499 per month (\$2.17 per sf/mth), (690 sf) \$1,699 per month (\$1.66 per sf/mth), (1022 sf) to upwards of \$2,300 per month (\$2.21 per sf/mth) (1042 sf). The higher priced units contain views of the downtown area and the pool.

Growth Patterns

Growth has occurred primarily along the main thoroughfares such as Nicholson Drive and Highland Drive as well as throughout the CBD due to continued government construction, and around the campus of LSU. Land availability within the entire neighborhood is quite limited due to the density of development. However, the immediate subject area is an older area and many improved land tracts are being demolished to make way for new construction. Most of the new development has been in the form of multifamily and condominiums to cater to students and alumni of Louisiana State University, retail and office.

Access

Primary access to the subject neighborhood is provided by Interstate Highway 10 and 110. Interstate 10 runs in an east/west direction, while 110 branches off 10 from the CBD area traveling north. Both highways are limited access roadways. Both Interstate 10 and 110 provide access to the subject neighborhood and the surrounding City of Baton Rouge. Interstate 10 provides access to other Louisiana cities such as New Orleans, and Lafayette. Secondary access to the neighborhood is provided by Perkins Road, Burbank Drive, and Nicholson Drive.

Demographics

Selected neighborhood demographics in 1-, 3-, and 5-mile radii from the subject are shown in the following table:

SELECTED NEIGHBORHOOD DEMOGRAPHICS

4001 Nicholson Drive Baton Rouge, LA 70808	1 Mile Radius	3 Mile Radius	5 Mile Radius
Population			
2028 Total Population	14,063	59,287	134,818
2023 Total Population	13,809	58,566	133,243
2010 Total Population	12,768	53,616	125,191
2000 Total Population	11,988	52,572	121,388
<i>Annual Growth 2023 - 2028</i>	0.37%	0.25%	0.24%
<i>Annual Growth 2010 - 2023</i>	0.60%	0.68%	0.48%
<i>Annual Growth 2000 - 2010</i>	0.63%	0.20%	0.31%
Households			
2028 Total Households	5,930	24,229	58,252
2023 Total Households	5,744	23,678	56,940
2010 Total Households	5,281	22,685	53,068
2000 Total Households	4,683	21,131	49,661
<i>Annual Growth 2023 - 2028</i>	0.64%	0.46%	0.46%
<i>Annual Growth 2010 - 2023</i>	0.65%	0.33%	0.54%
<i>Annual Growth 2000 - 2010</i>	1.21%	0.71%	0.67%
Income			
2023 Median Household Income	\$24,511	\$41,828	\$47,188
2023 Average Household Income	\$45,138	\$84,344	\$82,687
2023 Per Capita Income	\$20,420	\$35,536	\$35,806
2023 Pop 25+ College Graduates	2,433	17,525	38,566
Age 25+ Percent College Graduates - 2023	64.5%	61.1%	48.3%

Source: ESRI

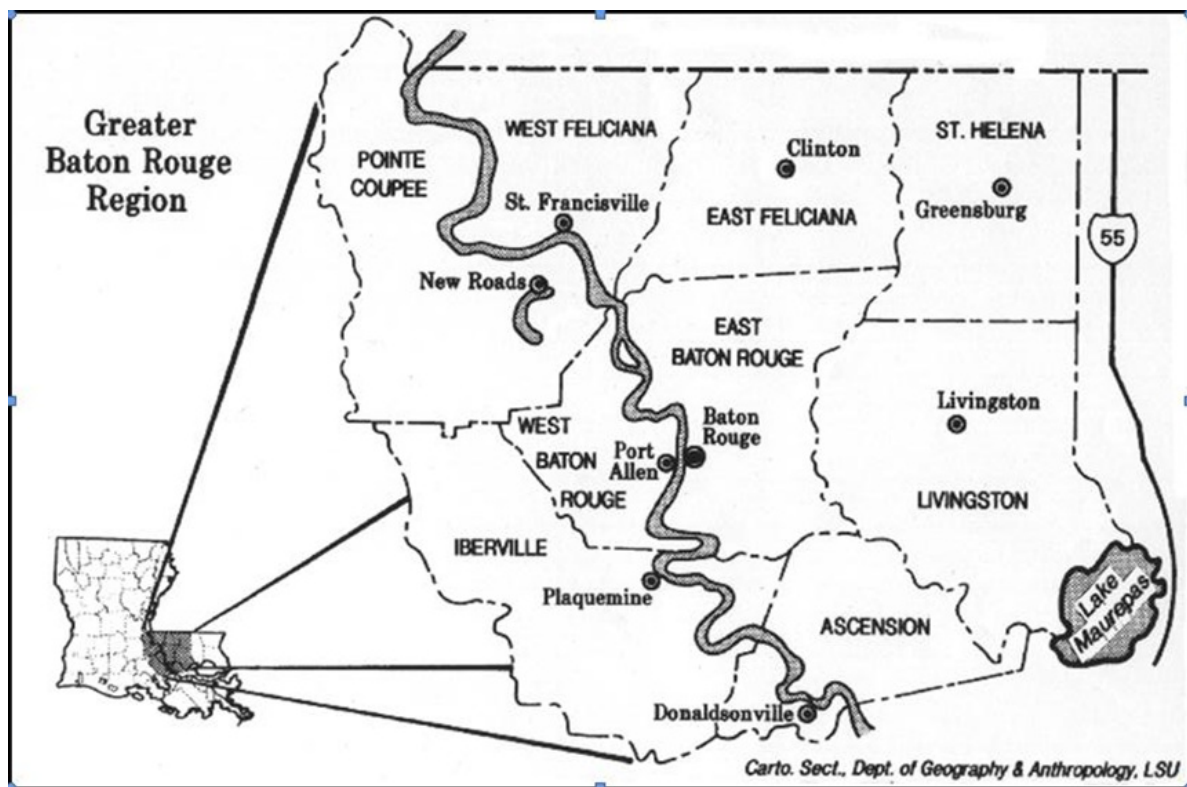
Conclusion

Population and households are projected to grow slightly over the next five years. The neighborhood is an older area of Baton Rouge that is in the revitalization stage of the growth bell curve along Nicholson Drive with new growth of several new apartment complexes, restaurants, and retail centers. Overall, the outlook for the neighborhood is good - the area has a stabilizing effect from Louisiana State University, which is a main driver of the greater Baton Rouge area, and from its proximity to the Baton Rouge CBD. Tiger Town is the strongest multifamily market in the City. In addition, Baton Rouge is the state capital. Therefore, the subject neighborhood is expected to remain stable into the foreseeable future. As a result, the demand for existing developments is expected to be stable with new demand sources.

Local Market Analysis

Area Analysis

Demographic Area Name	Baton Rouge Metro Area
Demographic Data Source	Baton Rouge Chamber, Entergy, Demco Electric and other publications.
Area Description	The metro area population of Baton Rouge in 2022 was 756,000, a 1.34% increase from 2021. The metro area population of Baton Rouge in 2021 was 746,000, a 1.63% increase from 2020. The metro area population of Baton Rouge in 2020 was 734,000, a 1.66% increase from 2019.



The wealth of the city is stabilized by four (4) main forces: government, industry, port and education. The State and City-Parish governments are the largest employers in the Baton Rouge area. Approximately 25,000 people are employed by state government in the Baton Rouge area with a payroll of \$115,500,000. The city has a unique form of government which consolidates the offices of both city and parish and is presided over by a mayor/president and a 12-member city council. The City-Parish employs approximately 4,000 persons.

The city of Baton Rouge serves as the northern anchor of what is termed the nation's "chemical strip", which extends over 100 miles from St. Francisville on the north to New Orleans on the south. The majority of the industrial plants are located along the Mississippi River to take advantage of the almost unlimited availability of processed water. The Baton Rouge area of this "chemical strip" is responsible for employing approximately 20,000 people. The manufacturing and petrochemical industries are beginning to report an increase in production and in export activity. Since employment has remained essentially stable in these areas. The Port of Greater Baton Rouge is the fifth largest port in the nation in terms of total waterborne commerce. It is the third largest port in the Gulf of Mexico, the second largest port in Louisiana, and is the farthest inland deep-water port on the Gulf of Mexico via the Mississippi River. Both oceangoing vessels and barges are provided with modern facilities. Total short tonnage handled at the port was 71,000,000.

Baton Rouge is a central education center for the South. Within a 100-mile radius of Baton Rouge are located 16 colleges and universities, with two state universities, an extension of Southeastern Louisiana University in Hammond, and one private university within the city of Baton Rouge itself. Baton Rouge is the home of two major state universities: Louisiana State University and Southern University. As of the 2022 fall semester, Louisiana State University has an enrollment of 37,354 students, and is located on a 300-acre campus \$197,000,000 physical plant containing nine million square feet of buildings. Southern University summer of 2022 enrollment is 3,384 students and occupies a \$45,000,000.00 physical plant.

LSU began as the Louisiana Seminary of Learning the Military Academy in 1860 at Pineville. Fire destroyed the building in 1869 and it was moved to Baton Rouge. In 1870 the name was changed to Louisiana State University and seven years later the Agricultural and Mechanical College, which had been established in New Orleans, became a part of the university. The old campus was located where the State Capitol grounds are today. In 1932 the transition to the present campus was completed. LSU is an old institution, rich in history and traditions and looks forward to even greater expansion to meet the needs and challenges of the most remarkable era of progress in its history. Southern University is located five miles north of Baton Rouge on a bluff overlooking the mighty Mississippi. It was opened in 1881 with twelve students and located in New Orleans. In 1892 it became a land grant college and in 1914 moved to Baton Rouge. Southern is expanding its curriculum in several areas, particularly those of social impact and the sciences.

Also located in Baton Rouge is the Southeastern Louisiana University School of Nursing, a branch of Southeastern Louisiana University located in Hammond, Louisiana. In addition to these local universities, higher education can be obtained from four business colleges, two state schools (blind and deaf), and two vocational-technical schools. Education from grades K-12 is available in public schools, which can offer classes for those with learning disabilities and for those with gifted talents, and a variety of private and parochial schools.

Other support facilities for Baton Rouge include the following. Baton Rouge Metropolitan Airport, at Ryan Field, is serviced by four airlines: Delta, Northwest, Continental, and American. There are three trunk railroad lines servicing Baton Rouge (Illinois Central System): Louisiana and Arkansas, Kansas City Southern Railway, and Missouri Pacific Lines. Highways crossing Baton Rouge are U. S. 61 and 190, and Interstates 10, 110 and 12. There are fourteen radio stations and six television stations transmitting from Baton Rouge to surrounding areas. Over four hundred fifty churches are located in the area representing all major denominations and many minor denominations.

Baton Rouge also has many amusement centers: The Greater Baton Rouge Zoo; the Olympic velodrome; sixteen motion picture theaters; eighty-one public parks; an arboretum; one hundred twenty-one softball and baseball fields; five public swimming pools; many manmade lakes providing boating and fishing within the city limits; five public golf courses; the Baton Rouge Symphony Orchestra, the Baton Rouge Little Theater; and the Riverside Centroplex which provides the Arena and the Theater for Performing Arts. Baton Rouge is near many area lakes and rivers providing excellent hunting and fishing.

The capitol building is thirty-four stories, 450 feet in height, erected on the site of the old campus of LSU. It was constructed at a cost of \$5,000,000. This building is visited by thousands each month. Its elaborateness lies in the intricate and costly artistic interpretations of the state itself, for the story of Louisiana is the decorative theme of every detail in the construction. Broad steps of Minnesota granite mark the entrance to the building. Many famous artists and sculptors decorated this building. Former Governor Huey P. Long, under whose aegis it was built, is buried in front of the building. A twelve-foot bronze statue of him stands in the front.

Supply and Demand:		Employment Trends:	
Single-Family	Balanced	Employment	Increasing
Multi-Family	Balanced	Unemployment	Decreasing
Office	Balanced		
Retail	Balanced	Retail Sales Trends:	
Industrial	Balanced	Total Retail Sales - Store Front	Decreasing

Demographic Trends:		Special Purpose Property Data:	
Area Population	Increasing	Market Vacancy	Stable
Area Households	Increasing	Market Supply	Stable
Household Size	Stable	Space Additions	Stable
Percent Renters	50%	Market Value/SF	Increasing
Household Income	Increasing	Market Rent/SF	Increasing

Site Description

Location	
MSA	Baton Rouge
Market Type	Medium
Submarket Type	Suburban
Legal Description	LA. State University & A. & M. College 52 Acre Campus
Location Classification	Average
Location Description	Located on the southeast corner of Burbank Drive and Nicholson Drive
Parcel Identifier	2383357
Location of Parcel	Corner
Size	
SF / Acres	60,984 / 1.4000
Number of Lots	1
Site Dimensions	Various, see attached map
Access	
Primary Frontage Feet	200.00
Primary Frontage Type	Local
Frontage Description	East side of Nicholson Drive
Access Classification	Average
Access Description	East side of Nicholson Drive, South side of Burbank Drive
Encumbrances	
In Flood Plain	Yes
Flood Area Percent	100%
Flood Zone	AE
Flood Map Number	22033C0245E
Flood Map Effective Date	05/02/2008
Flood Plain Description	Area prone to frequent flooding
Site Characteristics	
Shape	Irregular
Topography	Basically Level
Grade	At Grade
Drainage	Appears adequate
View / Appeal	Average
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water
Utilities Description	All utilities are available to site.
Site Utility	Average

Communication

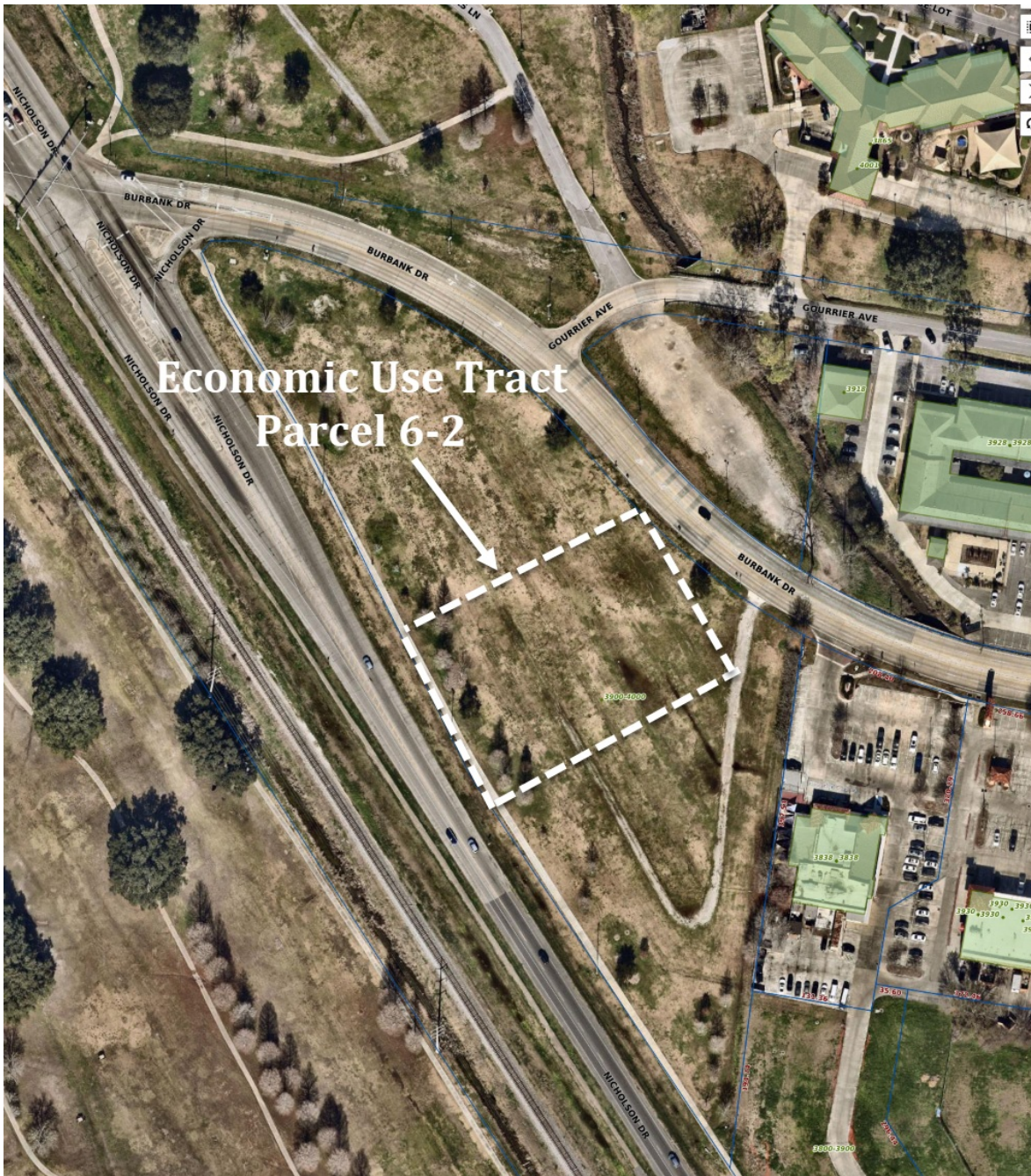
The appraisal assignment has requested that the appraisal include an estimate of value of the subject land *"before the acquisition"* and an estimate of value for the *"Part Acquired"* (inclusive of the land, landscaping, and improvements located within the required right of way or servitude) and an estimate of value for the subject land *"after the acquisition"*. Louisiana Revised Statute 48:453(A) requires the appraiser to develop opinions of value before the acquisition without considering any change in value caused by the proposed improvement. The estimated *"Before Value"* and the estimated value of the *"Part Acquired"* excludes any consideration of the proposed public improvement or project, which is considered by LADOTD as an Assignment Condition. Any analysis of the remaining property includes consideration of the proposed public improvement or project and its effects on the remaining subject property.

Whole Property/Larger Parcel - Property Before

The property, which is the subject of this appraisal, is located on the easterly side of Nicholson Drive just south of Burbank Drive. The Whole Property is comprised of an irregularly shaped tract or parcel of land that contains a total area of 5.951± acres or 259,230.7± square feet. The property is located in FEMA Flood Zone AE, which is a flood hazard area. Primary land use along Nicholson Drive is neighborhood commercial. The highest and best use (economic use) of land fronting Nicholson Drive is considered to be for neighborhood commercial use. As such, a Larger Parcel/Use Tract determination was made for the portion fronting along the east side of Nicholson Drive.

Larger Parcel / Economic Use Tract - Property Before

The Larger Parcel/Economic Use Tract is comprised of a rectangular-shaped tract or parcel of land that contains a total area of 1.40± acres or 60,984± square feet. The site fronts 200± feet on the east side of Nicholson Drive with a depth of 304.9± feet. Access to the site is by means of Nicholson Drive. The site is essentially level with Nicholson Drive. The Economic Use Tract is located in FEMA Flood Zone AE, which is a flood hazard area. The Larger Parcel/Use Tract is a vacant and unimproved tract of land. While zoning maps in East Baton Rouge Parish indicate all LSU properties are zoned A-1, single-family residential, this is legacy zoning and is not subject to municipal zoning regulations. Adjacent landowners/users on the east side of Nicholson Drive and the south side of Burbank directly behind the site primarily consist of heavy commercial and neighborhood commercial uses. Conversations with the EBR Parish Planning and Zoning Commission confirmed that a change in zoning is appropriate, reasonable, and not speculative. The highest and best use of the subject site, *"as though vacant,"* is considered neighborhood commercial.



Details of The Part Required

The area required for the proposed road right of way, Parcel 6-2, consists of a generally rectangular strip or parcel of land at the northwest corner of the site. It includes $0.509\pm$ acres or $22,177.2\pm$ square feet. The landscaping is located within the required area and will be affected.

Details of the required area(s) as provided by LADOTD:

PARCEL 6-2 H.002825, C.S. 414-01 346+73.14

Louisiana State University, State Of Louisiana

Sect 65 & 66, T-8-S, R-1-W

Sheet 6

105 108 116 117 118 120 109 108

Parcel 6-2

Louisiana State University, State Of Louisiana

Sect 65 & 66, T-8-S, R-1-W

From a point on the centerline of State Project No. H.002825, C.S. 414-01, at Station 346+73.14, proceed N07°25'07"E a distance of 86.95 feet to the point of beginning; thence proceed N36°06'21"W a distance of 260.04 feet to a point and corner; thence proceed N32°39'08"W a distance of 120.39 feet to a point and corner; thence proceed N27°53'41"W a distance of 478.78 feet to a point and corner; thence proceed S32°39'04"E a distance of 796.76 feet to a point and corner; thence proceed S32°39'04"E a distance of 31.76 feet to a point and corner; thence proceed S07°25'07"W a distance of 37.33 feet to the point of beginning. All of which comprises Parcel 6-2 as shown on Sheet 6 of the Right of Way Plans of State Project No. H.002825, C.S. 414-01, and contains an area of 22,177.3 square feet or 0.509 acres.

Property Rights Appraised

The ownership of real estate is comprised of a "bundle of rights" wherein the ownership of a parcel of real estate may embrace a great many rights, such as the right to its occupancy and use, the right to sell it in whole or in part; the right to bequeath; the right to transfer, by contract, for specified periods of time, the benefits to be derived by occupancy and use of the real estate. Persons have multiple rights in things. Ownership is but one, and it is often dismembered into sub-rights. Other rights include personal servitudes and predial servitudes. There may be other such rights as the law allows and the rights that are created by contract. For example, building restrictions and the right to compel the fixing of boundaries are rights that are created by the law and/or by contract. Ownership is the right that confers on a person direct immediate and exclusive authority over a thing. The owner of a thing may use, enjoy and dispose of it within the limits and under the conditions established by law. In Louisiana, the bundle of rights is categorized as the usus, fructus, and abusus. The right to use a thing and to exclude others from using it is sometimes called usus. "Usus" may be defined as "a precarious enjoyment of land." The owner of a thing owns the fruits, produced by the thing that comes from exploiting and enjoying the thing, such as rents and royalties and natural fruits such as crops and timber, this right is sometimes called fructus. Abusus is the right to alienate or dispose of the thing. It includes consuming it, giving it away, selling it, and encumbering it. The sum total of the bundle of rights comprises the value of the real estate.



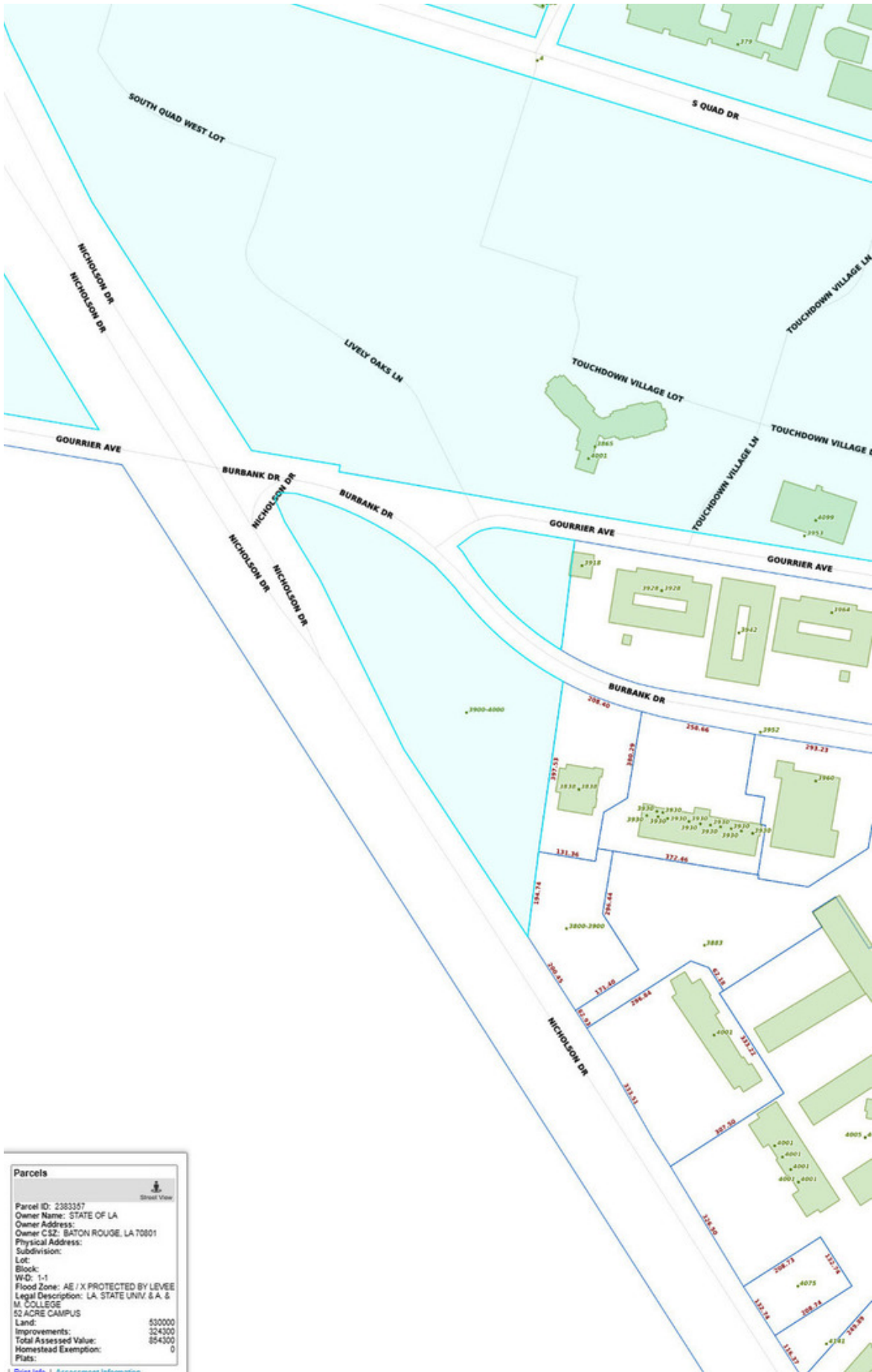
Parcels

Parcel ID: 2383357
Owner Name: STATE OF LA
Owner Address: BATON ROUGE, LA 70801
Physical Address:
Subdivision:
Lot:
Block:
WFO: 1-1
Flood Zone: AE / X PROTECTED BY LEVEE
Legal Description: LA. STATE UNIV. & A. & M. COLLEGE
52 ACRE CAMPUS

Land:	500000
Improvements:	524300
Total Assessed Value:	854300
Homestead Exemption:	0
Plats:	

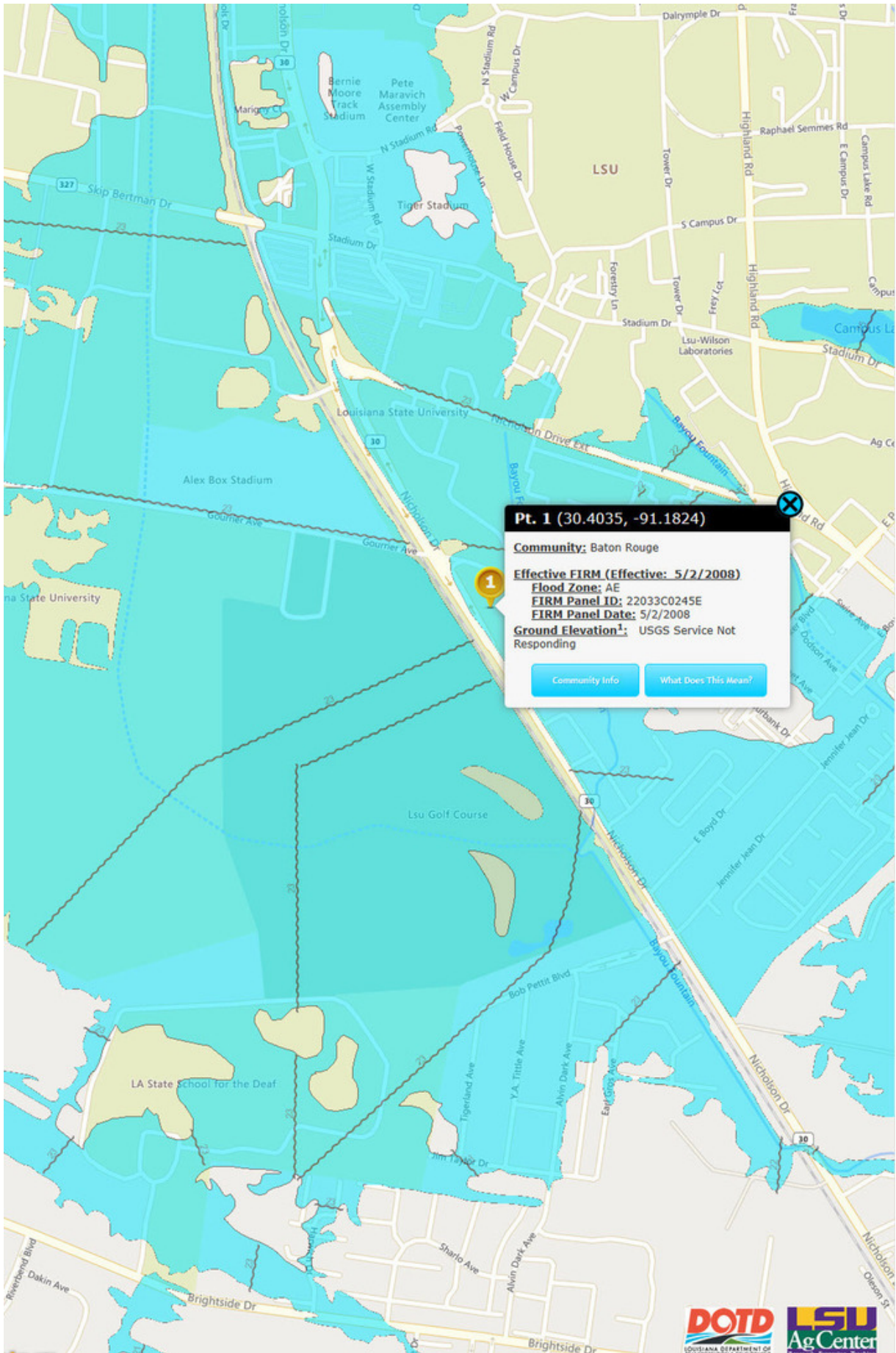
[Print Info](#) | [Assessment Information](#)

Aerial Image



Parcels	
Parcel ID:	2383357
Owner Name:	STATE OF LA
Owner Address:	
Owner C/SZ:	BATON ROUGE, LA 70801
Physical Address:	
Subdivision:	
Lot:	
Block:	
WD:	1-1
Flood Zone:	AE / X PROTECTED BY LEVEE
Legal Description:	LA. STATE UNIV. & A. & M. COLLEGE
	52 ACRE CAMPUS
Land:	530000
Improvements:	324300
Total Assessed Value:	854300
Homestead Exemption:	0
Plats:	0

Assessor



Flood Zone AE

Zoning

Parcel 6-2, LSU

General Zoning Information	
Current Use	Vacant Land
Zoning Jurisdiction	East Baton Rouge Parish
Zoning Code	A1
Zoning Description	Single-Family Residential
Zoning Comments	The subject land is owned by Louisiana State University and is not subject to municipal zoning. Conversations with the East Baton Rouge Parish Planning and Zoning Commission indicated that GIS zoning is a legacy zoning, and the property owner is not required to meet EBR zoning requirements.

The subject land is owned by Louisiana State University and is not subject to municipal zoning. Conversations with the East Baton Rouge Parish Planning and Zoning Commission indicated that GIS zoning is a legacy zoning, and the property owner is not required to meet EBR zoning requirements.

Taxes and Assessment

2024 Real Estate Taxes

Parcel ID	2383357
Tax Year	2024
Real Estate Taxes	\$0.00
Total Taxes	\$0.00

The subject property is owned in fee by a state university and is not subject to taxation.

Year: Current (2024)
 STATE OF LA
 BATON ROUGE LA 70801
 Physical Address: N/A

Assessment Number: 2383357
 Roll: 10-EXEMPT
 Ward: 1-1
 Location Code: 02
 SALA: N/A

Assessment Report

Taxes are for : Parish WARD 1-1		Taxes Excluded by Exemption: 101,766.82			
Assessed Value:	854,300	Municipal Tax:	0.00	Municipal Mill:	12.6200
Exempt Value:	854,300	Parish Tax:	0.00	Parish Mill:	106.5000
Taxable Parish Value:	0	Total Tax:	0.00	Fees:	0.000

Tax Items

Tax Item	Class	Description	Assessed Value	Exempt	Units	Tax Codes	Market Value
18461	3050	INSTITUTIONAL TRACT	530000	530000	52	1 2 0 0 23	5300000
18460	4000	RESIDENTIAL IMPROVEMENT	324300	324300	1	1 23 0 0 2	3243000

Ownerships

Name	Primary	Ownership	% Owned	Homestead	% HS	From Date	To Date
STATE OF LA	YES		100.00		0.00	1/1/1900	

Prior Ownerships

Name	Primary	Ownership	% Owned	Homestead	% HS	From Date	To Date
------	---------	-----------	---------	-----------	------	-----------	---------

Legal Description

LA. STATE UNIV. & A. & M. COLLEGE
 52 ACRE CAMPUS

Sales

Type	Register Number	Sales Date	Book/Page	Sales Price	Vendor	Vendee
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Parcels

Parcel: //

Parcel Acres: N/A

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Year: Current (2024)
 STATE OF LA
 BATON ROUGE LA 70801
 Physical Address: N/A

Assessment Number: 2383357
 Roll: 10-EXEMPT
 Ward: 1-1
 Location Code: 02
 SALA: N/A

Parish Taxes By Millage

Mill No	Entity	Fund	Millage	Tax	Exempt
1035011	PARISH	MOSQUITO ABATEMENT DISTRICT1	1.0600	0.00	905.56
1035004	PARISH	PARISH TAX	3.1500	0.00	2,691.05
1035089	PARISH	MENTAL HEALTH CRISIS CENTER	1.4200	0.00	1,213.11
1035086	PARISH	COUNCIL ON AGING	2.1300	0.00	1,819.66
1035064	PARISH	BREC MAINTENANCE & OPERATIONS6	3.2530	0.00	2,779.04
1035019	PARISH	BREC MAINTENANCE & OPERATIONS5	0.6300	0.00	538.21
1035020	PARISH	BREC MAINTENANCE & OPERATIONS4	0.4200	0.00	358.81
1035022	PARISH	BREC MAINTENANCE & OPERATIONS3	3.9600	0.00	3,383.03
1035045	PARISH	ADDITIONAL SPECIAL LAW ENFORCEMENT3	6.9000	0.00	5,894.67
1035041	PARISH	ASSESSOR SALARY & EXPENSE FUND	1.2200	0.00	1,042.25
1035007	PARISH	PARISH LIBRARY	10.5200	0.00	8,987.24
1035012	PARISH	EMERGENCY MEDICAL SERVICES	3.1300	0.00	2,673.96
1035009	PARISH	ADDITIONAL SPECIAL LAW ENFORCEMENT2	3.7300	0.00	3,186.54
1035008	PARISH	SPECIAL LAW ENFORCEMENT1	4.3600	0.00	3,724.75
1035018	PARISH	BREC MAINTENANCE & OPERATIONS2	4.1000	0.00	3,502.63
1035021	PARISH	BREC MAINTENANCE & OPERATIONS1	2.1000	0.00	1,794.03
1035066	PARISH	MOSQUITO ABATEMENT DISTRICT2	0.3700	0.00	316.09
1035078	BATON ROUGE CATS	BATON ROUGE CATS	10.6000	0.00	9,055.58
1035030	E.B.R. SCHOOL DISTRICT	EBR SCHOOL REPLACE REDUCED PAYMENTS	5.2500	0.00	4,485.08
1035036	E.B.R. SCHOOL DISTRICT	EBR SCHOOL EMPL SALARY & BENEFITS 2	7.1400	0.00	6,099.70
1035035	E.B.R. SCHOOL DISTRICT	EBR SCHOOL EMPL SALARY & BENEFITS 1	1.8600	0.00	1,589.00
1035034	E.B.R. SCHOOL DISTRICT	EBR ADDITIONAL TEACHERS	2.7800	0.00	2,374.95
1035031	E.B.R. SCHOOL DISTRICT	EBR AID TO PUBLIC SCHOOLS	6.5000	0.00	5,552.95
1035037	E.B.R. SCHOOL DISTRICT	EBR SCHOOL MAINTENANCE	1.0400	0.00	888.47
1035038	E.B.R. SCHOOL DISTRICT	EBR CONSTITUTIONAL SCHOOL	4.9800	0.00	4,254.41
1035046	E.B.R. SCHOOL DISTRICT	EBR SCHOOL EMP SALARY & BENEFITS 3	7.1900	0.00	6,142.42
1035040	E.B.R. SCHOOL DISTRICT	EBR SCHOOL SUPPORT ADAPP	0.7200	0.00	615.10
1035039	E.B.R. SCHOOL DISTRICT	EBR SCHOOL EMP SALARIES & BENEFITS	5.9900	0.00	5,117.26
			106.5030	\$ 0.00	\$ 90,985.55

Municipal Taxes By Millage

Mill No	Entity	Fund	Millage	Tax	Exempt
5117003	BATON ROUGE FIRE MUN	BATON ROUGE FIRE MUN FIRE SALARIES	6.0000	0.00	5,125.80
5117002	CITY OF BATON ROUGE	BATON ROUGE POLICE SYSTEM	0.8700	0.00	743.24
5117001	CITY OF BATON ROUGE	BATON ROUGE GENERAL FUND	5.7500	0.00	4,912.23

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Year: Current (2024)
 STATE OF LA
 BATON ROUGE LA 70801
 Physical Address: N/A

Assessment Number: 2383357
 Roll: 10-EXEMPT
 Ward: 1-1
 Location Code: 02
 SALA: N/A

	12.6200	0.00	10,781.27
Grand Totals	119.1230	\$ 0.00	\$ 101,766.82

Parish Taxes By Tax Code

Tax Code	Name	Millage	Tax Unit	Tax	Exempt	Value Applied
01	PARISH	52.4530	M	0.00	44,810.63	854300
02	E.B.R. SCHOOL DISTRICT	43.4500	M	0.00	37,119.34	854300
23	BR CAPITAL AREA TRANSIT SYSTEM	10.6000	M	0.00	9,055.58	854300
		106.5030		\$ 0.00	\$ 90,985.55	

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Subject Photos



Parcel 6-2 Facing North, Photo Taken by Joel Picou on May 1, 2024



Photo Taken by Joel Picou May 1, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Street Scene Facing South, Photo Taken by Joel Picou March 28, 2024



Street Scene Facing North, Photo Taken by Joel Picou March 28, 2024



Light Pole in Required Area, Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Light Pole in Required Area, Photo Taken by Joel Picou
March 28, 2024



Live Oak in Required Area, Photo Taken by Joel Picou
March 28, 2024

Highest and Best Use

"Before Acquisition" Analysis

Statement of Highest and Best Use - Before Acquisition

Highest and Best Use is defined as:

1. The reasonably probable use of property that results in the highest value. The four criteria the highest and best use must meet are legal permissibility, physical possibility, financial feasibility, and maximum productivity.
2. The use of an asset that maximizes its potential and that is possible, legally permissible, and financially feasible. The highest and best use may be for continuation of an asset's existing use or for some alternative use. This is determined by the use that a market participant would have in mind for the asset when formulating the price that it would be willing to bid (IVS).
3. The highest and most profitable use for which the property is adaptable and needed or likely to be needed in the reasonably near future (Uniform Appraisal Standards for Federal Land Acquisitions). (p. 88-89)

The use that should be made of a property as it exists. An existing improvement should be renovated or retained as is so long as it continues to contribute to the total market value of the property or until the return from a new improvement would more than offset the cost of demolishing the existing building and constructing a new one.

The reasonably probable and legal use of vacant land or an improved property, which is physically possible, appropriately supported, financially feasible, and that results in the highest value. The four criteria the highest and best use must meet are legal permissibility, physical possibility, financial feasibility, and maximum profitability.

Highest and Best Use analysis is first directed to the site as if vacant. Subsequently, the improved property is analyzed, if applicable.

The analysis technique involves a process of elimination whereby the attributes of the site and the improved property are "fitted" sequentially through the following criteria to estimate a reasonable probable use expectation:

Legally Permissible: One of the four criteria the highest and best use of a property must meet; a property use that is either currently allowed or most probably allowable under zoning codes, building codes, environmental regulations, and other applicable laws and regulations that govern land use. [\[1\]](#)

In terms of being legally permissible, private restrictions, zoning, building codes, historic district controls and environmental regulations are considered because they may preclude many possible highest and best uses. As of the effective date of the appraisal, the subject property is zoned A-1, Single Family Residential. The purpose of the A-1 District allows Single-family residential development and various institutional uses of a residential character with a minimum front yard of 15 feet, a minimum side yard of 8 feet, a minimum rear yard of 25 feet, a minimum lot width of 75 feet, minimum lot area of 10,500 square feet, a maximum height of 35 feet and 2-1/2 stories, and a maximum density of 4.1 units per acre.

The Larger Parcel/Use Tract is a vacant and unimproved tract of land. While zoning maps in East Baton Rouge Parish indicate all LSU properties are zoned A-1, single-family residential, this is legacy zoning and is not subject to municipal zoning regulations. Adjacent landowners/users on the east side of Nicholson Drive and the south side of Burbank directly behind the site primarily consist of neighborhood commercial and multifamily development. Conversations with the EBR Parish Planning and Zoning Commission confirmed that a change in zoning is appropriate, reasonable, and not speculative. As such, the legally permissible use “as though vacant” is considered neighborhood commercial.

Physical possibility: One of the criteria that the highest and best use of a property must meet. For a land use to be considered physically possible, the parcel of land must be able to accommodate the construction of any building that would be a candidate for the ideal improvement. [\[2\]](#)

The site exposure and prominence are considered adequate. Given the desirability of the immediate area and support infrastructure, it may be concluded that the subject site is well located, access points within the general area are good, and no adverse locational factors are noted that impact real estate beyond that implied by the nature of the neighborhood itself. The terrain features of the site are such that construction of improvements would require minimal site preparation. The site is essentially cleared. Beyond these factors, the physical characteristics of the site are not considered to limit the potential use of the land.

Due to the zoning size restrictions, the physical possible use of the subject site is severely restricted.

Financial feasibility:

1. One of the four criteria of highest and best use. For a land use to be considered financially feasible, the value of the land use must exceed its cost.
2. The capability of a physically possible and legal use of property to produce a positive return to the land after considering risk and all costs to create and maintain the use. [\[3\]](#)

After determining that a use is physically possible and legally permissible, consideration is given to the financial feasibility of a use. Any use which is expected to produce a positive return or which is likely to produce some income, or return, greater than the combined income needed to satisfy operating expenses, financial expenses, and capital amortization is regarded as financially feasible. Among financially feasible uses, the use that provides the highest rate of return, or value is the highest and best use. This is considered to be the use which is the maximally productive. Once again, there can be more than one highest and best use. The profitability of a particular use is estimated by projecting the highest net return to the land. The use must be of a character that generates the return for the longest period of time, and it must be a legal use. In order for a use to be economically feasible, there must be sufficient demand for the physically and legally possible use. Financial feasibility requires prospects for a positive investment return. It questions alternative uses of capital and related risk. Risk is minimized by conformity in use. The subject is positively linked to the concentration of existing and well-established single-family home sites in the immediate area. Vacant land absorption rates and values are a function of new construction activity. Within the immediate subject neighborhood, the supply of developable land and developed sites is minimal. In recent years there has been moderate residential development and construction of a few neighborhood commercial establishments that were constructed for a particular use and occupant. In order to consider financial reasonableness, specific uses must be considered.

Considering the surrounding land use, the most financially feasible use would be for some type of neighborhood commercial use.

Maximally productive: One of the four criteria the highest and best use of a property must meet. To achieve maximum productivity, a specific land use must yield the highest value of all physically possible, legally permissible, and financially feasible possible uses.^[4]

The principle of conformity holds, in part, that conformity in use is a highly desirable adjunct of real property since it creates and/or maintains maximum value, and it is maximum value which affords an owner maximum returns - the heart of the theory of highest and best use. To this extent, location and size are not impediments that would adversely impact the utilization of the subject land or result in non-conformity with surrounding land use patterns. However, economic feasibility and profitability are factors that have greater impact on potential utility and probable highest and best use of the land.

Of the financially feasible uses, the development which produces the highest value is thought to be the most maximally productive usage of the site as if vacant. Risk is minimized by conformity in use. The predominant land use surrounding the subject is for neighborhood commercial and multi-family residential use. The greatest degree of conformity in use of the subject land would be accomplished by a compatible neighborhood commercial use.

[1] 7th Edition of the Dictionary of Real Estate Appraisal, page 106

[2] 7th Edition of the Dictionary of Real Estate Appraisal, page 142

[3] 7th Edition of the Dictionary of Real Estate Appraisal, page 74

[4] 7th Edition of the Dictionary of Real Estate Appraisal, page 119

Highest and Best Use As Vacant

While zoning maps in East Baton Rouge Parish indicate all LSU properties are zoned A-1, single-family residential, it is a legacy zoning and is not subject to municipal zoning regulations. Adjacent landowners/users on the Nicholson Drive and Burbank Drive corridors sites consist primarily of heavy commercial and neighborhood commercial uses. As such, the highest and best use as vacant is concluded to be for neighborhood commercial use.

Highest and Best Use as Vacant

Neighborhood Commercial

Land Valuation

In order to estimate the current fair market value of the subject land, the appraiser has employed the Market Data or Sales Comparison Approach. With respect to the subject land, the only two applicable approaches to value are the Market Data Approach or Sales Comparison Approach and the Income Data Approach to value. More often than not, the most appropriate methodology used in estimating the value of vacant land is the Sales Comparison Approach. The Sales Comparison Approach is typically a compilation of data pertaining to market transactions or sales of properties similar to the subject. It reflects the typical reactions of buyers and sellers to the sale of similar properties in the marketplace. In evaluating the comparable sales, we selected price per square foot of land area as the primary unit of comparison. This is the unit of comparison most commonly used for this type of property in the marketplace. A map of the comparables, as well as a brief summary of the comparables, follows. Detailed write-ups of the comparables are located on the following pages.



#	Property Name	Sale Date	Land SF	Land Acres	Sale Price	Sale Price / Land SF	Sale Price / Acre	Analysis Sale Price	Analysis SP / Land SF	Analysis SP / Acre
1	606 W Lee Drive (Andy's Frozen Custard)	6/10/2020	54,058	1.2410	\$1,200,000	\$22.20	\$966,962	\$1,200,000	\$22.20	\$966,962
2	Vacant Land Comp #02 - 651 W Lee Drive (Wendy's)	1/31/2023	68,955	1.5830	\$1,191,580	\$17.28	\$752,735	\$1,191,580	\$17.28	\$752,735
3	Vacant Land Comp #08 - 5821 Burbank Drive (Oil & Tire)	2/8/2021	59,242	1.3600	\$1,500,000	\$25.32	\$1,102,941	\$1,500,000	\$25.32	\$1,102,941
4	4075 Nicholson Dr. (SW-Nicholson)	10/29/2021	27,704	0.6360	\$750,000	\$27.07	\$1,179,245	\$810,000	\$29.24	\$1,273,585
5	Vacant Land Comp #14 - 751 Frogmore Drive (Benny's Car Wash Vacant Lot)	6/2/2023	50,382	1.1566	\$1,012,000	\$20.09	\$874,978	\$1,012,000	\$20.09	\$874,978

Land Sale #1 - 606 W Lee Drive (Andy's Frozen Custard)



Photo Taken and Inspected by Joel Picou April 19, 2024



Aerial Image

Property Information	
Property Name	606 W Lee Drive (Andy's Frozen Custard)
Property Class	Land
Address	606 W Lee Drive, Baton Rouge, LA 70820
County	East Baton Rouge
Property Type & Sub-Type	Commercial / Retail Pad
Site Information - 606 W Lee Drive	
SF / Acres	54,058 / 1.2410
Zoning Code	PUD
Zoning Description	Planned Unit Development
Shape	Irregular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	06/10/2020
Seller	Milco Burbank A-2, LLC
Buyer	South Louisiana Property Group, LLC
Sale Price	\$1,200,000
Analysis Sale Price	\$1,200,000
Sale Price per SF Land	\$22.20
Analysis Sale Price per SF Land	\$22.20
Sale Confirmed By	Emily Ingram (Assistant to Joel Picou)
Sale Confirmed With	David Schroeder
Sale History	This vacant lot sold on June 10, 2020 for a recorded sales price of \$1,200,000 recorded as Orig: 66, Bndl: 13031 in the Clerk of Court Records in the Parish of East Baton Rouge. There have been no other known sales or transfers in the past 5 years.
Sale Remarks	This is the sale of a vacant lot located at 606 W Lee Drive in Baton Rouge, LA. This property was not openly marketed. Verification with the buyer, Mr. David Schroeder, indicated that this was an arms length transaction and there were no unusual concessions. Additional verification included research of assessor records, aerial view, courthouse records, flood plain map, and zoning maps. The site has been developed into a fast-food ice-cream parlor named Andy's Frozen Custard. This sale was inspected, and a photo was taken by Joel Picou on April 19, 2024.

Land Sale #2 - Vacant Land Comp #02 - 651 W Lee Drive (Wendy's)



Photos Taken by Joel Picou on 04/19/2024



Aerial Image

Property Information	
Property Name	Vacant Land Comp #02 - 651 W Lee Drive (Wendy's)
Property Class	Land
Address	651 W Lee Drive, Baton Rouge, LA 70820
County	East Baton Rouge
Property Type & Sub-Type	Commercial / ---
Site Information - 651 W Lee Drive	
SF / Acres	68,955 / 1.5830
Zoning Code	PUD
Zoning Description	Planned Unit Development
Shape	Rectangular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	01/31/2023
Seller	Paradigm Captive Insurance Company
Buyer	Haza Realty, LP
Sale Price	\$1,191,580
Analysis Sale Price	\$1,191,580
Sale Price per SF Land	\$17.28
Analysis Sale Price per SF Land	\$17.28
Sale Confirmed By	Emily Ingram (Assistant to Joel Picou)
Sale Confirmed With	Public Records & Clerk of Court; Sale Not openly marketed
Sale History	This is the sale of two vacant lots on January 31, 2023 for a recorded sales price of \$1,191,580 recorded as Orig: 724, Bndl: 13236 in the Clerk of Court Records in the Parish of East Baton Rouge. There have been no other known sales or transfers in the past 5 years.
Sale Remarks	This is the sale of two vacant lots located at 651 W Lee Drive in Baton Rouge, Louisiana. The property was not openly marketed. The west lot (A-3-1-A) has been developed into a Wendy's fast-food restaurant. At the time of inspection, the east lot (A-3-1-B) is still vacant and unimproved. This sale was inspected, and a photo was taken by Joel Picou on April 19, 2024.

Land Sale #3 - Vacant Land Comp #08 - 5821 Burbank Drive (Oil & Tire)



Photo Taken and Inspected by Joel Picou April 19, 2024



Aerial Map

Property Information	
Property Name	Vacant Land Comp #08 - 5821 Burbank Drive (Oil & Tire)
Property Class	Land
Address	5821 Burbank Drive, Baton Rouge, LA 70820
County	East Baton Rouge
Property Type & Sub-Type	Commercial / ---
Site Information - 5821 Burbank Drive	
SF / Acres	59,242 / 1.3600
Zoning Code	PUD
Zoning Description	Planned Unit Development
Shape	Rectangular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	02/08/2021
Buyer	Hutton Baton Rouge LA Burbank ST, LLC
Sale Price	\$1,500,000
Analysis Sale Price	\$1,500,000
Sale Price per SF Land	\$25.32
Analysis Sale Price per SF Land	\$25.32
Sale Confirmed By	Emily Ingram (Assistant to Joel Picou)
Sale Confirmed With	Justin Langlois
Sale History	This is the sale of two vacant lots on February 23, 2021, for a recorded sales price of \$1,500,000 recorded as Orig: 237, Bndl: 13088 in the Clerk of Court Records in the Parish of East Baton Rouge. There have been no other known transfers in the past 5 years.
Sale Remarks	This is the sale of 2 adjacent lots located at 5821 Burbank Drive in Baton Rouge, LA. The listing agent, Justin Langlois, indicated the sale was a typical arms-length transaction. Lot C-1-A-1-A-3-B-2 is currently improved with an Express Oil & Tire establishment, while Lot C-1-A-1-A-3-B-1 remains vacant. The listing agent indicated the asking price was between \$27-30 per square foot. However, the property transferred ownership on February 23, 2021 for \$1,500,000. East Baton Rouge Parish Assessors' website and Cash deed show a sales price of \$100. Mr. Langlois confirmed with sales documents that the final sales price was indeed \$1,500,000. This sale was inspected, and the photo was taken by Joel Picou on April 19, 2024.



Cover Image, Photo Taken by Joel Picou May 1, 2024



Aerial Image

Property Information	
Property Name	4075 Nicholson Dr. (SW-Nicholson)
Property Class	Land
Address	4075 Nicholson Drive, Baton Rouge, LA 70808
County	East Baton Rouge
Property Type & Sub-Type	Commercial / Retail Pad
Site Information - 4075 Nicholson Drive	
SF / Acres	27,704 / 0.6360
Zoning Code	PUD
Zoning Description	Planned Unit Development
Shape	Rectangular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	10/29/2021
Seller	Southgate Towers, LLC
Buyer	SD-Nicholson, LLC (Now SW-Nicholson, LLC)
Sale Price	\$750,000
Analysis Sale Price	\$810,000
Sale Price per SF Land	\$27.07
Analysis Sale Price per SF Land	\$29.24
Sale Confirmed By	Joel Picou
Sale Confirmed With	Ted Terrell
Sale History	This property was adjudicated by the Parish of East Baton Rouge on July 16, 2021 from Southgate Towers, LLC recorded as Book and Page #325-13123
Sale Remarks	This sale is comprised of a vacant tract of land located on the east side of Nicholson Drive in front of Southgate Towers. Verification with the buyer, Mr. Ted Terrell indicated that the property owner had some tax liens on the site along with his other properties and decided to sell this site to clear the liens. Mr. Terrell indicated that he paid market value for the site. At the time of the sale the seller had not completed the development plan which resulted in the seller spending an additional \$60,000 to legally develop the site. As such, an upward adjustment of \$60,000 was applied to this sell resulting in a Cash Equivalent price of \$810,000. The seller did not contribute toward the buyer's closing cost. The sale was an arms-length sale. The highest and Best Use of the property as vacant is for neighborhood commercial retail.

Land Sale #5 - Vacant Land Comp #14 - 751 Frogmore Drive (Benny's Car Wash Vacant Lot)



Subject Photos Taken by Joel Picou on 05/2/2024



Aerial Image

Property Information	
Property Name	Vacant Land Comp #14 - 751 Frogmore Drive (Benny's Car Wash Vacant Lot)
Property Class	Land
Address	751 Frogmore Drive, Baton Rouge, LA 70820
County	East Baton Rouge
Property Type & Sub-Type	Commercial / Other Commercial
Site Information - 751 Frogmore	
SF / Acres	50,382 / 1.1566
Zoning Code	PUD
Zoning Description	Planned United Development
Shape	Rectangular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	06/02/2023
Seller	Courvest, LLC
Buyer	Benny's Lee, LLC
Sale Price	\$1,012,000
Analysis Sale Price	\$1,012,000
Sale Price per SF Land	\$20.09
Analysis Sale Price per SF Land	\$20.09
Sale Confirmed By	Joel Picou
Sale Confirmed With	David Schumaker
Sale History	This vacant lot sold on June 2, 2023, for a recorded sales price of \$1,012,000 recorded as Orig: 654, Bndl: 13256 in the Clerk of Court Records in the Parish of East Baton Rouge. There have been no other known transfers in the past 3 years.
Sale Remarks	This is the sale of a 50,382 SF vacant lot located at 751 Frogmore Drive in Baton Rouge, LA. Verification with a property representative, David, Schumaker, indicated the lot would be used for expansion of Benny's Car Wash located on the adjoining lot to the east. The lot featured 195 feet of frontage along W Lee Drive and was level and cleared as of the date of sale. This sale was inspected an photo was taken by Joel Picou on May 2, 2024.

Elements of Comparison -- Related to the Transaction

We have evaluated the comparable sales based on differences in various elements of comparison. The first of these are elements that must be compared in every analysis and are related to the property rights conveyed, the terms/financing, conditions of the sale, expenditures after sale, excess land value, and market conditions.

Property Rights

The property rights involved in the sales did not appear to have a significant impact on the prices, and no adjustments were required.

Terms / Financing

The terms/financing involved in the sales did not appear to have a significant impact on the prices, and no adjustments were required.

Conditions of Sale

The conditions involved in the sales did not appear to have a significant impact on the prices, and no adjustments were required.

Expenditures After Sale

The expenditures after the sale involved in comparable sales 1, 2, 3, and 5 did not appear to have a significant impact on the prices, and no adjustments were required. Comparable sale 4 required the buyer to spend an additional \$60,000 or \$2.17 per square foot to complete the development plan to legally develop the site. As such, an upward adjustment of \$2.17 per square foot was applied to this sale for a cash equivalent sales price of \$810,000.

Excess Land Value

The excess land value involved in the sales did not appear to have a significant impact on the prices, and no adjustments were required.

Market Conditions

As can be seen, the sales have occurred relatively recently. Available market data does not indicate any significant change in prices of comparable properties during this period, and no adjustments for market conditions were required.

Elements of Comparison -- Related to the Real Estate

In addition, sales must be evaluated based on location, physical, and economic characteristics. The following paragraphs discuss individually the elements of comparison considered most appropriate for this analysis.

Flood Plain

The subject site is located in FEMA Flood Zone AE, a flood-hazard area. All of the comparable sales are located in FEMA Flood Zone X, which is not a flood-hazard area. As such, all comparable land sales required downward adjustments of 10%.

Location

All of the comparable sales are considered similar in location to the subject, thus no location adjustments were applied.

Size

Typically, larger properties tend to sell for lower unit prices, reflecting an inverse relationship between price and size. This has to do, in part, with the fact that there is a larger pool of potential purchasers for small sites. We have concluded that this typical relationship applies to the subject sales. Comparable sale 2 contains 2 separate lots and were purchased at a discount requiring an upward adjustment. Comparable sale 4 is smaller than the subject, requiring a downward adjustment.

Zoning

Zoning maps in East Baton Rouge Parish indicate all LSU properties are zoned A-1, single-family residential. Conversations with East Baton Rouge Parish Planning and Zoning indicated that this is a legacy zoning and LSU does not have to comply with municipal zoning. Thus, no adjustments were necessary.

Land Adjustments				
	Subject	Sale #1	Sale #2	Sale #3
Name	6-2, Louisiana State University - Before Acquisition	606 W Lee Drive (Andy's Frozen Custard)	Vacant Land Comp #02 - 651 W Lee Drive (Wendy's)	Vacant Land Comp #08 - 5821 Burbank Drive (Oil & Tire)
Street Address	Nicholson Drive	606 W Lee Drive	651 W Lee Drive	5821 Burbank Drive
City	Baton Rouge	Baton Rouge	Baton Rouge	Baton Rouge
Sale Price		\$1,200,000	\$1,191,580	\$1,500,000
Unit of Comp.	Land SF	Land SF	Land SF	Land SF
UoC Value	60,984 sf	54,058 sf	68,955 sf	59,242 sf
Sale Price / UoC		\$22.20	\$17.28	\$25.32
Transactional Adjustments (calculated cumulatively)				
Property Rights	<i>N/A</i>	<i>Fee Simple</i>	<i>Fee Simple</i>	<i>Fee Simple</i>
		Similar	Similar	Similar
Terms/Financing	<i>N/A</i>	<i>\$0.00</i>	<i>\$0.00</i>	<i>\$0.00</i>
		Similar	Similar	Similar
Cond. of Sale	<i>N/A</i>	<i>\$0.00</i>	<i>\$0.00</i>	<i>\$0.00</i>
		Similar	Similar	Similar
Expend. After Sale	<i>N/A</i>	<i>\$0.00</i>	<i>\$0.00</i>	<i>\$0.00</i>
Adjustment		\$0.00	\$0.00	\$0.00
Excess Land Val.	<i>N/A</i>	<i>\$0.00</i>	<i>\$0.00</i>	<i>\$0.00</i>
		Similar	Similar	Similar
Market Cond.	<i>N/A</i>	<i>6/10/2020</i>	<i>1/31/2023</i>	<i>2/8/2021</i>
		Similar	Similar	Similar
Adj. Price per UoC	<i>N/A</i>	<i>\$22.20</i>	<i>\$17.28</i>	<i>\$25.32</i>
Property Adjustments - Quantitative (not cumulative)				
Flood Plain	<i>100%</i>	<i>0%</i>	<i>0%</i>	<i>0%</i>
Adjustment		-10.00% -\$2.22	-10.00% -\$1.73	-10.00% -\$2.53
Location	<i>Average</i>	<i>Average</i>	<i>Average</i>	<i>Average</i>
		Similar	Similar	Similar
Size	<i>60,984 sf</i>	<i>54,058 sf</i>	<i>68,955 sf</i>	<i>59,242 sf</i>
Adjustment		0.00% \$0.00	25.00% \$4.32	0.00% \$0.00
Zoning	<i>A1</i>	<i>PUD</i>	<i>PUD</i>	<i>PUD</i>
		Similar	Similar	Similar
Total Adjustments				
Gross % Adj's	<i>N/A</i>	10.00%	35.01%	9.99%
Gross \$ Adj's	<i>N/A</i>	\$2.22	\$6.05	\$2.53
Net % Adj's	<i>N/A</i>	-10.00%	14.99%	-9.99%
Net \$ Adj's	<i>N/A</i>	-\$2.22	\$2.59	-\$2.53
Net Adj Price / UoC	<i>N/A</i>	\$19.98	\$19.87	\$22.79

Land Adjustments				
	Subject	Sale #4		Sale #5
Name	6-2, Louisiana State University - Before Acquisition	4075 Nicholson Dr. (SW-Nicholson)		Vacant Land Comp #14 - 751 Frogmore Drive (Benny's Car Wash Vacant Lot)
Street Address	Nicholson Drive	4075 Nicholson Drive		751 Frogmore Drive
City	Baton Rouge	Baton Rouge		Baton Rouge
Sale Price		\$750,000		\$1,012,000
Unit of Comp.	Land SF	Land SF		Land SF
UoC Value	60,984 sf	27,704 sf		50,382 sf
Sale Price / UoC		\$27.07		\$20.09
Transactional Adjustments (calculated cumulatively)				
Property Rights	<i>N/A</i>	<i>Fee Simple</i>		<i>Fee Simple</i>
		Similar		Similar
Terms/Financing	<i>N/A</i>	\$0.00		\$0.00
		Similar		Similar
Cond. of Sale	<i>N/A</i>	\$0.00		\$0.00
		Similar		Similar
Expend. After Sale	<i>N/A</i>	\$60,000.00		\$0.00
Adjustment		\$2.17		\$0.00
Excess Land Val.	<i>N/A</i>	\$0.00		\$0.00
		Similar		Similar
Market Cond.	<i>N/A</i>	10/29/2021		6/2/2023
		Similar		Similar
Adj. Price per UoC	<i>N/A</i>	\$29.24		\$20.09
Property Adjustments - Quantitative (not cumulative)				
Flood Plain	100%	0%		0%
Adjustment		-10.00%	-\$2.92	-10.00% -\$2.01
Location	<i>Average</i>	<i>Average</i>		<i>Average</i>
		Similar		Similar
Size	60,984 sf	27,704 sf		50,382 sf
Adjustment		-15.00%	-\$4.39	0.00% \$0.00
Zoning	<i>A1</i>	<i>PUD</i>		<i>PUD</i>
		Similar		Similar
Total Adjustments				
Gross % Adj's	<i>N/A</i>	35.02%		10.00%
Gross \$ Adj's	<i>N/A</i>	\$9.48		\$2.01
Net % Adj's	<i>N/A</i>	-18.99%		-10.00%
Net \$ Adj's	<i>N/A</i>	-\$5.14		-\$2.01
Net Adj Price / UoC	<i>N/A</i>	\$21.93		\$18.08

Analysis Price Indications	
Minimum	\$18.08
Maximum	\$22.79
Average	\$20.53
Median	\$19.98
Standard Deviation	1.66

The adjustments are summarized in the above adjustment grid.

Indicated Values	
Unit of Comparison	Land SF
Indicated Value / Unit of Comparison	\$21.00
Land Indicated Value	\$1,280,664
Rounded	\$1,280,664

After adjustments, the comparable land sales range from a low of \$18.08 per square foot to a high of \$22.79 per square foot, with an average of \$20.53 per square foot and a median of \$19.98 per square foot. With the current growth in the area, it is reasonable for the appraiser to conclude a final value opinion of \$21.00 per square foot.

Reconciliation

Indicated Values

Description	Indicated Value
Land Value	\$1,280,664
Cost Approach	N/A
Sales Comparison Approach	N/A
Income Approach	N/A

Final Estimate of Value

The valuation analyses for the subject property have previously been described in detail in this appraisal report subject to the previously described time-related value premise(s). The following value(s) are indicated for the undivided fee simple estate.

Approaches Performed

1. The Cost Approach to Value is one of three traditional valuation methods used in the appraisal of improved real estate. This appraiser does not consider it applicable in this particular appraisal assignment as the area is vacant and unimproved. A Cost Approach to Value will be applied as it relates to minor improvements and/or landscaping within the required area (if any).
2. The Sales Comparison Approach, in this case, a vacant tract of land, is a standard valuation method that this appraiser regards as applicable in this appraisal assignment.
3. The Income Capitalization Approach to Value is one of three traditional valuation methods used in the appraisal of improved real estate. Since the subject property is vacant and unimproved, this appraiser does not consider the income approach applicable.

The scope of this assignment does not include apportioning the value of the acquisition between any parties that may have an interest.

Current Value Premise

It is the conclusion of this appraisal that the opinion of market value for the 100% undivided ownership interest for the fee simple estate property right of the subject property subject to a current valuation premise subject to the definitions, certification, assumptions, and limiting conditions set forth in the attached appraisal report is as follows:

Improvements / Landscape in Part Acquired

1. The following items are considered as real property and are included:

Qty. 8 - Cypress Tree
Qty. 4 - Magnolia
Qty. 2 - Live Oak Tree
Qty. 4 - Drake Elm Tree
Qty. 1 - 50 ft. Light Pole with 3 Standard Lights
Qty. 1 - 50 ft. Light Pole with 1 Standard Light
Qty. 1,604 SF - Concrete Sidewalks
2. The following items are considered as personal property and are not included:

None

3. The following items of real property are located outside the ROW and are not included:

None

4. The following items are owned by others and are not included in the above value:

None

Remarks

The new highway right of way requires a partial acquisition of this ownership. Acquisition of land, improvements, and landscaping (if any) within the required right of way will be in full ownership title, less minerals. I have estimated the compensation for the required land based on their before-contributing value.

Before Acquisition Land Value

VALUE OF LARGER PARCEL/USE TRACT "BEFORE" ACQUISITION			
Estimated Price/Square Foot	Square Feet	\$ SF	Estimated Value
Use Tract/Economic Parcel	60,984.0	x \$ 21.00	<u>\$ 1,280,664.00</u>
Land Value Before Acquisition:			\$ 1,280,664

Compensation - Part Acquired

The extension of the Required Area for constructing a portion of State Project No. H.002825, LA 30 (Nicholson Drive) Brightside - Gourrier & H.014171 LA 30 (Nicholson Drive) Clearing and Grubbing, in the Parish of East Baton Rouge, is as depicted on the map in the addenda. The Part Acquired consists of:

1. The value of the vacant land as it contributes to the whole property
2. The contributing value of site improvements on the land required

Compensation includes the contributing value of improvements and/or landscaping in the required area (if any). As such, the following estimate is presented:

Estimated Value of Required Area

The land required is indicated by the ROW map to contain 22,177.2± square feet. Earlier, the value of the economic use parcel as a whole was estimated to be \$21.00/SF. As such, the contributing value of the land component of the Part Acquired is:

ESTIMATED VALUE OF REQUIRED PARCEL				
Parcel	6-2	Square Feet	Unit Value	Estimated Compensation
		22,177.2	x \$ 21.00	\$ 465,721.20
			x \$	<u>465,721.20</u>
			Estimated Value of Required Land (Rounded)	\$ 465,722

Estimated Value of Temporary Construction Servitude

From the subject property, a temporary construction servitude is not required from this ownership.

Estimated Value of Improvements and/or Landscaping in the Required Right of Way

Compensation includes the contributing value of improvements and/or landscaping in the required area (if any). As such, the following estimate is presented:

IMPROVEMENTS & LANDSCAPING DISPLACED DUE TO THE ACQUISITION, BEFORE CONTRIBUTORY VALUE						
	Units		Replacement Cost New	Depreciation	Depreciated Cost New	
Cypress Tree	8	EA x	\$ 590.00	0%	\$ 4,720	
Magnolia Tree	4	EA x	\$ 750.00	0%	\$ 3,000	
Live Oak Tree	2	EA x	\$ 790.00	0%	\$ 1,580	
Drake Elm Tree	4	EA x	\$ 650.00	0%	\$ 2,600	
50 ft. Light Pole - 3 Standard Lights	1	EA x	\$ 4,500.00	10%	\$ 4,050	
50 ft. Light Pole - 1 Standard Light	1	EA x	\$ 3,900.00	10%	\$ 3,510	
Concrete Sidewalk	6,104	SF x	\$ 7.50	10%	\$ 41,202	
					<u>\$ 60,662</u>	

Final Estimate of Compensation

Certification of Value

The measure of COMPENSATION to the owner as of May 1, 2024, is estimated as follows:

SUMMARY OF REAL PROPERTY APPRAISAL CONCLUSIONS

Market Value of the Property and Improvement Before the Acquisition	\$ 1,341,326
Market Value of the Property, After the Acquisition	<u>\$ 814,942</u>
Indicated Compensation	\$ 526,384

FINAL ESTIMATE OF COMPENSATION

Market Value of Property and Improvements Before Acquisition	\$ 1,341,326	
Value of Land in Permanent Right of Way	\$ 465,722	
Value of Improvements in Permanent Right of Way	<u>\$ 60,662</u>	
Total Value of Property Required		\$ 526,384
Indicated Value of Remainder After Acquisition	\$ 814,942	
Value of Remainder After Acquisition	<u>\$ 814,942</u>	
Indicated Severance Damages		\$ -
Additional Compensation		\$ -
Final Estimate of Compensation (Rounded)		\$ 526,384

Reconciliation Conclusion

Exposure Time and Marketing Period

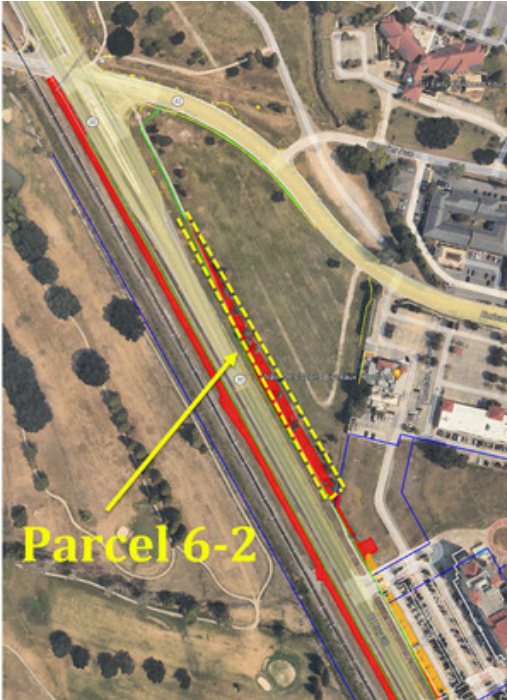
Based on statistical information about days on the market, escrow length, and marketing times gathered through national investor surveys, sales verification, and interviews of market participants, marketing and exposure time estimates of 6-12 months, respectively, are considered reasonable and appropriate for the subject property assuming aggressive professional marketing.

Value Conclusions

Description	Perspective	Type of Value	Premise	Property Interest	Effective Date	Indicated Value
Before Acquisition Value Conclusion (Land and Improvements)	Current	Market Value	As Is	Fee Simple	05/01/2024	\$1,341,326

6-2, Louisiana State University - After Acquisition

Nicholson Drive, Baton Rouge, LA 70808



Effective Date

May 01, 2024

Date of the Report

July 09, 2024

Report Type

Appraisal Report

Prepared For

Mr. Charles D. McBride
Real Estate Administrator
Louisiana Department of Transportation and
Development

Form A Land Only

Client File Number

Parcel 6-2

Internal File Number

H.002825/H.014171

PREPARED BY:

Picou
Appraisals LLC



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Certification - Joel Picou

CERTIFICATE OF APPRAISER; LDOTD

I hereby certify:

- That I have personally inspected the property herein appraised and I have afforded the property owner or his designated representative the opportunity to accompany me at the time of the inspection. I have also made a personal field inspection of the comparable sales relied upon in making said appraisal. The subject and the comparable sales relied upon in making said appraisal were as represented by the photographs contained in said appraisal and no other person provided significant professional assistance unless noted.
- The reporting option in this assignment as noted under Standard 2-2 in USPAP is an "Appraisal Report" utilizing the DOTD Form A.
- That to the best of my knowledge and belief in statements contained in the appraisal herein set forth are true, and the information upon which the opinions are based and expressed therein is correct, subject to the limiting conditions therein set forth.
- That I understand that such appraisal may be used in connection with the acquisition of property or property rights required for a project proposed by the State of Louisiana, with the assistance of Federal-aid highway funds, or other Federal funds.
- That such appraisal has been made in conformity with the appropriate State laws, regulations, USPAP standard, and policies and procedures applicable to appraisal of property or property rights for such purposes; that any increase or decrease in the before value caused by the proposed improvement has been disregarded in determining compensation for the property. To the best of my knowledge, no portion of the value assigned to such property consists of items that are non-compensable under the established law of this State.
- That I have no bias with respect to the property that is the subject of this report or to the parties involved with this assignment.
- That neither my employment nor my compensation for making this appraisal and report are in any way contingent upon the values reported herein.
- That I have no direct or indirect, present or contemplated, future personal interest in such property or in any benefit from the acquisition of such property appraised.
- That I have performed no services, as an appraiser or in any other capacity, regarding the property that is the subject of this report within the three-year period immediately preceding acceptance of this assignment.
- That I have not revealed the findings and results of such appraisal to anyone other than the proper officials of the Louisiana Department of Transportation and Development or officials of the Federal Highway Administration, and I will not do so until I am required to do so by due process of law, or until I am released from this obligation by having publicly testified as to such findings.
- That my opinion of the compensation due as of this 1st day of May 2024 is \$526,384 based upon my independent appraisal and the exercise of my professional judgment.



Joel M. Picou

LA State Certified General Appraiser #G1239

Date(s) of Inspection for Subject Property: March 28, 2024 and May 1, 2024

Date(s) of Inspection for Comparable Sales: April 18, 2024 and May 2, 2024

CERTIFICATE OF APPRAISER; USPAP

The appraiser(s) certify and agree that:

- The appraiser(s) have no present or contemplated interest in the property appraised and neither the employment to make this appraisal nor the compensation for it is contingent upon the appraised value of the property.
- The appraiser(s) have no present or prospective interest in the property that is the subject of this report, and no personal interest with respect to the parties involved.
- I have performed no services, as an appraiser or in any other capacity regarding the property that is the subject of this report within the three-year period immediately preceding acceptance of this assignment.
- Joel M. Picou has personally inspected the subject property.
- According to the best of my knowledge and belief, all statements and information in this report are true and correct; and the appraiser(s) have not knowingly withheld any information.
- The reported analyses, opinions, and conclusions are limited only by the reported assumptions and limiting conditions and are my personal, impartial, and unbiased professional analyses, opinions, and conclusions.
- The analyses, opinions, and conclusions were developed, and this report has been prepared in conformity with the Uniform Standards of Professional Appraisal Practice (USPAP).
- I certify that to the best of my knowledge and belief, the reported analyses, opinions, and conclusions were developed, and this report has been prepared, in conformity with the requirements of the Code of Professional Ethics and the Standards of Professional Appraisal Practice of the Appraisal Institute. I certify that the use of this report is subject to the requirements of the Appraisal Institute relating to review by its duly authorized representatives.
- As of the date of this report, Joel M. Picou has completed the requirements of the continuing education program of the State of Louisiana.
- The appraiser has been assisted in performing the appraisal and preparation of the appraisal report by Associate Appraiser, Emily S. Ingram, Louisiana State Appraiser Trainee, License No. APR.04988. Emily S. Ingram has provided significant contribution in performing the appraisal and preparation of the appraisal report to the person signing this report. Joel M. Picou has prepared all conclusions and opinions concerning the real estate that are set forth in the appraisal.
- My compensation for completing this assignment was not contingent upon the development of reporting of a predetermined value or direction of value that favors the cause of the client, the amount of the value opinion, the attainment of a stipulated result, or occurrence of a subsequent event directly related to the intended use of this appraisal.
- My engagement in this assignment was not contingent upon developing or reporting predetermined results.
- Based on my experience, it is my opinion that I meet the qualifications to provide the following opinion of the subject property's value.
- I have no bias with respect to the property that is the subject of this report or to the parties involved with this assignment.
- The use of this report is subject to the requirements of the State of Louisiana relating to review by the Louisiana Real Estate Appraisers State Board.
- That I have not revealed the findings and results of such appraisal to anyone other than the proper officials of the Louisiana Department of Transportation and Development or officials of the Federal Highway Administration, and I will not do so until I am required to do so by due process of law, or until I am released from this obligation by having publicly testified as to such findings.
- No changes of any item of the appraisal report shall be made by anyone other than the appraiser(s), and the appraiser(s) shall have no responsibility for any such unauthorized changes. This letter of transmittal and the pages that follow constitute my report, including the data and analyses utilized in forming an opinion of value. Should you have any questions concerning this report, please do not hesitate to call my office.



Joel M. Picou

LA State Certified General Appraiser #G1239

Date(s) of Inspection for Subject Property: March 28, 2024 and May 1, 2024

Date(s) of Inspection for Comparable Sales: April 18, 2024 and May 2, 2024

- Joel Picou performed the following type of inspection of the subject property: Site Inspection
- Emily S. Ingram provided significant real property appraisal assistance to Joel Picou.
- Joel Picou has not provided prior services, as an appraiser or in any other capacity, within the three-year period immediately preceding acceptance of this agreement.

Executive Summary

Prepared for Louisiana Department of Transportation and Development

6-2, Louisiana State University - After Acquisition

Property Overview

Address

**Nicholson Drive, Baton Rouge, East
Baton Rouge Parish, LA 70808**

Property Class/Type

Land, Other Land

Property Owner

State of Louisiana

Site Characteristics

Site Characteristics			
MSA	Baton Rouge	Legal Description	LA. State University & A. & M. College 52 Acre Campus
Parcel Identifier	2383357	SF / Acres	38,807 / 0.8909
Access Classification	Average	Shape	Irregular
Topography	Basically Level	Flood Zone	AE
Flood Map Effective Date	05/02/2008	Flood Plain Description	Area prone to frequent flooding
Available Utilities	---	Site Utility	Average

Zoning Characteristics

Zoning Characteristics			
Zoning Jurisdiction	East Baton Rouge Parish	Zoning Codes	A1
Zoning Description	Single-Family Residential	Zoning Comments	The subject land is owned by Louisiana State University and is not subject to municipal zoning. Conversations with the East Baton Rouge Parish Planning and Zoning Commission indicated that GIS zoning is a legacy zoning, and the property owner is not required to meet EBR zoning requirements.
Conformity Conclusion	---		

Sales History

Sales History

There have been no known sales in the past five years.

Listing History

The subject property has not been listed for sale in the past 12 months.

Contract or Options

The appraiser is not aware of any contracts or options on the subject property.

Scope of Work

Scope of Work Information	
Client Name	Louisiana Department of Transportation and Development
Report Type	Appraisal Report
Intended Use	The function and intended use of the appraisal is for possible use by the Louisiana Department of Transportation and Development as a basis for estimating compensation in connection with the acquisition of a portion of the subject property as herein defined for use in connection with the construction of a portion of State Project No. H.002825, LA 30 (Nicholson Drive) Brightside – Gourrier and State Project No. H.014171 LA 30 (Nicholson Drive) Clearing and Grubbing, in the parish of East Baton Rouge, Louisiana.
Intended User	This appraisal was prepared for use by the State of Louisiana, the Department of Transportation and Development, and its internal management. No additional Intended Users or Uses are identified or intended by the appraisers. Due to the relationship between the client and the appraiser, the reliance of this report by any other parties for any use whatsoever is prohibited.

Highest and Best Use as Vacant

Neighborhood Commercial

Assumptions

This appraisal does not employ any extraordinary assumptions.

Conditions

A Hypothetical Condition is necessary. The analysis of the property is made immediately after construction and completion of the proposed project. The after-analysis of the property is made with the assumption that the proposed project is constructed and completed as planned. Accordingly, the construction and completion of the project is contrary to what exists but are supposed for the purpose of the after-analysis and is considered a hypothetical condition.

Scope of Work

As part of this appraisal, we completed a thorough investigation and analysis of the data considered pertinent to valuing the subject property. The report is formatted to comply with Louisiana Department of Transportation and Development (LDOTD) guidelines and related references, the guidelines of the Uniform Standards of Professional Practice (USPAP) of the Appraisal Standards Board of the Appraisal Foundation.

The property, which is the subject of this appraisal, is located on the easterly side of Nicholson Drive just south of Burbank Drive. The Whole Property is comprised of an irregularly shaped tract or parcel of land that contains a total area of 5.951± acres or 259,230.7± square feet. The whole property is located in FEMA Flood Zone AE, which is a flood hazard area. Primary land use along Nicholson Drive is neighborhood commercial. The highest and best use (economic use) of land fronting Nicholson Drive is considered to be for neighborhood commercial use. As such, a Larger Parcel/Use Tract determination was made for the portion fronting along the east side of Nicholson Drive.

While zoning maps in East Baton Rouge Parish indicate all LSU properties are zoned A-1, single-family residential, it is a legacy zoning and is not subject to municipal zoning regulations. Adjacent landowners/users to the south on Nicholson Drive and to the east on Burbank Drive of the site consist primarily of heavy commercial. The site is currently used for overflow parking by the university for events.

Property Identification

The property has been identified using the following sources:

- Postal address
- Public Records
- Legal description

Type and Extent of Data Researched

The following information was reviewed in preparing this report:

- Flood zone status
- Zoning Requirements
- Applicable Tax Data
- Demographics
- Public Record Data
- Comparable Data

Type and Extent of Analysis

The data has been gathered and analyzed using appropriate and accepted appraisal methodology to arrive at a probable value indication using each applicable approach to value.

REAL PROPERTY RIGHTS APPRAISED

The real property interest appraised within the subject property is the fee simple estate interest, less minerals (full ownership interest, less minerals). "Fee simple estate" is defined as:

Absolute ownership unencumbered by any other interest or estate, subject only to the limitations imposed by the governmental powers of taxation, eminent domain, police power, and escheat. 2

The basic problem to be solved associated with achieving credible appraisal results is to produce opinions of value both before and after the proposed eminent domain acquisition, considering all aspects and parameters of this eminent domain acquisition, with the difference in value indicating the just compensation resulting from this eminent domain acquisition. This appraisal will be supported by an analysis of comparable land sales. The highest and best use of the comparable sales will focus on vacant land with single-family residential uses.

An inspection of the subject land is required for this assignment. Relevant characteristics of the subject property relevant to value are obtained from the combination of the property inspection, site plans, plat map, photographs, public records, property, and other recorded media. Joel Picou and Emily Ingram conducted the property inspection.

Discussions between the client and appraiser resulted in an agreement that the appropriate report option for this assignment is an Appraisal Report with a narrative report format subject to a Current valuation premise(s). The report is formatted to comply with Louisiana Department of Transportation and Development (LDOTD) guidelines and related references, the guidelines of the Uniform Standards of Professional Practice (USPAP) of the Appraisal Standards Board of the Appraisal Foundation. Per LDOTD, the format is Form A, as suggested in the "Appraisal Handbook for Fee Appraisers." The appraisal format will:

- Include an estimate of value of the subject land "before the acquisition" and an estimate of value for the "Part Acquired" (inclusive of the land and improvements (if any) located within the required right of way or required area. The estimated "Before Value" and estimated value of the "Part Acquired" excludes any consideration of the proposed public improvement or project. Any analysis of the remaining property includes consideration of the proposed public improvement or project and its effects on the remaining subject property which is considered by LDOTD as an Assignment Condition.
- Estimate the market value of land and improvements within the required right of way, estimate the market value of the remaining land and improvements, and estimate severance damages to the remainder property, if any.
- Estimate additional consideration, if any.
- The fee charged by the appraiser for this report is \$3,200

The appraisal client and any other intended users, the intended use of the appraiser's opinions and conclusions, type and definition of value, the effective date of the appraiser's opinions and conclusions, and the subject of the assignment and its relevant characteristics are described in detail elsewhere in the Introduction - Section of this report.

Acceptable atypical assignment conditions, Extraordinary Assumptions, Hypothetical Conditions, or Jurisdictional Exceptions considered in this appraisal assignment are described in the body of this report.

This assignment requires analysis and description of the subject region, community, neighborhood, land, zoning, and highest and best considerations sufficient to accommodate the decision-making processes involved in the appraisal process.

Comparable land sales have been and will be obtained from in-house appraiser data files; confirmation with buyers and sellers; public property records; assessor's office; real estate brokers; data sources available to REALTORS®; data sharing with outside real estate professionals and are submitted for review in the body of this report.

Appropriate research was conducted regarding current market conditions and the specific market demand for the subject property. The geographic area searched for market data is generally limited to the market area noted in this report within a past time span of about five years, with the type of market data considered being comparable land sales focused upon vacant neighborhood commercial uses.

In some cases, a Cost Consultant may be provided and relied upon by the appraiser to determine the replacement cost of improvements located in the required area (if any). In the subject instance, a cost consultant was not provided or required.

Approaches Performed

1. The Cost Approach to Value is one of three traditional valuation methods used in the appraisal of improved real estate. This appraiser does not consider it applicable in this particular appraisal assignment as the site is vacant and unimproved. A Cost Approach to Value will be applied as it relates to minor improvements and/or landscaping within the required area.
2. The Sales Comparison Approach, in this case, a vacant tract of land, is a standard valuation method that this appraiser regards as applicable in this appraisal assignment.
3. The Income Capitalization Approach to Value is one of three traditional valuation methods used in the appraisal of improved real estate. Since the subject property is vacant and unimproved, this appraiser does not consider the income approach applicable.

The scope of this assignment does not include apportioning the value of the acquisition between any parties that may have an interest.

Data Sources

The following data sources were used in preparing this report:

- Site Size, Right-of-Way Maps provided by the client
- Zoning Requirements, Municipal Records
- Applicable Tax Data provided by Parish Records

Definitions

The glossary, located in the addenda to this report, includes pertinent definitions, including the definition of market value.

Introduction

Whole Property - After Acquisition

Square Feet	Acres
237,053.5±	5.442±

Larger Parcel/ Economic Use Tract - After Acquisition

Square Feet	Acres
38,806.8±	0.891±

Purpose of the Appraisal -The purpose of the appraisal is to assist the client in their preliminary analysis of compensation to acquire all or part of their property interest therein. This acquisition involves a partial acquisition of the subject property. Louisiana Revised Statute - Title 48: states:

"The measure of damages, if any, to the defendant's remaining property is determined on a basis of immediately before and immediately after the acquisition, taking into consideration the effects of the completion of the project in the manner proposed or planned."

Intended User of the Report - This appraisal was prepared for use by the State of Louisiana, the Department of Transportation and Development, and its internal management. No additional Intended Users or Uses are identified or intended by the appraisers. Due to the relationship between the client and the appraiser, reliance of this report by any other parties for any use whatsoever is prohibited.

Intended Use of the Report -The function and intended use of the appraisal is for possible use by the Louisiana Department of Transportation and Development as a basis for estimating compensation in connection with the acquisition of the subject property as herein defined for use in connection with the construction of a portion of State Project No. H.002825, LA 30 (Nicholson Drive) Brightside to Gourrier, and State Project No. H.014171 LA 30 (Nicholson Drive) Clearing & Grubbing, East Baton Rouge Parish, Louisiana. A letter offering to meet with the appraiser to inspect the property was mailed to the property owner. A copy of this letter is included in the addenda of this report. The property owner was not in attendance for the inspection.

Type of Report

Appraisal Report

Appraisal Format (DOTD)

Form A

Interest Valued

Full ownership less mineral rights

Assumptions and Conditions

This appraisal is subject to the following general assumptions and limiting conditions.

1. Title to the property is assumed to be good and marketable and the legal description is correct.
2. No responsibility for legal matters is assumed. All outstanding taxes, liens, mortgages, or other encumbrances have been disregarded and the property is appraised as though free and clear, under responsible ownership and competent management.
3. All sketches in this report are intended to be visual aids and should not be construed as surveys or engineering reports.
4. All information in this report has been obtained from reliable sources. I cannot, however, guarantee or be responsible for the accuracy of information furnished by others.
5. Unless otherwise stated, this opinion of value applies to land and improvements only; the value of trade fixtures, furnishings, and other equipment has not been included.
6. The distribution of the total valuation in this report between land and improvements applies only under the existing program of utilization. The separate valuations for land and building must not be used in conjunction with any other appraisal and are invalid if so used.
7. Subsurface rights (minerals, water, and oil) were not separately evaluated in making this appraisal.
8. The comparable sales data relied upon in this appraisal are believed to be from reliable sources; however, it was not possible to inspect the comparables completely, and it was necessary to rely upon information furnished by others as to said data, therefore, the value conclusions are subject to the correctness and verification of said data.
9. I inspected, as far as possible, by observation the land and the improvements (if any) thereon; however, it was not possible to personally observe conditions beneath the soil or hidden structural components within the improvements. Likewise, no tests were made on the roof, mechanical, plumbing, or electrical systems. Unless otherwise stated, no representations are made as to the geotechnical conditions of the land or the quality and condition of the roof, heating, cooling, ventilating electrical, and plumbing equipment.
10. Unless otherwise stated in this report, the existence of hazardous substances was not called to our attention nor did we become aware of such during our inspection. We have no knowledge of the existence of such materials on or in the property unless otherwise stated. However, we are not qualified to test such substances or conditions. No responsibility is assumed for any such conditions, nor for any expertise or engineering knowledge required to discover them. The client is urged to retain an expert in the field or environmental impacts upon real estate if so desired.
11. Neither all nor any part of the contents of this report shall be conveyed to the public through advertising, public relations, news, sales, or other media, without the written consent and approval of the author, particularly as to the valuation conclusions, the identity of the appraiser or firm with which he is connected, or any reference to the Appraisal Institute.

Extraordinary Assumption

For clarification, Extraordinary Assumption is defined as “An assumption, directly related to a specific assignment, which, if found to be false, could alter the appraiser’s opinions or conclusions. Extraordinary assumptions presume as fact otherwise uncertain information about physical, legal, or economic characteristics of the subject property; or about conditions external to the property such as market conditions or trends; or about the integrity of data used in an analysis. An extraordinary assumption may be used in an assignment only if:

- It is required to properly develop credible opinions and conclusions;
- The appraiser has a reasonable basis for the extraordinary assumption;
- Use of the extraordinary assumption results in a credible analysis; and
- The appraiser complies with the disclosure requirements set forth in USPAP for extraordinary assumptions.

Hypothetical Condition

A hypothetical condition is a condition, directly related to a specific assignment, which is contrary to what is known by the appraiser to exist on the effective date of the assignment results but is used for the purpose of analysis.

Assumptions

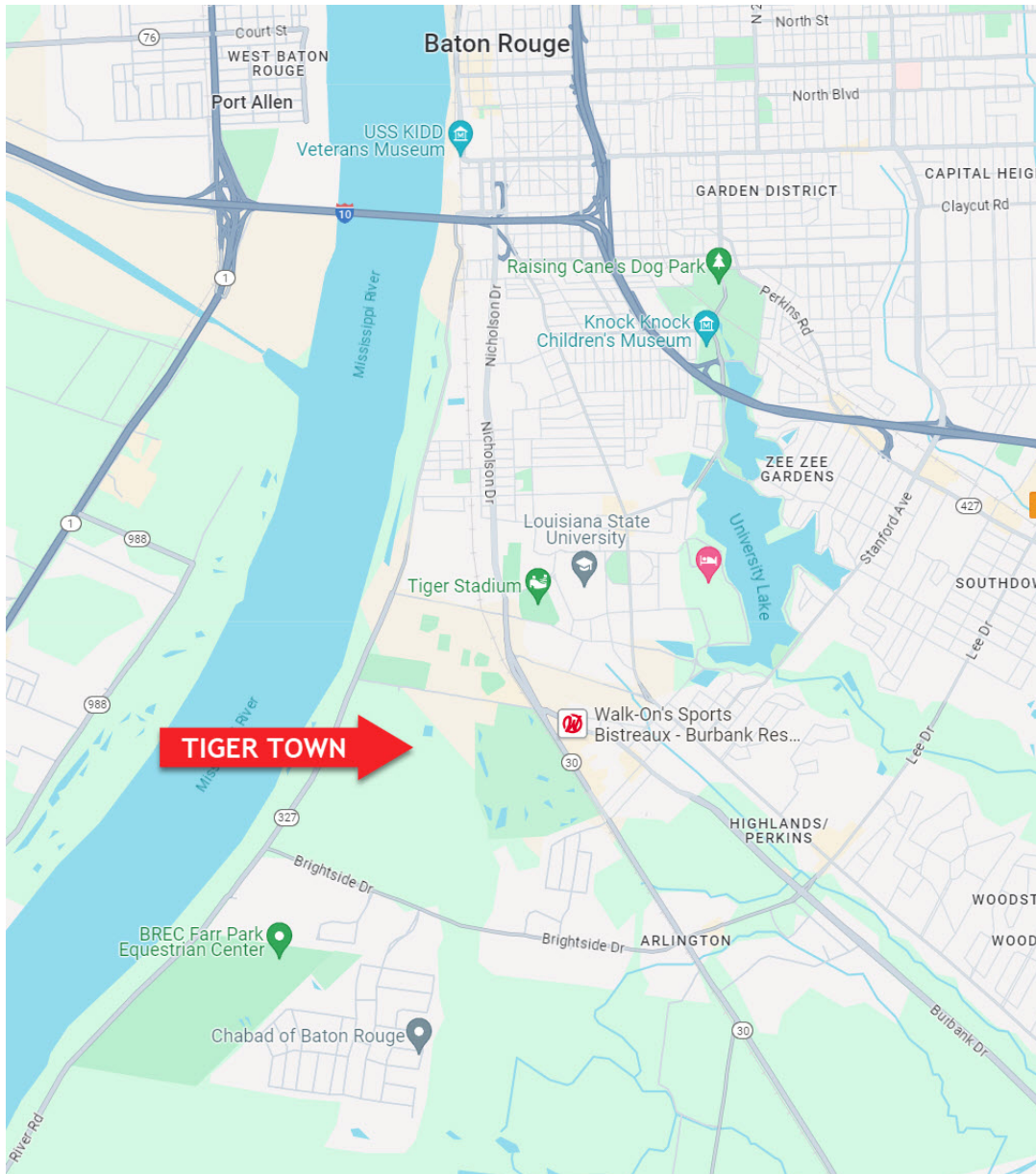
This appraisal does not employ any extraordinary assumptions.

Conditions

A Hypothetical Condition is necessary. The analysis of the property is made immediately after construction and completion of the proposed project. The after-analysis of the property is made with the assumption that the proposed project is constructed and completed as planned. Accordingly, the construction and completion of the project is contrary to what exists but are supposed for the purpose of the after-analysis and is considered a hypothetical condition.

Neighborhood

Neighborhood Analysis



Location

The subject property is located within the neighborhood known as Tiger Town due to its close proximity to Louisiana State University. It is just south of the Louisiana State University (LSU) main campus and the downtown business district (CBD) of Baton Rouge.

Boundaries

The Neighborhood boundaries are as follows:

North	The southern fringe of the Baton Rouge Central Business District
South	Brightside Drive
East	Lee Drive
West	Mississippi River

Land Use

There are various uses in the subject neighborhood, but the two most prominent that generate demand are the Baton Rouge Central Business District and Louisiana State University.

Central Business District

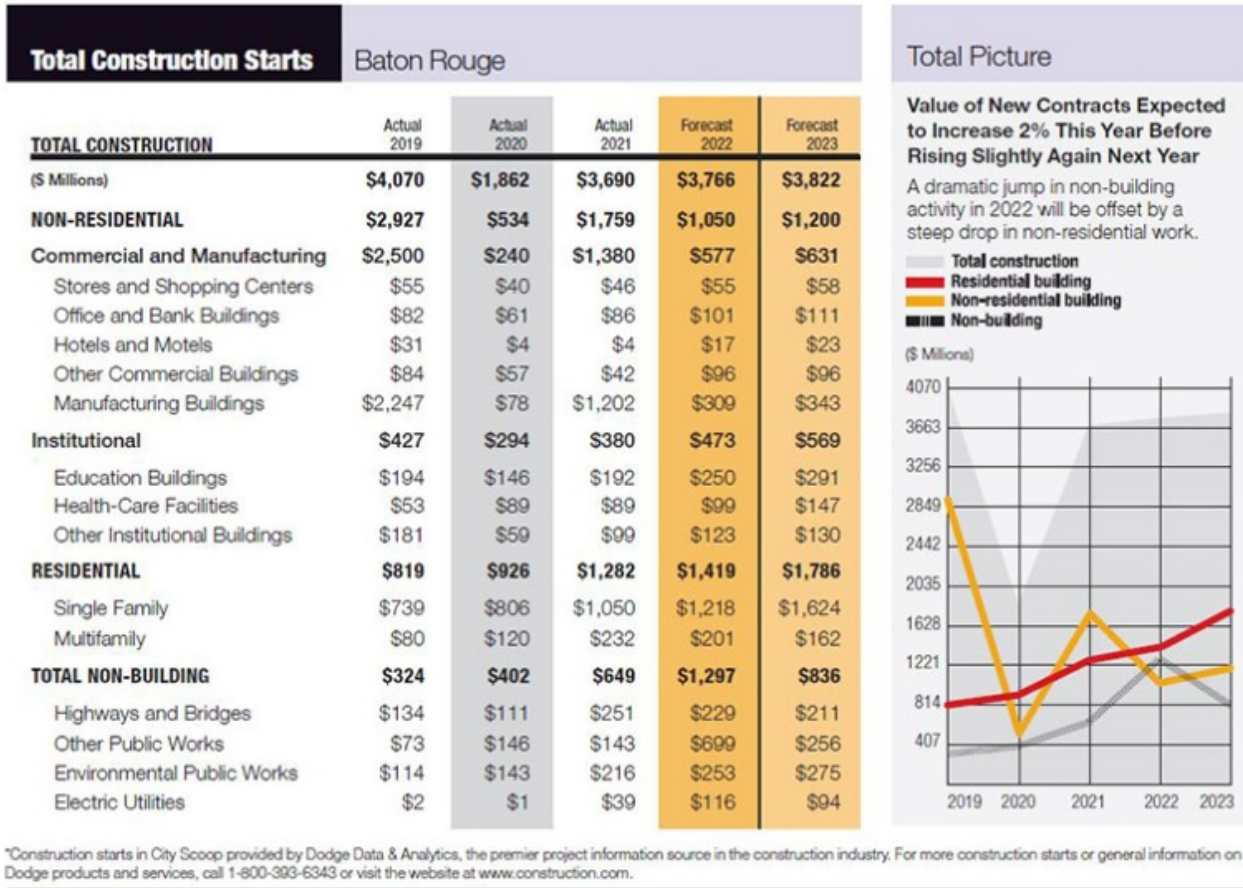
In the north sector of the neighborhood is the Baton Rouge Central Business District. Baton Rouge is the capital of Louisiana and the CBD is heavily built out with government office buildings as well as professional office buildings. The concentration consists of small, medium and large offices. There is also a limited number of hotel, retail and other commercial properties such as restaurants and nightclubs. However, office is the most significant land use.

The Baton Rouge CBD is also home to the Louisiana State Capital and two riverboat casinos. The state capital complex includes the capital, plus various offices that house state agencies. With regard to CBD offices, most consist of Class B or C properties. There are five Class A buildings, which include One American Place, City Plaza, the two Chase Towers and the IBM center.

According to the Center for Planning Excellence, Downtown Baton Rouge has experienced tremendous financial investment by the public and private sector. Since 1998, the state and other public agencies have invested over \$500 million into downtown and the private sector has invested over \$1.5 billion with an additional \$900 million in new investment currently planned or under construction. The graph below provides information regarding historical construction cost and forecast construction cost.

Recent developments downtown include two new hotels, The Residences at Rivermark and Courtyard by Marriott Baton Rouge Downtown.

2022 City Scoop: Baton Rouge



One of the main goals of the DBR Master Plan was to provide additional housing in the CBD area for the influx of government employees. New and revitalized housing has been difficult to create due to the area being close to 100% built up.

Louisiana State University

Louisiana State University Agricultural and Mechanical College, most often referred to as Louisiana State University, or LSU, is a public coeducational university located in Baton Rouge, Louisiana. The University was founded in 1853 in what is now known as Pineville, Louisiana, under the name Louisiana State Seminary of Learning & Military Academy. The current LSU main campus was dedicated in 1926, and consists of more than 250 buildings constructed in the style of Italian Renaissance architect Andrea Palladio, and occupies a 650-acre plateau on the banks of the Mississippi River.

LSU is the flagship institution of the Louisiana State University System, and the largest institution of higher education in Louisiana in terms of student enrollment. The fall 2016 freshman class represents the most academically talented class to enter LSU. With a composite ACT of 25.7 and an average grade point average of 3.4, the freshman class set a new academic high for the university that continues to stand still today. With entrance requirements of a 3.0-grade point average and a 22 composite ACT score, the incoming freshman class far exceeds LSU's basic admission requirements. In the Fall of 2017, the University enrolled over 25,000 undergraduate students along with 5,000 graduate students. Also in the fall of 2017, the total educational and general expenditures reached an all-time high of \$780,480,767 along with the total auxiliary enterprises that equaled \$202,375,718.

Several of LSU's graduate schools, such as the E.J. Ourso College of Business and the Paul M. Hebert Law Center, have received national recognition in their respective fields of study. Designated as a land-grant, sea-grant and space-grant institution, LSU is also noted for its extensive research facilities, operating some 800 sponsored research projects funded by agencies such as the National Institutes of Health, the National Science Foundation, the National Endowment for the Humanities, and the National Aeronautics and Space Administration.

LSU's athletic department fields teams in 21 varsity sports (9 men's, 12 women's), and is a member of the NCAA (National Collegiate Athletic Association). LSU's athletic department is also a member of the Southeastern Conference (SEC), one of the most dominant athletic conferences throughout the country. LSU Tigers football began in 1893, with national championship wins in the 1958, 2003, and 2007 seasons. Likewise, baseball at LSU also began in 1893 and it has been a dynasty program ever since. Being one of the most elite baseball programs in the nation, LSU has made 18 College World Series appearances and came home with six national championships in 1991, 1993, 1996, 1997, 2000, and 2009. The University is represented on the field by its mascot, Mike the Tiger.

The current LSU campus is located on 2,000 acres just south of downtown Baton Rouge. A majority of the university's 250 buildings, most of which were built between 1925 and 1940, occupy a 650-acre plateau on the banks of the Mississippi River. Other campuses in the LSU system include the LSU Agricultural Center, Pennington Biomedical Research Center, University of New Orleans, LSU at Shreveport, LSU at Eunice, LSU at Alexandria, and the Louisiana State University Health Sciences Center New Orleans. In addition, LSU owns and operates the J. Bennett Johnston, Sr. Center for Advanced Microstructures and Devices (CAMD), which is a 1.3 GeV synchrotron radiation facility.

Louisiana State University is ranked 133rd in the national universities category according to the 2018 U.S. News & World Report ranking of U.S. colleges and 44th among public universities by the 2018 Forbes magazine. LSU is also ranked as the 151st best research university in the nation by Forbes magazine and is featured in the 2018 edition of Princeton Review's Best 382 Colleges guide. Additionally, U.S. News & World Report ranked LSU as the 16th most popular university in the nation. Programs that have received recognition within LSU include the following:

Revitalization of Old South Baton Rouge

Old South Baton Rouge ("OSBR") is a project aimed to help revitalize the area between Louisiana State University and Downtown Baton Rouge. The area encompasses about three square miles. The project/initiative was launched by the Baton Rouge Area Foundation with the goal to form a long-term strategic plan and help the neighborhood eventually establish its own 501(c)3 non-profit status to continue the project. The project is currently being overseen by employees of the Baton Rouge Area Foundation and the Center for Planning Excellence, as well as, a Partnership Board that was elected by residents of the Old South Baton Rouge community. It is estimated that the poverty level in the area is around 50% which is considered by the United States as a High Poverty Area. One of the main obstacles is to overturn the "culture of poverty" that the area has become accustomed in the past decades.

The OSBR area was once a prominent part of the Baton Rouge Community that was racially integrated. It was the home of many of the best restaurants in the Baton Rouge area. During the Civil Rights Movement in the 1950s and 1960s, many middle-class residents fled the area for better housing as better jobs were made available to all races. After many of the wealthier residents left, many of the businesses that stayed were forced to eventually close due to bankruptcy, and many businesses that are currently in the area face similar issues. As the businesses closed their doors, many of the buildings were left abandoned and a "culture of poverty" began to take over the entire area. Realizing the importance of the area to Baton Rouge, many people have begun trying to change this culture and improve the overall looks and quality of life in the area. Residents are hesitant to accept or help with any of these changes unless they provide instant changes.

The plan was created with the hopes that the recommendations put forward will be adopted and put into place in an effort to improve the area's looks and quality of life. The document was created with the help of Old South Baton Rouge residents and is viewed as a comprehensive vision for the area. Some of the main goals of the plan include upgrades to street lights, sidewalks, and efforts to help reduce crime in the area.

Louisiana State University is the southern border of the OSBR area and has a great interest in revitalizing the area. One of the main routes onto the LSU campus goes directly through this area.

Nicholson Gateway

On August 6th, 2012, the Nicholson Gateway Master Plan was presented to members of the LSU community which started the commencement of a project to transform the Nicholson Drive corridor, the largest underdeveloped tract of university-owned property that is adjacent to the campus core. The project has begun to turn what has traditionally been the back of the campus into an exciting new gateway district. The first phase, Nicholson Gateway, is a 28-acre site between West Chimes Street and Skip Bertman Drive.

Nicholson Gateway serves LSU's mission and programs in several ways that will greatly improve the vitality and visual quality of the area while supporting student recruitment and retention. Since the complex is near the Mighty Mississippi, all the halls have been given names that are closely related to the Mississippi River. These hall names include Riverbend, Canal, Oxbow, Gulf, Delta, Marsh and Bayou. Nicholson Gateway has upgraded the existing housing stock, enhance the game day experience, create an environment that diversifies LSU's relationship to downtown, and expand campus amenities.

The site was the former home of the old Alex Box baseball stadium and student apartments. The site been redeveloped with 38,000 square feet of retail space, 1,531 new upper-class and graduate student housing beds, 10,000 square feet of University Rec space and 1,625 new surface and garage parking spaces along with restaurants and a grocery store. The development is expected to generate \$218 million in new revenue over 40 years.

This development is a public-private partnership between the public entities of LSU, the LSU Foundation and the private entities of RISE and Provident Resources Group. Construction of the complex began in November of 2016 and was completed in the fall of 2018. The Nicholson Gateway project has already begun its dramatic transformation of its section on Nicholson Drive.

River District

The River District is a large-scale planned development along the Nicholson Drive corridor. The 35-acre property was assembled by a local oil tycoon over a 10+ year span. The property was once a neighborhood of older single-family residences but has since been cleared. The developer, Moreno Properties, intended to develop the site with a large-scale mixed-use development; however, the project was foreclosed upon in early 2017 by the lender after the global oil market crashed in 2014. This property is still subject to litigation. Once litigation is settled, this site will ultimately be redeveloped at some point in the future and will be a dramatic transformation for this corridor and the Old South Baton Rouge neighborhood.

The Water Campus

After several years in the making, it was announced in December 2013 Baton Rouge will be home to the Water Campus, a world-class research park devoted to the study of coastal restoration and sustainability. Led by the Baton Rouge Area Foundation (BRAAF) in conjunction with the Coastal Protection and Restoration Authority (CPRA), the Department of Economic Development, the Water Institute of the Gulf, and Louisiana State University, the Water Campus will be a 27.6-acre riverfront research park that will establish Louisiana as a world-class center for the best available science on water management and coastal issues. The Water Campus will be an engine for economic development creating as many as 45,000 direct and indirect jobs over the next two decades. The campus, upon full build-out, will directly employ over 4,000 employees within a 1.2 million square foot campus.

Bordered by the Mississippi River Bridge, Nicholson Drive, Oklahoma Street and the Mississippi River, the Water Campus will initially consist of three buildings totaling \$45 million in construction costs:

- **Costal Education & Research Facility/The Water Institute of the Gulf** Located on the old city dock and will include public education exhibits, research and meeting facilities. The \$20 million project commenced construction in the 2nd half of 2014 and was completed in 2017.
- **River Modeling Center:** A \$16 million facility that houses a 90-by-20 foot physical model of the lower Mississippi River and operated by Louisiana State University. It will be one of the largest, most dynamic models in the world. Construction of the 50,000 SF facility commenced in the first quarter of 2014 and was completed in 2016.
- **The Coastal Protection and Restoration Authority:** A \$9 million coastal research office building for the CPRA and other coastal researchers housing its team of 165 administrators, scientists, technicians, and office support staff. This facility was completed in 2016.
- **Multitenant Office:** A \$23 million, four-story, 90,000 SF office building is was completed in 2019.

The Water Campus is a major catalyst for redevelopment of Old South Baton Rouge and the Nicholson Road corridor, a three mile stretch that links Downtown Baton Rouge and the LSU Campus. The Nicholson Road corridor, which has struggled with its identity historically, will now be in the heart of the development and economic activity generated by the Water Campus.



Downtown Multifamily Development

The new economic and development activity in Downtown Baton Rouge has generated strong demand for multifamily for-rent housing. As a result, there have been numerous projects announced to support this increased demand. As is typical in urban projects, free parking is not included in the rent and averages \$100 to \$150 per month per space. Below is a sample of recent developments.

- **525 Lafayette:** 11-story new Class A luxury project delivered Fall 2015. This is the premier Class A apartment complex in the CBD and is at stabilized occupancy.
- **One Eleven:** 12 condo-quality lofts with over 5,000 square feet of commercial space.
- **The Elysian:** 4-story new construction mixed income workforce housing development with 100 units. This project has been highly successful and a Phase II to contain an additional 100 units is proposed.
- **438 Main Street:** 22 unit mixed income project currently under construction. The project will contain 17 affordable units with rents in the \$1.53 to \$1.65 PSF range.
- **440 Third Street:** Historic adaptive re-use property containing 65 one and two bedroom units. An additional 65,000 SF of commercial space will be constructed including a neighborhood grocery store.
- **Commerce Building:** Historic adaptive re-use property containing 88 one and two bedroom units with ground-floor retail space and a rooftop pool. This property was completed in 2016, and rent is stabilized.
- **River House (Old South Baton Rouge)** – This ground-up new construction in Old South Baton Rouge is a Class A, 224-unit market-rate multifamily development was completed in 2017 and is adjacent to the Water Campus.
- **The Heron Downtown:** This recent new apartment complex development is an upscale 4-story complex that contains a clubhouse with 20' ceilings, seating areas, coffee bar and WiFi, a resort style pool with sun ledge, outdoor grills, a resident cabana lounge with wet bar, fitness center, billiard room, pet grooming area, and secured parking garage with elevator access. The property contains 142 units, with 60 one bedroom units and 82 two bedroom units. Rents range from \$1,499 per month (\$2.17 per sf/mth), (690 sf) \$1,699 per month (\$1.66 per sf/mth), (1022 sf) to upwards of \$2,300 per month (\$2.21 per sf/mth) (1042 sf). The higher priced units contain views of the downtown area and the pool.

Growth Patterns

Growth has occurred primarily along the main thoroughfares such as Nicholson Drive and Highland Drive as well as throughout the CBD due to continued government construction, and around the campus of LSU. Land availability within the entire neighborhood is quite limited due to the density of development. However, the immediate subject area is an older area and many improved land tracts are being demolished to make way for new construction. Most of the new development has been in the form of multifamily and condominiums to cater to students and alumni of Louisiana State University, retail and office.

Access

Primary access to the subject neighborhood is provided by Interstate Highway 10 and 110. Interstate 10 runs in an east/west direction, while 110 branches off 10 from the CBD area traveling north. Both highways are limited access roadways. Both Interstate 10 and 110 provide access to the subject neighborhood and the surrounding City of Baton Rouge. Interstate 10 provides access to other Louisiana cities such as New Orleans, and Lafayette. Secondary access to the neighborhood is provided by Perkins Road, Burbank Drive, and Nicholson Drive.

Demographics

Selected neighborhood demographics in 1-, 3-, and 5-mile radii from the subject are shown in the following table:

SELECTED NEIGHBORHOOD DEMOGRAPHICS			
4001 Nicholson Drive Baton Rouge, LA 70808	1 Mile Radius	3 Mile Radius	5 Mile Radius
Population			
2028 Total Population	14,063	59,287	134,818
2023 Total Population	13,809	58,566	133,243
2010 Total Population	12,768	53,616	125,191
2000 Total Population	11,988	52,572	121,388
Annual Growth 2023 - 2028	0.37%	0.25%	0.24%
Annual Growth 2010 - 2023	0.60%	0.68%	0.48%
Annual Growth 2000 - 2010	0.63%	0.20%	0.31%
Households			
2028 Total Households	5,930	24,229	58,252
2023 Total Households	5,744	23,678	56,940
2010 Total Households	5,281	22,685	53,068
2000 Total Households	4,683	21,131	49,661
Annual Growth 2023 - 2028	0.64%	0.46%	0.46%
Annual Growth 2010 - 2023	0.65%	0.33%	0.54%
Annual Growth 2000 - 2010	1.21%	0.71%	0.67%
Income			
2023 Median Household Income	\$24,511	\$41,828	\$47,188
2023 Average Household Income	\$45,138	\$84,344	\$82,687
2023 Per Capita Income	\$20,420	\$35,536	\$35,806
2023 Pop 25+ College Graduates	2,433	17,525	38,566
Age 25+ Percent College Graduates - 2023	64.5%	61.1%	48.3%

Source: ESRI

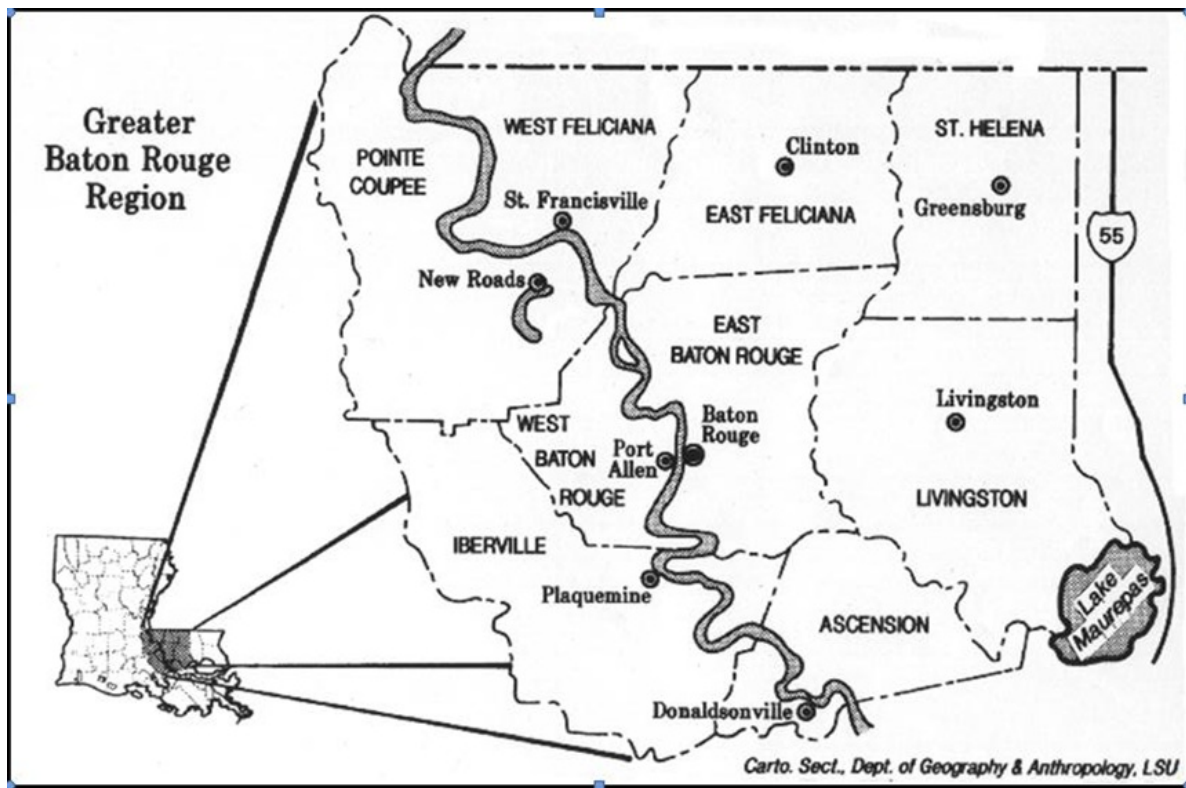
Conclusion

Population and households are projected to grow slightly over the next five years. The neighborhood is an older area of Baton Rouge that is in the revitalization stage of the growth bell curve along Nicholson Drive with new growth of several new apartment complexes, restaurants, and retail centers. Overall, the outlook for the neighborhood is good - the area has a stabilizing effect from Louisiana State University, which is a main driver of the greater Baton Rouge area, and from its proximity to the Baton Rouge CBD. Tiger Town is the strongest multifamily market in the City. In addition, Baton Rouge is the state capital. Therefore, the subject neighborhood is expected to remain stable into the foreseeable future. As a result, the demand for existing developments is expected to be stable with new demand sources.

Local Market Analysis

Area Analysis

Demographic Area Name	Baton Rouge Metro Area
Demographic Data Source	Baton Rouge Chamber, Entergy, Demco Electric and other publications.
Area Description	The metro area population of Baton Rouge in 2022 was 756,000, a 1.34% increase from 2021. The metro area population of Baton Rouge in 2021 was 746,000, a 1.63% increase from 2020. The metro area population of Baton Rouge in 2020 was 734,000, a 1.66% increase from 2019.



The wealth of the city is stabilized by four (4) main forces: government, industry, port and education. The State and City-Parish governments are the largest employers in the Baton Rouge area. Approximately 25,000 people are employed by state government in the Baton Rouge area with a payroll of \$115,500,000. The city has a unique form of government which consolidates the offices of both city and parish and is presided over by a mayor/president and a 12-member city council. The City-Parish employs approximately 4,000 persons.

The city of Baton Rouge serves as the northern anchor of what is termed the nation's "chemical strip", which extends over 100 miles from St. Francisville on the north to New Orleans on the south. The majority of the industrial plants are located along the Mississippi River to take advantage of the almost unlimited availability of processed water. The Baton Rouge area of this "chemical strip" is responsible for employing approximately 20,000 people. The manufacturing and petrochemical industries are beginning to report an increase in production and in export activity. Since employment has remained essentially stable in these areas. The Port of Greater Baton Rouge is the fifth largest port in the nation in terms of total waterborne commerce. It is the third largest port in the Gulf of Mexico, the second largest port in Louisiana, and is the farthest inland deep-water port on the Gulf of Mexico via the Mississippi River. Both oceangoing vessels and barges are provided with modern facilities. Total short tonnage handled at the port was 71,000,000.

Baton Rouge is a central education center for the South. Within a 100-mile radius of Baton Rouge are located 16 colleges and universities, with two state universities, an extension of Southeastern Louisiana University in Hammond, and one private university within the city of Baton Rouge itself. Baton Rouge is the home of two major state universities: Louisiana State University and Southern University. As of the 2022 fall semester, Louisiana State University has an enrollment of 37,354 students, and is located on a 300-acre campus \$197,000,000 physical plant containing nine million square feet of buildings. Southern University summer of 2022 enrollment is 3,384 students and occupies a \$45,000,000.00 physical plant.

LSU began as the Louisiana Seminary of Learning the Military Academy in 1860 at Pineville. Fire destroyed the building in 1869 and it was moved to Baton Rouge. In 1870 the name was changed to Louisiana State University and seven years later the Agricultural and Mechanical College, which had been established in New Orleans, became a part of the university. The old campus was located where the State Capitol grounds are today. In 1932 the transition to the present campus was completed. LSU is an old institution, rich in history and traditions and looks forward to even greater expansion to meet the needs and challenges of the most remarkable era of progress in its history. Southern University is located five miles north of Baton Rouge on a bluff overlooking the mighty Mississippi. It was opened in 1881 with twelve students and located in New Orleans. In 1892 it became a land grant college and in 1914 moved to Baton Rouge. Southern is expanding its curriculum in several areas, particularly those of social impact and the sciences.

Also located in Baton Rouge is the Southeastern Louisiana University School of Nursing, a branch of Southeastern Louisiana University located in Hammond, Louisiana. In addition to these local universities, higher education can be obtained from four business colleges, two state schools (blind and deaf), and two vocational-technical schools. Education from grades K-12 is available in public schools, which can offer classes for those with learning disabilities and for those with gifted talents, and a variety of private and parochial schools.

Other support facilities for Baton Rouge include the following. Baton Rouge Metropolitan Airport, at Ryan Field, is serviced by four airlines: Delta, Northwest, Continental, and American. There are three trunk railroad lines servicing Baton Rouge (Illinois Central System): Louisiana and Arkansas, Kansas City Southern Railway, and Missouri Pacific Lines. Highways crossing Baton Rouge are U. S. 61 and 190, and Interstates 10, 110 and 12. There are fourteen radio stations and six television stations transmitting from Baton Rouge to surrounding areas. Over four hundred fifty churches are located in the area representing all major denominations and many minor denominations.

Baton Rouge also has many amusement centers: The Greater Baton Rouge Zoo; the Olympic velodrome; sixteen motion picture theaters; eighty-one public parks; an arboretum; one hundred twenty-one softball and baseball fields; five public swimming pools; many manmade lakes providing boating and fishing within the city limits; five public golf courses; the Baton Rouge Symphony Orchestra, the Baton Rouge Little Theater; and the Riverside Centroplex which provides the Arena and the Theater for Performing Arts. Baton Rouge is near many area lakes and rivers providing excellent hunting and fishing.

The capitol building is thirty-four stories, 450 feet in height, erected on the site of the old campus of LSU. It was constructed at a cost of \$5,000,000. This building is visited by thousands each month. Its elaborateness lies in the intricate and costly artistic interpretations of the state itself, for the story of Louisiana is the decorative theme of every detail in the construction. Broad steps of Minnesota granite mark the entrance to the building. Many famous artists and sculptors decorated this building. Former Governor Huey P. Long, under whose aegis it was built, is buried in front of the building. A twelve-foot bronze statue of him stands in the front.

Supply and Demand:		Employment Trends:	
Single-Family	Balanced	Employment	Increasing
Multi-Family	Balanced	Unemployment	Decreasing
Office	Balanced		
Retail	Balanced	Retail Sales Trends:	
Industrial	Balanced	Total Retail Sales - Store Front	Decreasing

Demographic Trends:		Special Purpose Property Data:	
Area Population	Increasing	Market Vacancy	Stable
Area Households	Increasing	Market Supply	Stable
Household Size	Stable	Space Additions	Stable
Percent Renters	50%	Market Value/SF	Increasing
Household Income	Increasing	Market Rent/SF	Increasing

Site Description

Location	
MSA	Baton Rouge
Market Type	Medium
Submarket Type	Suburban
Legal Description	LA. State University & A. & M. College 52 Acre Campus
Location Classification	Average
Location Description	Located on the southeast corner of Burbank Drive and Nicholson Drive
Parcel Identifier	2383357
Location of Parcel	Corner
Size	
SF / Acres	38,807 / 0.8909
Usable Land Percent	100%
Site Dimensions	Various, see attached map
Access	
Primary Frontage Feet	200.00
Primary Frontage Type	Local
Secondary Frontage Type	Local
Frontage Description	East side of Nicholson Drive
Access Classification	Average
Access Description	East side of Nicholson Drive, South side of Burbank Drive
Encumbrances	
In Flood Plain	Yes
Flood Area Percent	100%
Flood Zone	AE
Flood Map Number	22033C0245E
Flood Map Effective Date	05/02/2008
Flood Plain Description	Area prone to frequent flooding
Site Characteristics	
Shape	Irregular
Topography	Basically Level
Grade	At Grade
Drainage	Appears adequate
View / Appeal	Average
Utilities Description	All utilities are available to site.
Site Utility	Average

Communication

The appraisal assignment has requested that the appraisal include an estimate of value of the subject land *"before the acquisition"* and an estimate of value for the *"Part Acquired"* (inclusive of the land, landscaping, and improvements located within the required right of way or servitude) and an estimate of value for the subject land *"after the acquisition."* Louisiana Revised Statute 48:453(A) requires the appraiser to develop opinions of value before the acquisition without considering any change in value caused by the proposed improvement. The estimated "Before Value" and the estimated value of the "Part Acquired" excludes any consideration of the proposed public improvement or project, which is considered by LADOTD as an Assignment Condition. Any analysis of the remaining property includes consideration of the proposed public improvement or project and its effects on the remaining subject property.

Larger Parcel/Economic Use Tract - After the Acquisition

After removal of the part required, the remaining land (Use Tract) will be comprised of a total area of 0.891± acres or 38,806.8± square feet. In the after status, the remaining land for the Whole Property will be comprised of a total area of 5.442± acres or 237,0453.5± square feet. The remaining land is considered to be of sufficient size and shape to maintain the same utility and highest and best use they had prior to the proposed acquisition. The highest and best use of the remaining land, "as though vacant," is considered for neighborhood commercial use. No severance damages are indicated.

Property Rights Appraised

The ownership of real estate is comprised of a "bundle of rights" wherein the ownership of a parcel of real estate may embrace a great many rights, such as the right to its occupancy and use, the right to sell it in whole or in part; the right to bequeath; the right to transfer, by contract, for specified periods of time, the benefits to be derived by occupancy and use of the real estate. Persons have multiple rights in things. Ownership is but one, and it is often dismembered into sub-rights. Other rights include personal servitudes and predial servitudes. There may be other such rights as the law allows and the rights that are created by contract. For example, building restrictions and the right to compel the fixing of boundaries are rights that are created by the law and/or by contract. Ownership is the right that confers on a person direct, immediate, and exclusive authority over a thing. The owner of a thing may use, enjoy, and dispose of it within the limits and under the conditions established by law. In Louisiana, the bundle of rights is categorized as the *usus*, *fructus*, and *abusus*. The right to use a thing and to exclude others from using it is sometimes called *usus*. "Usus" may be defined as "a precarious enjoyment of land". The owner of a thing owns the fruits, produced by the thing that comes from exploiting and enjoying the thing, such as rents and royalties and natural fruits such as crops and timber, This right is sometimes called *fructus*. *Abusus* is the right to alienate or dispose of the thing. It includes consuming it, giving it away, selling it, and encumbering it. The sum total of the bundle of rights comprises the value of the real estate

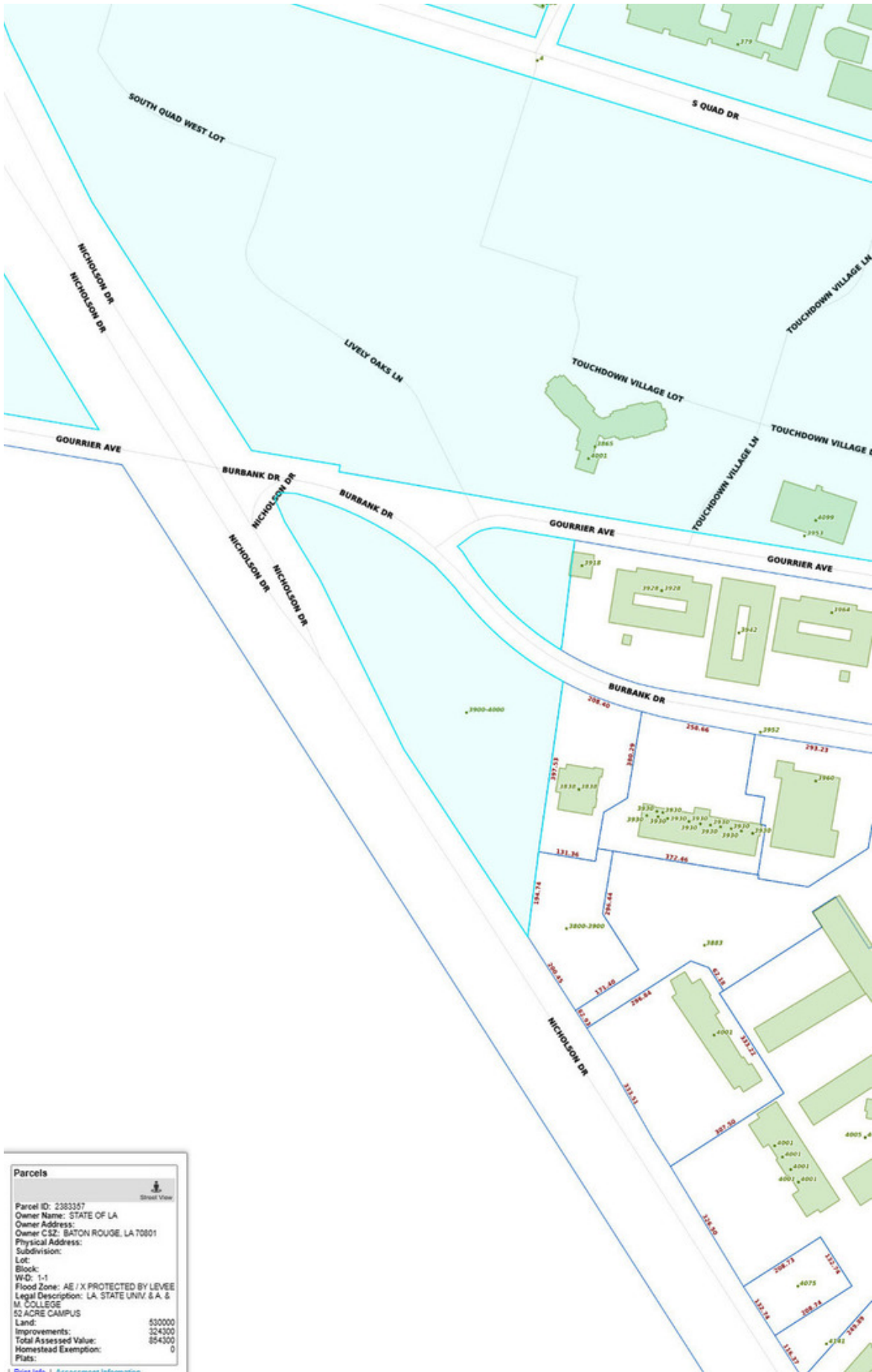


Parcels

Parcel ID: 2383357
Owner Name: STATE OF LA
Owner Address: BATON ROUGE, LA 70801
Physical Address:
Subdivision:
Lot:
Block:
WFO: 1-1
Flood Zone: AE / X PROTECTED BY LEVEE
Legal Description: LA. STATE UNIV. & A. & M. COLLEGE
52 ACRE CAMPUS
Land: 530000
Improvements: 524300
Total Assessed Value: 854300
Homestead Exemption: 0
Plats:

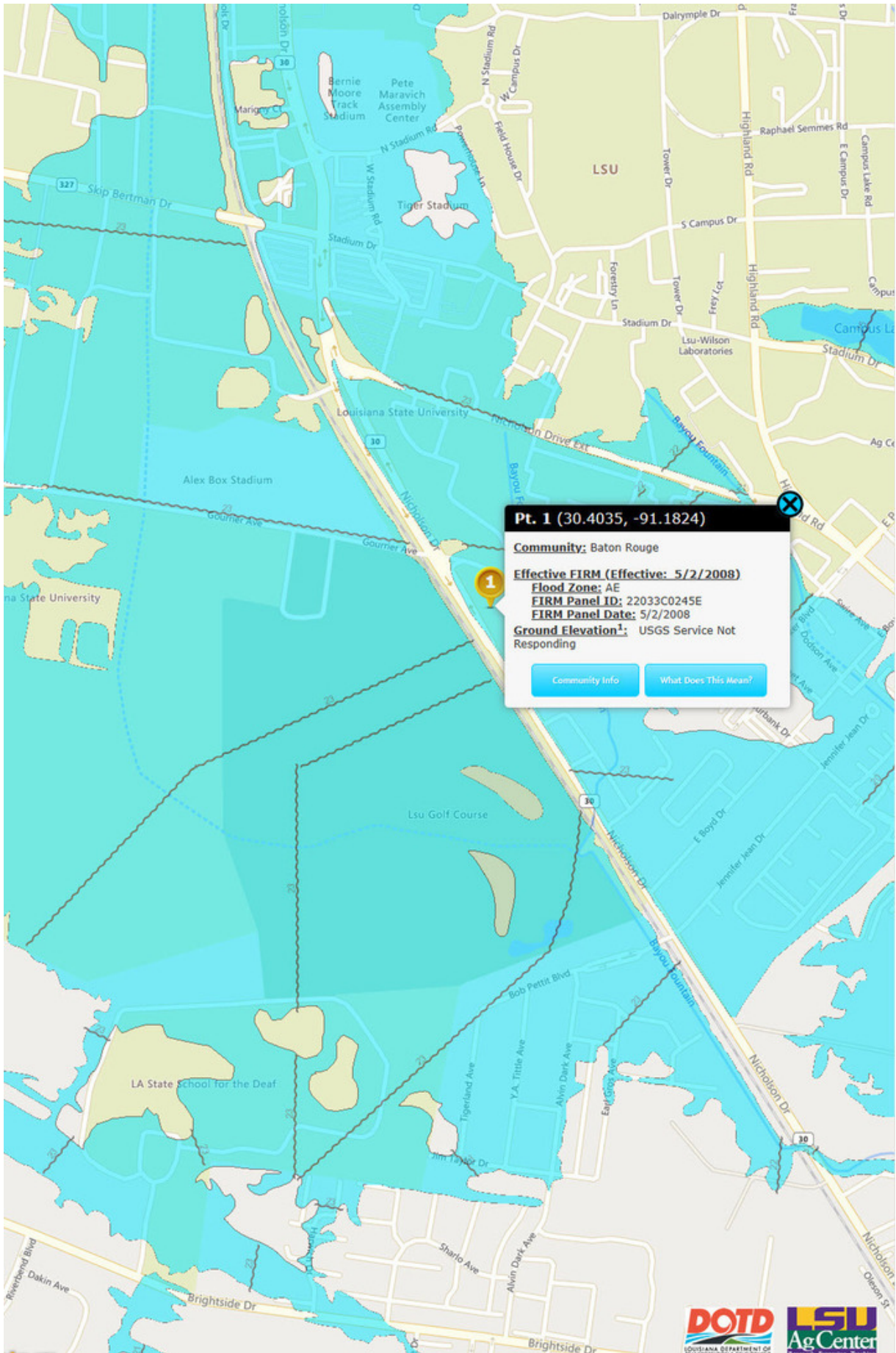
[Print Info](#) | [Assessment Information](#)

Aerial Image



Parcels	
Parcel ID:	2383357
Owner Name:	STATE OF LA
Owner Address:	
Physical Address:	BATON ROUGE, LA 70801
Subdivision:	
Lot:	
Block:	
WD:	1-1
Flood Zone:	AE / X PROTECTED BY LEVEE
Legal Description:	LA. STATE UNIV. & A. & M. COLLEGE
Land:	52 ACRE CAMPUS
Improvements:	530000
Total Assessed Value:	324300
Homestead Exemption:	854300
Plats:	0

Assessor



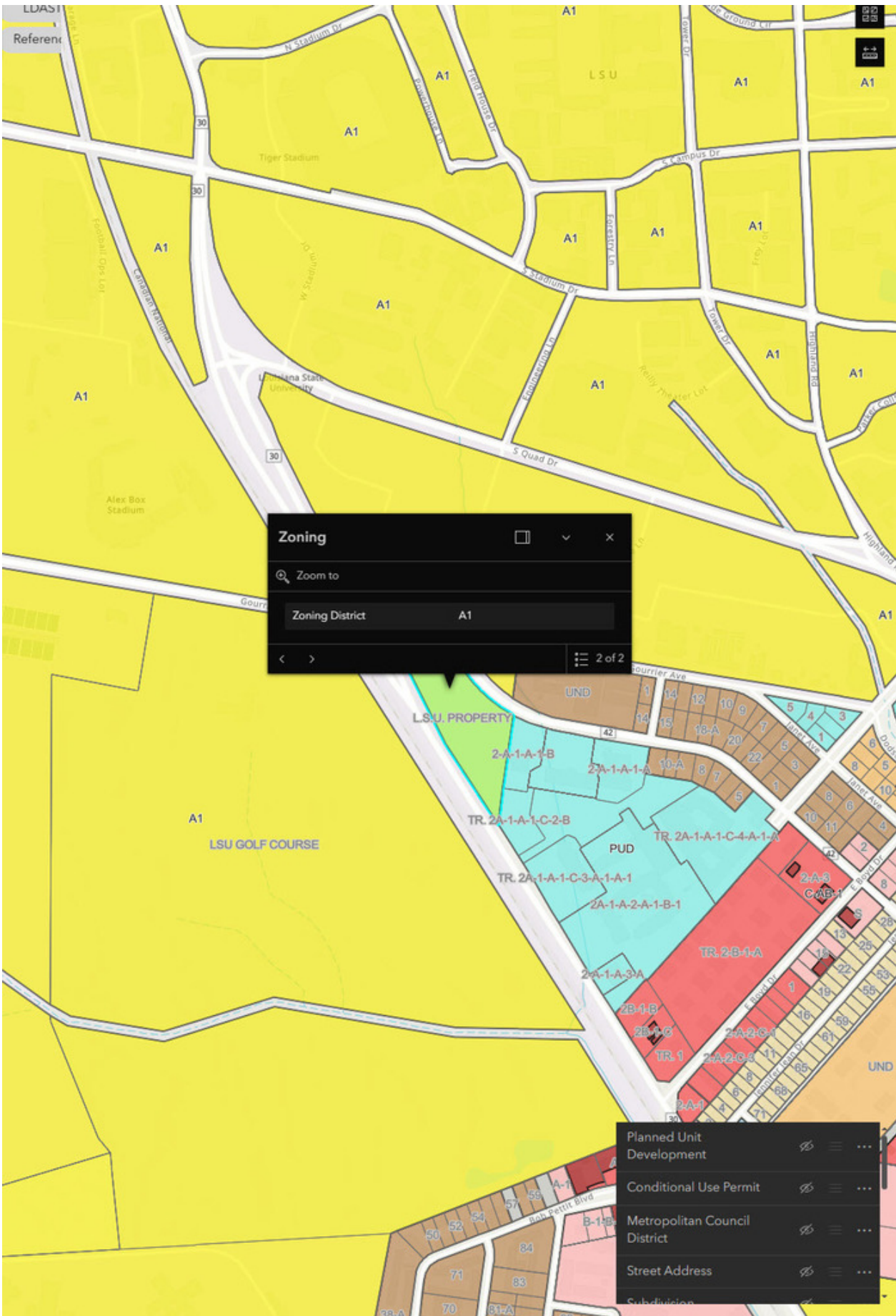
Flood Zone AE

Zoning

Parcel 6-2, LSU

General Zoning Information	
Current Use	Vacant Land
Zoning Jurisdiction	East Baton Rouge Parish
Zoning Code	A1
Zoning Description	Single-Family Residential
Zoning Comments	The subject land is owned by Louisiana State University and is not subject to municipal zoning. Conversations with the East Baton Rouge Parish Planning and Zoning Commission indicated that GIS zoning is a legacy zoning, and the property owner is not required to meet EBR zoning requirements.

The subject land is owned by Louisiana State University and is not subject to municipal zoning. Conversations with the East Baton Rouge Parish Planning and Zoning Commission indicated that GIS zoning is a legacy zoning, and the property owner is not required to meet EBR zoning requirements.



Zoning A1

Taxes and Assessment

2024 Real Estate Taxes

Parcel ID	2383357
Tax Year	2024
Real Estate Taxes	\$0.00
Total Taxes	\$0.00

The subject property is owned in fee by a state university and is not subject to taxation.

Year: Current (2024)
 STATE OF LA
 BATON ROUGE LA 70801
 Physical Address: N/A

Assessment Number: 2383357
 Roll: 10-EXEMPT
 Ward: 1-1
 Location Code: 02
 SALA: N/A

Assessment Report

Taxes are for : Parish WARD 1-1		Taxes Excluded by Exemption: 101,766.82			
Assessed Value:	854,300	Municipal Tax:	0.00	Municipal Mill:	12.6200
Exempt Value:	854,300	Parish Tax:	0.00	Parish Mill:	106.5000
Taxable Parish Value:	0	Total Tax:	0.00	Fees:	0.000

Tax Items

Tax Item	Class	Description	Assessed Value	Exempt	Units	Tax Codes	Market Value
18461	3050	INSTITUTIONAL TRACT	530000	530000	52	1 2 0 0 23	5300000
18460	4000	RESIDENTIAL IMPROVEMENT	324300	324300	1	1 23 0 0 2	3243000

Ownerships

Name	Primary	Ownership	% Owned	Homestead	% HS	From Date	To Date
STATE OF LA	YES		100.00		0.00	1/1/1900	

Prior Ownerships

Name	Primary	Ownership	% Owned	Homestead	% HS	From Date	To Date
------	---------	-----------	---------	-----------	------	-----------	---------

Legal Description

LA. STATE UNIV. & A. & M. COLLEGE
 52 ACRE CAMPUS

Sales

Type	Register Number	Sales Date	Book/Page	Sales Price	Vendor	Vendee
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Parcels

Parcel: //

Parcel Acres: N/A

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Year: Current (2024)
 STATE OF LA
 BATON ROUGE LA 70801
 Physical Address: N/A

Assessment Number: 2383357
 Roll: 10-EXEMPT
 Ward: 1-1
 Location Code: 02
 SALA: N/A

Parish Taxes By Millage

Mill No	Entity	Fund	Millage	Tax	Exempt
1035011	PARISH	MOSQUITO ABATEMENT DISTRICT1	1.0600	0.00	905.56
1035004	PARISH	PARISH TAX	3.1500	0.00	2,691.05
1035089	PARISH	MENTAL HEALTH CRISIS CENTER	1.4200	0.00	1,213.11
1035086	PARISH	COUNCIL ON AGING	2.1300	0.00	1,819.66
1035064	PARISH	BREC MAINTENANCE & OPERATIONS6	3.2530	0.00	2,779.04
1035019	PARISH	BREC MAINTENANCE & OPERATIONS5	0.6300	0.00	538.21
1035020	PARISH	BREC MAINTENANCE & OPERATIONS4	0.4200	0.00	358.81
1035022	PARISH	BREC MAINTENANCE & OPERATIONS3	3.9600	0.00	3,383.03
1035045	PARISH	ADDITIONAL SPECIAL LAW ENFORCEMENT3	6.9000	0.00	5,894.67
1035041	PARISH	ASSESSOR SALARY & EXPENSE FUND	1.2200	0.00	1,042.25
1035007	PARISH	PARISH LIBRARY	10.5200	0.00	8,987.24
1035012	PARISH	EMERGENCY MEDICAL SERVICES	3.1300	0.00	2,673.96
1035009	PARISH	ADDITIONAL SPECIAL LAW ENFORCEMENT2	3.7300	0.00	3,186.54
1035008	PARISH	SPECIAL LAW ENFORCEMENT1	4.3600	0.00	3,724.75
1035018	PARISH	BREC MAINTENANCE & OPERATIONS2	4.1000	0.00	3,502.63
1035021	PARISH	BREC MAINTENANCE & OPERATIONS1	2.1000	0.00	1,794.03
1035066	PARISH	MOSQUITO ABATEMENT DISTRICT2	0.3700	0.00	316.09
1035078	BATON ROUGE CATS	BATON ROUGE CATS	10.6000	0.00	9,055.58
1035030	E.B.R. SCHOOL DISTRICT	EBR SCHOOL REPLACE REDUCED PAYMENTS	5.2500	0.00	4,485.08
1035036	E.B.R. SCHOOL DISTRICT	EBR SCHOOL EMPL SALARY & BENEFITS 2	7.1400	0.00	6,099.70
1035035	E.B.R. SCHOOL DISTRICT	EBR SCHOOL EMPL SALARY & BENEFITS 1	1.8600	0.00	1,589.00
1035034	E.B.R. SCHOOL DISTRICT	EBR ADDITIONAL TEACHERS	2.7800	0.00	2,374.95
1035031	E.B.R. SCHOOL DISTRICT	EBR AID TO PUBLIC SCHOOLS	6.5000	0.00	5,552.95
1035037	E.B.R. SCHOOL DISTRICT	EBR SCHOOL MAINTENANCE	1.0400	0.00	888.47
1035038	E.B.R. SCHOOL DISTRICT	EBR CONSTITUTIONAL SCHOOL	4.9800	0.00	4,254.41
1035046	E.B.R. SCHOOL DISTRICT	EBR SCHOOL EMP SALARY & BENEFITS 3	7.1900	0.00	6,142.42
1035040	E.B.R. SCHOOL DISTRICT	EBR SCHOOL SUPPORT ADAPP	0.7200	0.00	615.10
1035039	E.B.R. SCHOOL DISTRICT	EBR SCHOOL EMP SALARIES & BENEFITS	5.9900	0.00	5,117.26
			106.5030	\$ 0.00	\$ 90,985.55

Municipal Taxes By Millage

Mill No	Entity	Fund	Millage	Tax	Exempt
5117003	BATON ROUGE FIRE MUN	BATON ROUGE FIRE MUN FIRE SALARIES	6.0000	0.00	5,125.80
5117002	CITY OF BATON ROUGE	BATON ROUGE POLICE SYSTEM	0.8700	0.00	743.24
5117001	CITY OF BATON ROUGE	BATON ROUGE GENERAL FUND	5.7500	0.00	4,912.23

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Year: Current (2024)
 STATE OF LA
 BATON ROUGE LA 70801
 Physical Address: N/A

Assessment Number: 2383357
 Roll: 10-EXEMPT
 Ward: 1-1
 Location Code: 02
 SALA: N/A

	12.6200	0.00	10,781.27
Grand Totals	119.1230	\$ 0.00	\$ 101,766.82

Parish Taxes By Tax Code

Tax Code	Name	Millage	Tax Unit	Tax	Exempt	Value Applied
01	PARISH	52.4530	M	0.00	44,810.63	854300
02	E.B.R. SCHOOL DISTRICT	43.4500	M	0.00	37,119.34	854300
23	BR CAPITAL AREA TRANSIT SYSTEM	10.6000	M	0.00	9,055.58	854300
		106.5030		\$ 0.00	\$ 90,985.55	

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Subject Photos



Parcel 6-2 Facing North, Photo Taken by Joel Picou on May 1, 2024



Parcel 6-2 Facing South, Photo Taken by Joel Picou on May 1, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Street Scene Facing South, Photo Taken by Joel Picou March 28, 2024



Street Scene Facing North, Photo Taken by Joel Picou March 28, 2024



Light Pole in Required Area, Photo Taken by Joel Picou March 28, 2024



Photo Taken by Joel Picou March 28, 2024



Light Pole in Required Area, Photo Taken by Joel Picou
March 28, 2024



Live Oak in Required Area, Photo Taken by Joel Picou
March 28, 2024

Highest and Best Use

"After Acquisition" Analysis

Statement of Highest and Best Use - After Acquisition

Highest and Best Use is defined as

1. The reasonably probable use of property that results in the highest value. The four criteria the highest and best use must meet are legal permissibility, physical possibility, financial feasibility, and maximum productivity.
2. The use of an asset that maximizes its potential and that is possible, legally permissible, and financially feasible. The highest and best use may be for the continuation of an asset's existing use or for some alternative use. This is determined by the use that a market participant would have in mind for the asset when formulating the price that it would be willing to bid (IVS).
3. The highest and most profitable use for which the property is adaptable and needed or likely to be needed in the reasonably near future (Uniform Appraisal Standards for Federal Land Acquisitions). (p. 88-89)

Legally Permissible: One of the four criteria the highest and best use of a property must meet is a property use that is either currently allowed or most probably allowable under zoning codes, building codes, environmental regulations, and other applicable laws and regulations that govern land use. [\[1\]](#)

Private restrictions, zoning, building codes, historic district controls, and environmental regulations are considered legally permissible because they may preclude many possible highest and best uses. As of the appraisal's effective date, the subject property is zoned A-1, single-family residential, which is a legacy zoning. The subject property is owned by the Louisiana State University and is not subject to municipal zoning.

The Whole Property is comprised of an irregularly shaped tract or parcel of land that contains a total area of 5442± acres or 237,053.5± square feet. The land tract is clear and level. The site is located in FEMA Flood Zone AE, which is a flood hazard area. Primary land use along Nicholson Drive is neighborhood commercial and multifamily development. The highest and best use (economic use) of land fronting Nicholson Drive is considered to be for neighborhood commercial use. As such, a Larger Parcel/Economic Use Tract determination was made for the portion fronting along the east side of Nicholson Drive.

The Larger Parcel/Economic Use Tract is comprised of a rectangular-shaped tract or parcel of land that contains a total area of 0.891± acres or 38,806.8± square feet. The site fronts 200± feet on the east side of Nicholson Drive. Access to the site is by means of Nicholson Drive. The site is essentially level with Nicholson Drive. The Economic Use Tract is located in FEMA Flood Zone AE, which is a flood hazard area. The Larger Parcel/Use Tract is a vacant and unimproved tract of land. While zoning maps in East Baton Rouge Parish indicate all LSU properties are zoned A-1, single-family residential, this is legacy zoning and is not subject to municipal zoning regulations. Adjacent landowners/users on the east side of Nicholson Drive and the south side of Burbank directly behind the site primarily consist of neighborhood commercial and multifamily development. Conversations with the EBR Parish Planning and Zoning Commission confirmed that a change in zoning is appropriate, reasonable, and not speculative. As such, the legally permissible use "as though vacant" is considered neighborhood commercial.

Physical possibility: One of the criteria that the highest and best use of a property must meet. For land use to be considered physically possible, the parcel of land must be able to accommodate the construction of any building that would be a candidate for the ideal improvement. [\[2\]](#)

The site exposure and prominence are considered adequate. Given the desirability of the immediate area and support infrastructure, it may be concluded that the subject site is well located, access points within the general area are good, and no adverse locational factors are noted that impact real estate beyond that implied by the nature of the neighborhood itself. The terrain features of the site are such that construction of improvements would require minimal site preparation. The site is essentially cleared. Beyond these factors, the physical characteristics of the site are not considered to limit the potential use of the land. As such, the most physical possible use of the site is for use as a neighborhood commercial use.

Financial feasibility:

1. One of the four criteria of highest and best use is financial feasibility. For a land use to be considered financially feasible, the value of the land use must exceed its cost.
2. The capability of a physically possible and legal use of the property to produce a positive return to the land after considering risk and all costs to create and maintain the use. [\[3\]](#)

After determining that a use is physically possible and legally permissible, consideration is given to the financial feasibility of a use. Any use that is expected to produce a positive return or which is likely to produce some income or return greater than the combined income needed to satisfy operating expenses, financial expenses, and capital amortization is regarded as financially feasible. Among financially feasible uses, the use that provides the highest rate of return or value is the highest and best use. This is considered to be the use that is maximally productive. Once again, there can be more than one highest and best use. The profitability of a particular use is estimated by projecting the highest net return to the land. The use must be of a character that generates the return for the longest period of time, and it must be a legal use. In order for a use to be economically feasible, there must be sufficient demand for the physically and legally possible use. Financial feasibility requires prospects for a positive investment return. It questions alternative uses of capital and related risk. Risk is minimized by conformity in use. The subject is positively linked to the concentration of existing and well-established neighborhood commercial sites in the immediate area. Vacant land absorption rates and values are a function of new construction activity. The supply of developable land and developed sites is minimal within the immediate subject neighborhood. In recent years, there has been moderate multi-family residential development and construction of neighborhood commercial establishments that were constructed for a particular use and occupant. In order to consider financial reasonableness, specific uses must be considered.

The subject property is surrounded by various neighborhood commercial, multi-family development, and institutional uses. The most financially feasible use would be for some type of neighborhood commercial use.

Maximally productive: One of the four criteria the highest and best use of a property must meet. To achieve maximum productivity, a specific land use must yield the highest value of all physically possible, legally permissible, and financially feasible possible uses. [\[4\]](#)

The principle of conformity holds, in part, that conformity in use is a highly desirable adjunct of real property since it creates and/or maintains a maximum value, and it is the maximum value that affords an owner maximum returns - the heart of the theory of highest and best use. To this extent, location and size are not impediments that would adversely impact the utilization of the subject land or result in non-conformity with surrounding land use patterns. However, economic feasibility and profitability are factors that have a greater impact on potential utility and probable highest and best use of the land.

Of the financially feasible uses, the development that produces the highest value is thought to be the most maximally productive usage of the site as if vacant. Risk is minimized by conformity in use. The predominant land use surrounding the subject is for neighborhood commercial use. The greatest degree of conformity in use of the subject land would be accomplished by a compatible neighborhood commercial use. The most maximally productive use would be for neighborhood commercial use. The most maximally productive use would be for neighborhood commercial use.

[\[1\]](#) 7th Edition of the Dictionary of Real Estate Appraisal, page 106

[\[2\]](#) 7th Edition of the Dictionary of Real Estate Appraisal, page 142

[3] 7th Edition of the Dictionary of Real Estate Appraisal, page 74
[4] 7th Edition of the Dictionary of Real Estate Appraisal, page 119

Highest and Best Use As Vacant

The property is Zoned A-1, Single-Family Residential. Because the primary land use along Nicholson Drive is neighborhood commercial, the appraiser is reasonable in concluding that the most likely zoning for the property fronting Nicholson Drive is to be rezoned to HC-2, Heavy Commercial Two District. The highest and best use of the subject site, "as though vacant," is considered neighborhood commercial.

Highest and Best Use as Vacant
Neighborhood Commercial

Land Valuation

In order to estimate the current fair market value of the subject land, the appraiser has employed the Market Data or Sales Comparison Approach. With respect to the subject land, the only two applicable approaches to value are the Market Data Approach or Sales Comparison Approach and the Income Data Approach to value. More often than not, the most appropriate methodology used in estimating the value of vacant land is the Sales Comparison Approach. The Sales Comparison Approach is typically a compilation of data pertaining to market transactions or sales of properties similar to the subject. It reflects the typical reactions of buyers and sellers to the sale of similar properties in the marketplace. In evaluating the comparable sales, we selected price per square foot of land area as the primary unit of comparison. This is the unit of comparison most commonly used for this type of property in the marketplace. A map of the comparables, as well as a brief summary of the comparables, follows. Detailed write-ups of the comparables are located on the following pages.



#	Property Name	Sale Date	Land SF	Land Acres	Sale Price	Sale Price / Land SF	Sale Price / Acre	Analysis Sale Price	Analysis SP / Land SF	Analysis SP / Acre
1	606 W Lee Drive (Andy's Frozen Custard)	6/10/2020	54,058	1.2410	\$1,200,000	\$22.20	\$966,962	\$1,200,000	\$22.20	\$966,962
2	Vacant Land Comp #02 - 651 W Lee Drive (Wendy's)	1/31/2023	68,955	1.5830	\$1,191,580	\$17.28	\$752,735	\$1,191,580	\$17.28	\$752,735
3	Vacant Land Comp #08 - 5821 Burbank Drive (Oil & Tire)	2/8/2021	59,242	1.3600	\$1,500,000	\$25.32	\$1,102,941	\$1,500,000	\$25.32	\$1,102,941
4	4075 Nicholson Dr. (SW-Nicholson)	10/29/2021	27,704	0.6360	\$750,000	\$27.07	\$1,179,245	\$810,000	\$29.24	\$1,273,585
5	Vacant Land Comp #14 - 751 Frogmore Drive (Benny's Car Wash Vacant Lot)	6/2/2023	50,382	1.1566	\$1,012,000	\$20.09	\$874,978	\$1,012,000	\$20.09	\$874,978

Land Sale #1 - 606 W Lee Drive (Andy's Frozen Custard)



Photo Taken and Inspected by Joel Picou April 19, 2024



Aerial Image

Property Information

Property Name	606 W Lee Drive (Andy's Frozen Custard)
Property Class	Land
Address	606 W Lee Drive, Baton Rouge, LA 70820
County	East Baton Rouge
Property Type & Sub-Type	Commercial / Retail Pad

Site Information - 606 W Lee Drive

SF / Acres	54,058 / 1.2410
Zoning Code	PUD
Zoning Description	Planned Unit Development
Shape	Irregular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	06/10/2020
Seller	Milco Burbank A-2, LLC
Buyer	South Louisiana Property Group, LLC
Sale Price	\$1,200,000
Analysis Sale Price	\$1,200,000
Sale Price per SF Land	\$22.20
Analysis Sale Price per SF Land	\$22.20
Sale Confirmed By	Emily Ingram (Assistant to Joel Picou)
Sale Confirmed With	David Schroeder
Sale History	This vacant lot sold on June 10, 2020 for a recorded sales price of \$1,200,000 recorded as Orig: 66, Bndl: 13031 in the Clerk of Court Records in the Parish of East Baton Rouge. There have been no other known sales or transfers in the past 5 years.
Sale Remarks	This is the sale of a vacant lot located at 606 W Lee Drive in Baton Rouge, LA. This property was not openly marketed. Verification with the buyer, Mr. David Schroeder, indicated that this was an arms length transaction and there were no unusual concessions. Additional verification included research of assessor records, aerial view, courthouse records, flood plain map, and zoning maps. The site has been developed into a fast-food ice-cream parlor named Andy's Frozen Custard. This sale was inspected, and a photo was taken by Joel Picou on April 19, 2024.



Photos Taken by Joel Picou on 04/19/2024



Aerial Image

Property Information

Property Name	Vacant Land Comp #02 - 651 W Lee Drive (Wendy's)
Property Class	Land
Address	651 W Lee Drive, Baton Rouge, LA 70820
County	East Baton Rouge
Property Type & Sub-Type	Commercial / ---

Site Information - 651 W Lee Drive

SF / Acres	68,955 / 1.5830
Zoning Code	PUD
Zoning Description	Planned Unit Development
Shape	Rectangular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	01/31/2023
Seller	Paradigm Captive Insurance Company
Buyer	Haza Realty, LP
Sale Price	\$1,191,580
Analysis Sale Price	\$1,191,580
Sale Price per SF Land	\$17.28
Analysis Sale Price per SF Land	\$17.28
Sale Confirmed By	Emily Ingram (Assistant to Joel Picou)
Sale Confirmed With	Public Records & Clerk of Court; Sale Not openly marketed
Sale History	This is the sale of two vacant lots on January 31, 2023 for a recorded sales price of \$1,191,580 recorded as Orig: 724, Bndl: 13236 in the Clerk of Court Records in the Parish of East Baton Rouge. There have been no other known sales or transfers in the past 5 years.
Sale Remarks	This is the sale of two vacant lots located at 651 W Lee Drive in Baton Rouge, Louisiana. The property was not openly marketed. The west lot (A-3-1-A) has been developed into a Wendy's fast-food restaurant. At the time of inspection, the east lot (A-3-1-B) is still vacant and unimproved. This sale was inspected, and a photo was taken by Joel Picou on April 19, 2024.



Photo Taken and Inspected by Joel Picou April 19, 2024



Aerial Map

Property Information	
Property Name	Vacant Land Comp #08 - 5821 Burbank Drive (Oil & Tire)
Property Class	Land
Address	5821 Burbank Drive, Baton Rouge, LA 70820
County	East Baton Rouge
Property Type & Sub-Type	Commercial / ---
Site Information - 5821 Burbank Drive	
SF / Acres	59,242 / 1.3600
Zoning Code	PUD
Zoning Description	Planned Unit Development
Shape	Rectangular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	02/08/2021
Buyer	Hutton Baton Rouge LA Burbank ST, LLC
Sale Price	\$1,500,000
Analysis Sale Price	\$1,500,000
Sale Price per SF Land	\$25.32
Analysis Sale Price per SF Land	\$25.32
Sale Confirmed By	Emily Ingram (Assistant to Joel Picou)
Sale Confirmed With	Justin Langlois
Sale History	This is the sale of two vacant lots on February 23, 2021, for a recorded sales price of \$1,500,000 recorded as Orig: 237, Bndl: 13088 in the Clerk of Court Records in the Parish of East Baton Rouge. There have been no other known transfers in the past 5 years.
Sale Remarks	This is the sale of 2 adjacent lots located at 5821 Burbank Drive in Baton Rouge, LA. The listing agent, Justin Langlois, indicated the sale was a typical arms-length transaction. Lot C-1-A-1-A-3-B-2 is currently improved with an Express Oil & Tire establishment, while Lot C-1-A-1-A-3-B-1 remains vacant. The listing agent indicated the asking price was between \$27-30 per square foot. However, the property transferred ownership on February 23, 2021 for \$1,500,000. East Baton Rouge Parish Assessors' website and Cash deed show a sales price of \$100. Mr. Langlois confirmed with sales documents that the final sales price was indeed \$1,500,000. This sale was inspected, and the photo was taken by Joel Picou on April 19, 2024.



Cover Image, Photo Taken by Joel Picou May 1, 2024



Aerial Image

Property Information	
Property Name	4075 Nicholson Dr. (SW-Nicholson)
Property Class	Land
Address	4075 Nicholson Drive, Baton Rouge, LA 70808
County	East Baton Rouge
Property Type & Sub-Type	Commercial / Retail Pad
Site Information - 4075 Nicholson Drive	
SF / Acres	27,704 / 0.6360
Zoning Code	PUD
Zoning Description	Planned Unit Development
Shape	Rectangular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	10/29/2021
Seller	Southgate Towers, LLC
Buyer	SD-Nicholson, LLC (Now SW-Nicholson, LLC)
Sale Price	\$750,000
Analysis Sale Price	\$810,000
Sale Price per SF Land	\$27.07
Analysis Sale Price per SF Land	\$29.24
Sale Confirmed By	Joel Picou
Sale Confirmed With	Ted Terrell
Sale History	This property was adjudicated by the Parish of East Baton Rouge on July 16, 2021 from Southgate Towers, LLC recorded as Book and Page #325-13123
Sale Remarks	This sale is comprised of a vacant tract of land located on the east side of Nicholson Drive in front of Southgate Towers. Verification with the buyer, Mr. Ted Terrell indicated that the property owner had some tax liens on the site along with his other properties and decided to sell this site to clear the liens. Mr. Terrell indicated that he paid market value for the site. At the time of the sale the seller had not completed the development plan which resulted in the seller spending an additional \$60,000 to legally develop the site. As such, an upward adjustment of \$60,000 was applied to this sell resulting in a Cash Equivalent price of \$810,000. The seller did not contribute toward the buyer's closing cost. The sale was an arms-length sale. The highest and Best Use of the property as vacant is for neighborhood commercial retail.

Land Sale #5 - Vacant Land Comp #14 - 751 Frogmore Drive (Benny's Car Wash Vacant Lot)



Subject Photos Taken by Joel Picou on 05/2/2024



Aerial Image

Property Information

Property Name	Vacant Land Comp #14 - 751 Frogmore Drive (Benny's Car Wash Vacant Lot)
Property Class	Land
Address	751 Frogmore Drive, Baton Rouge, LA 70820
County	East Baton Rouge
Property Type & Sub-Type	Commercial / Other Commercial

Site Information - 751 Frogmore

SF / Acres	50,382 / 1.1566
Zoning Code	PUD
Zoning Description	Planned United Development
Shape	Rectangular
Flood Zone	X
Topography	Basically Level
Available Utilities	Cable TV, Electricity, Gas, Sewer, Telephone, Trash, and Water

Transaction Information	
Sale Status	Closed
Sale Date	06/02/2023
Seller	Courvest, LLC
Buyer	Benny's Lee, LLC
Sale Price	\$1,012,000
Analysis Sale Price	\$1,012,000
Sale Price per SF Land	\$20.09
Analysis Sale Price per SF Land	\$20.09
Sale Confirmed By	Joel Picou
Sale Confirmed With	David Schumaker
Sale History	This vacant lot sold on June 2, 2023, for a recorded sales price of \$1,012,000 recorded as Orig: 654, Bndl: 13256 in the Clerk of Court Records in the Parish of East Baton Rouge. There have been no other known transfers in the past 3 years.
Sale Remarks	This is the sale of a 50,382 SF vacant lot located at 751 Frogmore Drive in Baton Rouge, LA. Verification with a property representative, David, Schumaker, indicated the lot would be used for expansion of Benny's Car Wash located on the adjoining lot to the east. The lot featured 195 feet of frontage along W Lee Drive and was level and cleared as of the date of sale. This sale was inspected an photo was taken by Joel Picou on May 2, 2024.

Elements of Comparison -- Related to the Transaction

We have evaluated the comparable sales based on differences in various elements of comparison. The first of these are elements that must be compared in every analysis and are related to the property rights conveyed, the terms/financing, conditions of the sale, expenditures after sale, excess land value, and market conditions.

Property Rights

The property rights involved in the sales did not appear to have a significant impact on the prices, and no adjustments were required.

Terms / Financing

The terms/financing involved in the sales did not appear to have a significant impact on the prices, and no adjustments were required.

Conditions of Sale

The conditions involved in the sales did not appear to have a significant impact on the prices, and no adjustments were required.

Expenditures After Sale

The expenditures after the sale involved in comparable sales 1, 2, 3, and 5 did not appear to have a significant impact on the prices, and no adjustments were required. Comparable sale 4 required the buyer to spend an additional \$60,000 or \$2.17 per square foot to complete the development plan to legally develop the site. As such, an upward adjustment of \$2.17 per square foot was applied to this sale for a cash equivalent sales price of \$810,000.

Excess Land Value

The excess land value involved in the sales did not appear to have a significant impact on the prices, and no adjustments were required.

Market Conditions

As can be seen, the sales have occurred relatively recently. Available market data does not indicate any significant change in prices of comparable properties during this period, and no adjustments for market conditions were required.

Elements of Comparison -- Related to the Real Estate

In addition, sales must be evaluated based on location, physical, and economic characteristics. The following paragraphs discuss individually the elements of comparison considered most appropriate for this analysis.

Flood Plain

The subject site is located in FEMA Flood Zone AE, a flood-hazard area. All of the comparable sales are located in FEMA Flood Zone X, which is not a flood-hazard area. As such, all comparable land sales required downward adjustments of 10%.

Location

All of the comparable sales are considered similar in location to the subject, thus no location adjustments were applied.

Size

Typically, larger properties tend to sell for lower unit prices, reflecting an inverse relationship between price and size. This has to do, in part, with the fact that there is a larger pool of potential purchasers for small sites. We have concluded that this typical relationship applies to the subject sales. Comparable sale 2 contains 2 separate lots and were purchased at a discount requiring an upward adjustment. Comparable sale 4 is smaller than the subject, requiring a downward adjustment.

Zoning

Zoning maps in East Baton Rouge Parish indicate all LSU properties are zoned A-1, single-family residential. Conversations with East Baton Rouge Parish Planning and Zoning indicated that this is a legacy zoning and LSU does not have to comply with municipal zoning. Thus, no adjustments were necessary.

Land Adjustments				
	Subject	Sale #1	Sale #2	Sale #3
Name	6-2, Louisiana State University - After Acquisition	606 W Lee Drive (Andy's Frozen Custard)	Vacant Land Comp #02 - 651 W Lee Drive (Wendy's)	Vacant Land Comp #08 - 5821 Burbank Drive (Oil & Tire)
Street Address	Nicholson Drive	606 W Lee Drive	651 W Lee Drive	5821 Burbank Drive
City	Baton Rouge	Baton Rouge	Baton Rouge	Baton Rouge
Sale Price		\$1,200,000	\$1,191,580	\$1,500,000
Unit of Comp.	Land SF	Land SF	Land SF	Land SF
UoC Value	38,807 sf	54,058 sf	68,955 sf	59,242 sf
Sale Price / UoC		\$22.20	\$17.28	\$25.32
Transactional Adjustments (calculated cumulatively)				
Property Rights	<i>N/A</i>	<i>Fee Simple</i>	<i>Fee Simple</i>	<i>Fee Simple</i>
		Similar	Similar	Similar
Terms/Financing	<i>N/A</i>	<i>\$0.00</i>	<i>\$0.00</i>	<i>\$0.00</i>
		Similar	Similar	Similar
Cond. of Sale	<i>N/A</i>	<i>\$0.00</i>	<i>\$0.00</i>	<i>\$0.00</i>
		Similar	Similar	Similar
Expend. After Sale	<i>N/A</i>	<i>\$0.00</i>	<i>\$0.00</i>	<i>\$0.00</i>
Adjustment		\$0.00	\$0.00	\$0.00
Excess Land Val.	<i>N/A</i>	<i>\$0.00</i>	<i>\$0.00</i>	<i>\$0.00</i>
		Similar	Similar	Similar
Market Cond.	<i>N/A</i>	<i>6/10/2020</i>	<i>1/31/2023</i>	<i>2/8/2021</i>
		Similar	Similar	Similar
Adj. Price per UoC	<i>N/A</i>	<i>\$22.20</i>	<i>\$17.28</i>	<i>\$25.32</i>
Property Adjustments - Quantitative (not cumulative)				
Flood Plain	<i>100%</i>	<i>0%</i>	<i>0%</i>	<i>0%</i>
Adjustment		-10.00% -\$2.22	-10.00% -\$1.73	-10.00% -\$2.53
Location	<i>Average</i>	<i>Average</i>	<i>Average</i>	<i>Average</i>
		Similar	Similar	Similar
Size	<i>38,807 sf</i>	<i>54,058 sf</i>	<i>68,955 sf</i>	<i>59,242 sf</i>
Adjustment		0.00% \$0.00	25.00% \$4.32	0.00% \$0.00
Zoning	<i>A1</i>	<i>PUD</i>	<i>PUD</i>	<i>PUD</i>
		Similar	Similar	Similar
Total Adjustments				
Gross % Adj's	<i>N/A</i>	10.00%	35.01%	9.99%
Gross \$ Adj's	<i>N/A</i>	\$2.22	\$6.05	\$2.53
Net % Adj's	<i>N/A</i>	-10.00%	14.99%	-9.99%
Net \$ Adj's	<i>N/A</i>	-\$2.22	\$2.59	-\$2.53
Net Adj Price / UoC	<i>N/A</i>	\$19.98	\$19.87	\$22.79

Land Adjustments				
	Subject	Sale #4		Sale #5
Name	6-2, Louisiana State University - After Acquisition	4075 Nicholson Dr. (SW-Nicholson)		Vacant Land Comp #14 - 751 Frogmore Drive (Benny's Car Wash Vacant Lot)
Street Address	Nicholson Drive	4075 Nicholson Drive		751 Frogmore Drive
City	Baton Rouge	Baton Rouge		Baton Rouge
Sale Price		\$750,000		\$1,012,000
Unit of Comp.	Land SF	Land SF		Land SF
UoC Value	38,807 sf	27,704 sf		50,382 sf
Sale Price / UoC		\$27.07		\$20.09
Transactional Adjustments (calculated cumulatively)				
Property Rights	<i>N/A</i>	<i>Fee Simple</i>		<i>Fee Simple</i>
		Similar		Similar
Terms/Financing	<i>N/A</i>	\$0.00		\$0.00
		Similar		Similar
Cond. of Sale	<i>N/A</i>	\$0.00		\$0.00
		Similar		Similar
Expend. After Sale	<i>N/A</i>	\$60,000.00		\$0.00
Adjustment		\$2.17		\$0.00
Excess Land Val.	<i>N/A</i>	\$0.00		\$0.00
		Similar		Similar
Market Cond.	<i>N/A</i>	10/29/2021		6/2/2023
		Similar		Similar
Adj. Price per UoC	<i>N/A</i>	\$29.24		\$20.09
Property Adjustments - Quantitative (not cumulative)				
Flood Plain	100%	0%		0%
Adjustment		-10.00%	-\$2.92	-10.00% -\$2.01
Location	<i>Average</i>	<i>Average</i>		<i>Average</i>
		Similar		Similar
Size	38,807 sf	27,704 sf		50,382 sf
Adjustment		-15.00%	-\$4.39	0.00% \$0.00
Zoning	<i>A1</i>	<i>PUD</i>		<i>PUD</i>
		Similar		Similar
Total Adjustments				
Gross % Adj's	<i>N/A</i>	35.02%		10.00%
Gross \$ Adj's	<i>N/A</i>	\$9.48		\$2.01
Net % Adj's	<i>N/A</i>	-18.99%		-10.00%
Net \$ Adj's	<i>N/A</i>	-\$5.14		-\$2.01
Net Adj Price / UoC	<i>N/A</i>	\$21.93		\$18.08

Analysis Price Indications	
Minimum	\$18.08
Maximum	\$22.79
Average	\$20.53
Median	\$19.98
Standard Deviation	1.66

Indicated Values	
Unit of Comparison	Land SF
Indicated Value / Unit of Comparison	\$21.00
Land Indicated Value	\$814,947
Rounded	\$814,947

After the acquisition, the economic use tract is 38,806.8 square feet. Because the appraiser's software does not take decimal places below a whole square foot, the appraiser had to input 38,807 square feet and apply a downward adjustment of -\$5.00 for rounding purposes.

Reconciliation

Indicated Values

Description	Indicated Value
Land Value	\$814,942
Cost Approach	N/A
Sales Comparison Approach	N/A
Income Approach	N/A

Final Estimate of Value

The valuation analyses for the subject property have previously been described in detail in this appraisal report subject to the previously described time-related value premise(s). The following value(s) are indicated for the undivided fee simple estate.

Approaches Performed

1. The Cost Approach to Value is one of three traditional valuation methods used in the appraisal of improved real estate. This appraiser does not consider it applicable in this particular appraisal assignment as the area is vacant and unimproved. A Cost Approach to Value will be applied as it relates to minor improvements and/or landscaping within the required area (if any).
2. The Sales Comparison Approach, in this case, a vacant tract of land, is a standard valuation method that this appraiser regards as applicable in this appraisal assignment.
3. The Income Capitalization Approach to Value is one of three traditional valuation methods used in the appraisal of improved real estate. Since the subject property is vacant and unimproved, this appraiser does not consider the income approach applicable.

The scope of this assignment does not include apportioning the value of the acquisition between any parties that may have an interest.

Reconciliation Conclusion

Current Value Premise - After Acquisition

A parcel of land from the subject property is to be acquired for constructing a portion of State Project No. H.002825, LA 30 (Nicholson Dr): Brightside-Gourrier, in East Baton Rouge Parish. This area will be widened to four lanes with a median. Project No. H.014171, LA 30 (Nicholson Dr): Brightside-Gourrier, in East Baton Rouge Parish. This area is for Clearing and Grubbing along the project.

From the subject property, the area required for the proposed road rights of ways consists of a somewhat long and narrow strip or parcel of land along the front of the site or easterly side of Nicholson Drive (La Hwy 30). The required area is inclusive of 0.509± acres or 22,177.2± square feet.

In the after status, the remaining land (Whole Property) will comprise a total area of 5.442± acres or 237,053.5± square feet. It is considered to be of sufficient size and shape to maintain the same utility and highest and best use it had prior to the proposed acquisition.

The highest and best use of the remaining land, "as though vacant," is considered to be for use as some type of neighborhood commercial use. No severance damages are indicated.

Property Rights Appraised

The ownership of real estate is comprised of a "bundle of rights" wherein the ownership of a parcel of real estate may embrace a great many rights, such as the right to its occupancy and use; the right to sell it in whole or in part; the right to bequeath; the right to transfer, by contract, for specified periods of time, the benefits to be derived by occupancy and use of the real estate. Persons have multiple rights in things. Ownership is but one and it is often dismembered into sub-rights. Other rights include personal servitudes and predial servitudes. There may be other such rights as the law allows and the rights that are created by contract. For example, building restrictions and the right to compel the fixing of boundaries are rights that are created by the law and/or by contract. Ownership is the right that confers on a person direct immediate and exclusive authority over a thing. The owner of a thing may use, enjoy and dispose of it within the limits and under the conditions established by law. In Louisiana, the bundle of rights is categorized as the usus, fructus, and abusus. The right to use a thing, and to exclude others from using it, is sometimes called usus. "Usus" may be defined as "a precarious enjoyment of land". The owner of a thing owns the fruits, produced by the thing that come from exploiting and enjoying the thing, such as rents and royalties and natural fruits such as crops and timber, This right is sometimes called fructus. Abusus is the right to alienate or dispose of the thing. It includes consuming it, giving it away, selling it, and encumbering it. The sum total of the bundle of rights comprises the value of real estate.

Land Value

AFTER MARKET VALUE ESTIMATE / USE TRACT (LESS PORTION ACQUIRED FROM USE TRACT)					
	Square Feet		\$ SF	Remaining Fee Ownership	Estimated Value
Remainder of Use Tract	38,806.8	x	\$ 21.00	x 100%	\$ 814,942
				Less Adjustments	\$ -
				Estimated Value of Land Value After Acquisition (Rounded):	\$ 814,942

Compensation – Part Acquired

The extension of the Required Area for constructing a portion of State Project No. H.002825, LA 30 (Nicholson Drive) Brightside - Gourrier & H.014171 LA 30 (Nicholson Drive) Clearing and Grubbing, in the Parish of East Baton Rouge, is as depicted on the map in the addenda. The Part Acquired consists of:

1. The value of the vacant land as it contributes to the whole property
2. The contributing value of site improvements on the land required

Compensation includes the contributing value of improvements and/or landscaping in the required area (if any). As such, the following estimate is presented:

Estimated Value of Required Area

The land required is indicated by the ROW map to contain 22,177.2± square feet. Earlier, the value of the economic use parcel as a whole was estimated to be \$21.00/SF. As such, the contributing value of the land component of the Part Acquired is:

ESTIMATED VALUE OF REQUIRED PARCEL				
Parcel	6-2	Square Feet	Unit Value	Estimated Compensation
		22,177.2	x \$ 21.00	x \$ 465,721.20
				<u>\$ 465,721.20</u>
				Estimated Value of Required Land (Rounded) \$ 465,722

Estimated Value of Temporary Construction Servitude

From the subject property, a temporary construction servitude is not required from this ownership.

Estimated Value of Improvements and/or Landscaping in the Required Right of Way

The table below lists improvements and landscaping located in the required areas. As such, the following estimate is presented:

IMPROVEMENTS & LANDSCAPING DISPLACED DUE TO THE ACQUISITION, BEFORE CONTRIBUTORY VALUE						
	Units		Replacement Cost New	Depreciation	Depreciated Cost New	
Cypress Tree	8	EA x	\$ 590.00	0%	\$ 4,720	
Magnolia Tree	4	EA x	\$ 750.00	0%	\$ 3,000	
Live Oak Tree	2	EA x	\$ 790.00	0%	\$ 1,580	
Drake Elm Tree	4	EA x	\$ 650.00	0%	\$ 2,600	
50 ft. Light Pole - 3 Standard Lights	1	EA x	\$ 4,500.00	10%	\$ 4,050	
50 ft. Light Pole - 1 Standard Light	1	EA x	\$ 3,900.00	10%	\$ 3,510	
Concrete Sidewalk	6,104	SF x	\$ 7.50	10%	\$ 41,202	
					<u>\$ 60,662</u>	

The measure of *COMPENSATION* to the owner as of May 1, 2024, is estimated as follows:

SUMMARY OF REAL PROPERTY APPRAISAL CONCLUSIONS

Market Value of the Property and Improvement Before the Acquisition	\$ 1,341,326
Market Value of the Property, After the Acquisition	<u>\$ 814,942</u>
Indicated Compensation	\$ 526,384

FINAL ESTIMATE OF COMPENSATION

Market Value of Property and Improvements Before Acquisition	\$ 1,341,326	
Value of Land in Permanent Right of Way	\$ 465,722	
Value of Improvements in Permanent Right of Way	<u>\$ 60,662</u>	
Total Value of Property Required		\$ 526,384
Indicated Value of Remainder After Acquisition	\$ 814,942	
Value of Remainder After Acquisition	<u>\$ 814,942</u>	
Indicated Severance Damages		\$ -
Additional Compensation		\$ -

Final Estimate of Compensation (Rounded) \$ 526,384

The amount of compensation estimated at this juncture is sufficient to place the ownership in the same pecuniary position as if no public taking was intended. Additional losses beyond the Part Acquired and severance damages are not incurred by the ownership. There is no need for additional compensation to place the ownership in the same (real estate-related) pecuniary position as before the project.

Final Estimate of Compensation

Certification of Value

The measure of COMPENSATION to the owner as of May 1, 2024, is estimated as follows:

SUMMARY OF REAL PROPERTY APPRAISAL CONCLUSIONS

Market Value of the Property and Improvement Before the Acquisition	\$ 1,341,326
Market Value of the Property, After the Acquisition	<u>\$ 814,942</u>
Indicated Compensation	\$ 526,384

FINAL ESTIMATE OF COMPENSATION

Market Value of Property and Improvements Before Acquisition	\$ 1,341,326	
Value of Land in Permanent Right of Way	\$ 465,722	
Value of Improvements in Permanent Right of Way	<u>\$ 60,662</u>	
Total Value of Property Required		\$ 526,384
Indicated Value of Remainder After Acquisition	\$ 814,942	
Value of Remainder After Acquisition	<u>\$ 814,942</u>	
Indicated Severance Damages		\$ -
Additional Compensation		\$ -
Final Estimate of Compensation (Rounded)		\$ 526,384

Reconciliation Conclusion

Exposure Time and Marketing Period

Based on statistical information about days on the market, escrow length, and marketing times gathered through national investor surveys, sales verification, and interviews of market participants, marketing and exposure time estimates of 6-12 months, respectively, are considered reasonable and appropriate for the subject property assuming aggressive professional marketing.

Value Conclusions

Description	Perspective	Type of Value	Premise	Property Interest	Effective Date	Indicated Value
After Acquisition Value Conclusion (Land and Improvements)	Current	Market Value	As Is	Fee Simple	05/01/2024	\$814,942

Addenda

Glossary

Glossary

Unless otherwise noted, the following definitions are taken from The Dictionary of Real Estate Appraisal, Seventh Edition, published by the Appraisal Institute in 2022.

Appraisal

The act or process of developing an opinion of value; an opinion of value. (p. 9)

Client

1. The individual, group, or entity who engages a valuer to perform a service. (SVP)
2. The party or parties who engage, by employment contract, an appraiser in a specific assignment. (USPAP, 2020-2021 ed.)
3. Generally the party or parties ordering the appraisal report. It does not matter who pays for the work. (CUSPAP, 2014 ed.)

Intended Use

The valuer's intent as to how the report will be used. (SVP) (p. 97)

Intended User

1. The party or parties the valuer intends will use the report. (SVP)
2. The client and any other party as identified, by name or type, as users of the appraisal or appraisal review report by the appraiser based on communication with the client at the time of the assignment. (p. 98) (USPAP, 2020-2021 ed.)

Unity of Title

In condemnation, the rule that states that title to all parts of the larger parcel must be vested to the same extent in the same persons; applied in both federal and state courts to different degrees; also called unity of ownership. (p. 197)

Unity of Use

In condemnation appraisal, the rule that states that all parts of the larger parcel must be devoted to the same or an integrated use as the parcel from which the taking occurs. (p. 198)

Larger Parcel

In government land acquisitions and in valuation of charitable donations of partial interests in property such as easements, the tract or tracts of land that are under the beneficial control of a single individual or entity and have the same, or integrated, highest and best use. Elements for consideration by the appraiser in making a determination in this regard are contiguity, or proximity, as it bears on the highest and best use of the property, unity of ownership, and unity of highest and best use. In most states, unity of ownership, contiguity, and unity of use are the three conditions that establish the larger parcel for the consideration of severance damages. In federal and some state cases, however, contiguity is sometimes subordinated to unitary use. (p. 105)

Remainder

In condemnation, that portion of a larger parcel remaining in the ownership of the property owner after a partial taking. (p. 161)

Partial Taking

The taking of part of a property for public use under the power of eminent domain; requires the payment of compensation.

Surplus Land

Land that is not currently needed to support the existing use but cannot be separated from the property and sold off for another use. Surplus land does not have an independent highest and best use and may or may not contribute value to the improved parcel. (p. 186)

Excess Land

Land that is not needed to serve or support the existing use. The highest and best use of the excess land may or may not be the same as the highest and best use of the improved parcel. Excess land has the potential to be sold separately and is valued separately. (p. 66)

Depreciation

In appraising, the loss in value of improvements from any cause; the difference between the cost of an improvement on the effective date of the appraisal and the value of the improvements on the same date. (p. 51)

Exposure Time

1. The time a property remains on the market. (P67)
2. An opinion, based on supporting market data, of the length of time that the property interest being appraised would have been offered on the market prior to the hypothetical consummation of a sale at market value on the effective date of the appraisal. (USPAP 2020-2021 ed.)

Extraordinary Assumption

An assignment-specific assumption as of the effective date regarding uncertain information used in an analysis which, if found to be false, could alter the appraiser's opinions or conclusions. (USPAP 2020-2021 ed.)

Fee Simple Estate

Absolute ownership unencumbered by any other interest or estate, subject only to the limitations imposed by the governmental powers of taxation, eminent domain, police power, and escheat. (p. 73)

Furniture, Fixtures and Equipment (FF&E)

Business trade fixtures and personal property, exclusive of inventory. (p. 80)

Highest and Best Use

1. The reasonably probable use of property that results in the highest value. The four criteria the highest and best use must meet are legal permissibility, physical possibility, financial feasibility, and maximum productivity.
2. The use of an asset that maximizes its potential and that is possible, legally permissible, and financially feasible. The highest and best use may be for continuation of an asset's existing use or for some alternative use. This is determined by the use that a market participant would have in mind for the asset when formulating the price that it would be willing to bid (IVS).
3. The highest and most profitable use for which the property is adaptable and needed or likely to be needed in the reasonably near future (Uniform Appraisal Standards for Federal Land Acquisitions). (p. 88-89)

Extraordinary Assumption

An assignment specific assumption as of the effective date regarding uncertain information used in an analysis which, if found to be false, could alter the appraiser's opinions or conclusions. (p. 68)

Hypothetical Condition

1. A condition that is presumed to be true when it is known to be false. (SVP)

A condition, directly related to a specific assignment, which is contrary to what is known by the appraiser to exist on the effective date of the assignment results, but is used for the purpose of the analysis. (USPAP 2020-2021 ed.)

Jurisdictional Acceptance Rule

An Assignment condition established by applicable law or regulation, which precludes an appraiser from complying with a part of USPAP. (USPAP, 2020-2021 ed.)

Investment Value

1. The value of a property or particular investor based on the investor's specific requirements. Investment value may be different from market value because it depends on a set of investment criteria that are not necessarily typical of the market.
2. The value of an asset to the owner given individual investment or operational objectives (may also be known as worth). (IVS). (p. 99)

Leased Fee Interest

The ownership interest held by the lessor, which includes the right to receive the contract rent specified in the lease plus the reversionary right when the lease expires. (p. 105)

Leasehold Estate

The right held by the lessee to use and occupy real estate for a stated term and under the conditions specified in the lease. (p. 105)

Liquidation Value

The most probable price that a specified interest in real property is likely to bring under all of the following conditions:

- Consummation of a sale within a short time period.
- The property is subjected to market conditions prevailing as of the date of valuation.
- Both the buyer and seller are acting prudently and knowledgeably.
- The seller is under extreme compulsion to sell.
- The buyer is typically motivated.
- Both parties are acting in what they consider to be their best interests.
- A normal marketing effort is not possible due to the brief exposure time.
- Payment will be made in cash in U.S. dollars or in terms of financial arrangements comparable thereto.
- The price represents the normal consideration for the property sold, unaffected by special or creative financing or sales concessions granted by anyone associated with the sale. (p. 109)

Market Rent

The most probable rent that a property should bring in a competitive and open market under all conditions requisite to a fair lease transaction, the lessee and lessor each acting prudently and knowledgeably, and assuming the rent is not affected by undue stimulus. Implicit in this definition is the execution of a lease as of a specified date under conditions whereby

- Lessee and lessor are typically motivated;
- Both parties are well informed or well advised, and acting in what they consider their best interests;
- Payment is made in terms of cash or in terms of financial arrangements comparable thereto; and
- The rent reflects specified terms and conditions typically found in the market, such as permitted uses, use restrictions, expense obligations, duration, concessions, rental adjustments and revaluations, renewal and purchase options, frequency of payments (annual, monthly, etc.), and tenant improvements (TIs) (p. 1116-117)

Marketing Time

An opinion of the amount of time to sell a property interest at the concluded market value or at a benchmark price during the period immediately after the effective date of an appraisal. Marketing time differs from exposure time, which precedes the effective date of the appraisal. (p. 116)

Market Value

A type of value that is the major focus of most real property appraisal assignments. Both economic and legal definitions of market value have been developed and refined, such as the following.

1. The most widely accepted components of market value are incorporated in the following definition: The most probable price, as of a specific date, in cash, or in terms equivalent to cash, or in other precisely revealed terms, for which the specified property rights should sell after reasonable exposure in a competitive market under all conditions requisite to a fair sale, with the buyer and seller each acting prudently, knowledgeably, and for self-interest, and assuming that neither is under undue duress.

2. Market value is described, not defined, in the Uniform Standards of Professional Appraisal Practice (USPAP) as follows: A type of value, stated as an opinion, that presumes the transfer of a property (i.e., a right of ownership or a bundle of such rights), as of a certain date, under specific conditions set forth in the value definition that is identified by the appraiser as applicable in an appraisal.

3. The following definition of market value is used by agencies that regulate federally insured financial institutions in the United States: The most probable price that a property should bring in a competitive and open market under all conditions requisite to a fair sale, the buyer and seller each acting prudently and knowledgeably, and assuming the price is not affected by undue stimulus. Implicit in this definition is the consummation of a sale as of a specified date and the passing of title from seller to buyer under conditions whereby:

- Buyer and seller are typically motivated;
- Both parties are well informed or well advised, and acting in what they consider their best interests;
- A reasonable time is allowed for exposure in the open market;
- Payment is made in terms of cash in US dollars or in terms of financial arrangements comparable thereto; and
- The price represents the normal consideration for the property sold unaffected by special or creative financing or sales concessions granted by anyone associated with the sale. (p. 118)

Neighborhood

1. A group of complementary land uses; a congruous grouping of inhabitants, buildings, or business enterprises.

2. A developed residential superpad within a master planned community usually having a distinguishing name and entrance.

3. A geographic area around a property that influences that property, i.e., its environment. (p. 130)

Replacement Cost

The estimated cost to construct, at current prices, as of a specific date, a substitute for the building or other improvements, using modern materials and current standards, design, and layout. (p. 163)

Reproduction Cost

The estimated cost to construct, at current prices as of the effective date of the appraisal, a duplicate or replica of the building being appraised, using the same or similar materials, construction standards, design, layout, and quality of workmanship and embodying all the deficiencies, superadequacies, and obsolescence of the subject building. (p.163)

Use Value

The value of a property based on a specific use, which may or may not be the property's highest and best use. If the property's specified use is the property's highest and best use, use value will be equivalent to market value. If the specified use is not the property's highest and best use, use value will be equivalent to the property's market value based on the hypothetical condition that the only possible use is the specific use. (p. 199)

Notification Letter to Property Owner

April 08, 2024



Louisiana State University
C/O Office of Property Facilities & Administration
109 Systems Building
3810 W. Lakeshore Drive
Baton Rouge, LA 70808

RE: State Project No.: H.002825
Project Name: LA 30 (Nicholson Drive)
Brightside – Gourrier
Parish: East Baton Rouge
Parcel No.: 6-2

Dear Louisiana State University C/O Office of Property Facilities & Administration,

The State of Louisiana Department of Transportation and Development is planning construction of the above referenced project which will affect property owned by you. You will also be contacted by a second independent appraiser working on the project. It is our policy to notify you, as a property owner, in advance of making an on-site inspection and an appraisal of your property.

I plan to begin inspections of properties within the next 14 days. The improvements on your property require inspection (exterior and interior). Please return the enclosed form as soon as possible. To schedule the appointment with me, you may contact me 225-266-4636 (cell).

If you have a survey of your property, or any other information that you want to provide us for consideration, please make this available at the time of inspection. Please notify any or all of your co-owners of this circumstance. If your property is leased, please provide documents and related information. Also, please provide contact information for your tenant.

Please note that I will not be in a position to discuss the value of the property or to tell you when an offer will be made.

A representative of the State of Louisiana Department of Transportation and Development will contact you at a later date to explain the project, your rights, and to make a settlement offer.

Please return the original letter in the addressed envelope provided or scan and send to joelpicou@gmail.com by April 19, 2024. You may also take a picture and submit via text message to 225-266-4636.

- Yes, I do wish to accompany the appraiser at the time of inspection.
 No, I do not wish to accompany the appraiser at the time of inspection.

Phone number where I can be reached: _____

Name (PRINT): _____

Signature: _____

Is the property leased: Yes No

Lessee or Representative Name: _____ Daytime Phone No: _____

Sincerely,

Joel M. Picou
Picou Appraisals, LLC
Louisiana State Certified
General Real Estate Appraiser
Certification Number G1239

Property Inspection Report

Property Inspection Report

Name of Project	LA 30 (Nicholson Drive) Brightside - Gourrier LA 30 (Nicholson Drive) Clearing & Grubbing
F.A.P./State Project No.	H.002825, H.014171
Parcel No.	Parcel 6-2
Owner of Record	Louisiana State University, State of Louisiana
Date of Inspection(s)	March 28, 2024 & May 1, 2024
Persons Present at Time of Inspection	Appraiser - Joel Picou, Laura Lampin, Emily S. Ingram DOTD Representatives - Justin Bickham Cost Consultant: Jack Green, Matt Green, Son of Matt Green Property Owner Representatives - None

Qualifications

Curriculum Vitae – Joel Picou



15341 Summerwood Ave, Baton Rouge, LA 70817
(225) 266-4636

JOEL PICOU, Certified General Real Estate Appraiser
Louisiana License Number G1239

Picou Appraisals successfully provides skilled solutions in providing appraisal and consulting services statewide. With over 20 years of appraisal experience, Mr. Picou brings a wealth of information and knowledge through a wide variety of projects; multifamily, commercial, industrial, agricultural and residential properties. Additionally, Mr. Picou has experience in Right-of-Way Acquisitions, Land Development and Governmental Regulations.

Clientele

State, Parish and Local Governmental Agencies, Attorneys, Estate Executors, Fiduciary Managers, Banking Institutions and Private Individuals

Qualified as an Expert Witness

-
- 18th Judicial District Court, Livingston Parish
 - 19th Judicial District Court, East Baton Rouge Parish

Real Estate & Appraisal Specific Education

Experience

2001- Present

- Perform appraisal assignments including market value appraisals of various types of residential (single family - multi-family, subdivision development and analysis), commercial (office, retail, shopping center, restaurant, etc.), and industrial (light - office/warehouse, - heavy -manufacturing) properties;
- Condemnation valuations for utility right of ways, road right of ways, pipeline right of ways and public domain acquisitions by local expropriating authorities;
- Valuation of partial interest (leased fee estates, leasehold, undivided interest, servitudes, easements, etc.); and special purpose properties;
- Work studies on dealing with external obsolescence (odor damages & proximity damages) and damages due to landfills;
- Studies involving valuation of land within a Railroad and Right-of-Ways; and
- Studies involving valuation of special purpose pipelines.

Contracted Governmental

- Appraiser for several sewer projects in East Baton Rouge Parish involving major commercial, industrial, retail, apartment complexes, residential properties, rural land, drainage servitudes and most vacant land types
- Appraiser and Expert Witness for right of way required for East Baton Rouge Parish Sewer Commission located within an existing Kansas City Southern Railroad right-of-way
- Appraiser and Expert Witness for right of way required for LDOTD – LA Hwy 447, LA Hwy 64, US 90 – LA 318,

Livingston Parish

- Appraiser for right of way required for LDOTD – Bayou Queue De Tortue, LA Hwy 705, Vermilion & Acadia Parish
 - Appraiser for right of way required for LDOTD – LA Hwy 44, Gonzales, LA, Ascension Parish
 - Appraiser for right of way required for LDOTD – LA 3002, Denham Springs, LA, Livingston Parish
 - Appraiser for right of way required for LDOTD – Hwy 22, Sorrento, LA, Ascension Parish
 - Appraiser for right of way required for LDOTD – I10 Overpass over US 165, Iowa, LA, Calcasieu Parish and Jeff Davis Parish
 - Appraiser for right of way required for LDOTD – Bayou Chenal & Bayou Discharge Bridges, New Roads, LA, Pointe Coupee Parish
 - Appraiser for right of way required for LDOTD – I10: LA 328 to LA 347, St Martin Parish
 - Appraiser for right of way required for LDOTD – LA 3241: LA 435 to LA 40/LA 41, Bush, LA, St Tammany Parish
 - Former Review Appraiser for Louisiana State Parks
 - Associate appraiser for right of way required for State Route in Shreveport
 - Associate appraiser for right of way required for State Route in Mandeville
 - Associate appraiser for right of way required for State Route in Jonesville
- *Several other right of way projects available upon request

Professional Associations

- Member - National Association of Realtors
- Member - Louisiana Association of Realtors
- Member - Baton Rouge Board of Realtors
- Former Member – Louisiana Board of Realtors (Lafayette, New Orleans, Houma)
- Former Member – International Right-of-Way Association
- Former Board of Directors – Louisiana Chapter of Appraisal Institute

Licensing

Louisiana Certified General Real Estate Appraiser, License No. G1239

Louisiana Real Estate Agent, License No. 0995693887

Louisiana Real Estate Appraisers Board

Having complied with the requirements of Chapter 51 of Title 37 of the Louisiana Revised Statutes of 1950 and the requirements of the Louisiana Real Estate Appraisers Board,

Certified General Appraiser

license is hereby granted to

Joel M. Picou

License Number - APR.01239-CGA

First Issuance Date - 01/22/2008

Expiration Date - 12/31/2025

F. Tracy Williams

Chairperson

Terry L. Meyer

Secretary



Request from LSU A&M to Accept Donation of Land from the Burden Foundation

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1:

D. Transfer of Title to Immovable Property

2. Summary of Matter

The Burden Foundation, which is an independent non-profit foundation not affiliated with LSU, owns several parcels of land in the area of the LSU Burden Center, the Windrush Gardens, and the Rural Life Museum. As part of a planned pattern of giving directed by John and Frances Monroe, long-time benefactors of LSU who are the heirs to the Jeanette Monroe Burden estate and who continue to live on property they still own in the area, the Burden Foundation periodically donates additional parcels of land to LSU to further support the mission of the LSU facilities and programs located in that area.

The current proposal is for the Burden Foundation to donate an approximately one-acre parcel of land, Tract A-1-D, to LSU. The proposed donation is consistent with a similar donation made by the Burden Foundation of a nearby tract in 2019. The donated property compliments LSU's holdings on Burden Lane near the Rural Life Museum and Burden Museum & Gardens. The donation, if approved, is subject to various conditions consistent with the prior donation by the Burden Foundation and LSU's use of nearby property.

3. Review of Business Plan

This will add to the area in the vicinity of the Rural Life Museum that LSU already maintains. There are no improvements on the parcel being donated, so additional maintenance costs are expected to be minimal and will be funded as part of the routine operational costs of the Rural Life Museum.

4. Fiscal Impact

This donation will increase the amount and value of LSU property at the site.

5. Description of Competitive Process

Not Applicable.

6. Review of Legal Documents

The Act of Donation and Acceptance was prepared by the Burden Foundation and has been reviewed by the Office of General Counsel.

7. Parties of Interest

The interested parties are the Board of Supervisors of Louisiana State University Agricultural and Mechanical College; the Burden Foundation; and John and Frances Monroe.

8. Related Transactions

None.

9. Conflicts of Interest

None.

10. Attachments

1. Act of Donation and Acceptance; and Exhibit A, Legal Description of Property.

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College hereby authorizes the President of LSU or designee to execute the Act of Donation and Acceptance between LSU and the Burden Foundation, and any other documents which may be necessary to perfect the donation referenced herein.

**STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE**

ACT OF DONATION AND ACCEPTANCE

BE IT KNOWN that, on the dates set forth hereinbelow, before us, the undersigned Notary Public, duly commissioned and qualified in and for the Parish of East Baton Rouge, State of Louisiana, and in the presence of the undersigned competent witnesses, personally came and appeared:

THE BURDEN FOUNDATION, a nonprofit corporation organized under the laws of the State of Louisiana, with a mailing address of c/o G. Trippe Hawthorne, P.O. Box 3513, Baton Rouge, Louisiana 70821, represented by Leonard L. Kilgore, III, its President, duly authorized by virtue of a resolution adopted by its Board of Directors, a certified copy of which is attached hereto and made a part hereof (hereinafter referred to as “**Donor**”),

who, being first duly sworn, did declare that, for and in consideration of Donor’s interest in the furtherance of the research mission of the Donee, Donor does, by these presents, irrevocably give, grant, confirm and donate, with warranty of title only and with full substitution and subrogation in and to all the rights and actions of warranty which they have or may have against all preceding owners and vendors, subject to all the terms and conditions contained in this act, unto:

BOARD OF SUPERVISORS OF LOUISIANA STATE UNIVERSITY AND AGRICULTURAL AND MECHANICAL COLLEGE, a public constitutional corporation organized and existing under the laws of the State of Louisiana, herein represented by the President of the Louisiana State University System, duly authorized, with a mailing address of 3810 West Lakeshore Drive, Louisiana State University, Baton Rouge, Louisiana 70808 (Federal I.D. No. 72-6000848) (hereinafter referred to as “**Donee**”);

all of the following described property, subject to any and all existing servitudes, including, but not limited to that 50’ servitude or right of passage created by act dated June 15, 1959, and recorded in Original 39, Bundle 4440, and with Donor reserving the right to use all existing servitudes appurtenant thereto (the “**Property**”), the possession and delivery of which Donee acknowledges, to-wit:

A certain tract or parcel of ground, together with all improvements situation thereon, situated in Section 41, T7S, R1E, Greensburg Land District, Parish of East Baton Rouge, State of Louisiana, and being more particularly described in **Exhibit “A”** attached hereto;

Donor reserves any and all mineral rights in and to the Property, including all executive rights, but waives any right to use or disturb the surface of the Property.

TO HAVE AND TO HOLD said Property, unto said Donee, its successors and assigns, forever.

This act of donation is given and accepted without any warranty whatsoever as to the condition or fitness of the Property for any purpose, whether express or implied, including, but

not limited to, any warranties against redhibitory defects, and Donee declares that it has had ample opportunity to examine the Property in connection with the use the Donee intends to make of the Property, and that it accepts the Property “as-is,” “where-is,” and “with all faults.” Donee acknowledges and declares that neither Donor nor any party, whomever, acting or purporting to act in any capacity whatsoever on behalf of Donor, has made any direct, indirect, explicit or implicit statement, representation or declaration whether by written or oral statement or otherwise, and upon which Donee has relied, concerning the existence or non-existence of any quality, characteristic or condition of the Property. To the maximum extent allowed by law, Donee expressly waives warranty of fitness and the warranty against redhibitory vices and defects, whether apparent or latent, imposed by Louisiana Civil Code Articles 2475 and 2500, any other applicable state or federal law, and the jurisprudence thereunder. By its signature, Donee expressly acknowledges all such waivers and its existence of Donee’s right to waive warranty pursuant to Louisiana Civil Code Articles 2503 and 2548.

This act of donation is given and accepted subject to any and all restrictions, servitudes and other matters of record affecting said Property, and in addition the following special conditions which are hereby imposed as restrictive covenants running with the land:

1. The Property may not be used for commercial purposes except as incidental to activities of and consistent with the mission of the Burden Museum & Gardens or its successors.
2. No part of the Property shall be used for a public park, golf course, tennis courts, or other athletic facilities. No building or above ground structure or vehicle parking area may be built or erected on the Property without the prior written consent of Donor.
3. The Property shall be used primarily for the preservation of rural culture and horticulture, ecological and wetlands research and preservation, forestry research and preservation, woodlands and natural habitat preservation, and educational activities related thereto, or, alternatively, the Property may be treated and used as part of the “Wooded Area” described in the document entitled “Restated Master List of Conditions to Donations” affecting the adjoining property and recorded as Original 94, Bundle 11479, of the official records of the Clerk and Recorder for the Parish of East Baton Rouge, State of Louisiana.
4. Donee shall maintain the Property in a first-class condition and administer the Property as would a prudent administrator.
5. This act of donation is also subject to conditions in that certain Act of Donation and Acceptance of the Property to Donor from John Carlton Monroe III and Frances Hochenedel Monroe dated the date hereof and recorded in the official records of the Clerk and Recorder for the Parish of East Baton Rouge, State of Louisiana; Donee expressly assumes any and all obligations contained therein.

Donee may apply in writing to Donor for confirmation that a specific use or activity for all or a portion of the Property will not violate these conditions, and Donor shall respond within a reasonable time.

Donor reserves the right of return. If Donee should fail to comply with or fail to perform any of the conditions stated above or violate any of the conditions or agreements contained herein, and should such non-performance, failure or violation continue for a period of ninety (90) days after Donor shall have served written notice on Donee by certified or registered mail describing the non-performance, failure or violation, then Donor shall have the right to revoke or dissolve this act of donation. Failure to strictly and promptly enforce the conditions and other obligations imposed by this act of donation shall not operate as a waiver of rights, and either party expressly reserves the right always to strictly enforce such conditions, and other obligations, regardless of any indulgences or extensions.

Any successor in interest to Donee shall be bound by the obligations of this act of donation. In the event Donee is dissolved, merged or ceases to exist in such a manner that its successor to the Property is not an institution, agency or public body devoted to the same purposes, or for whatever reason is not bound by the obligations of this act of donation, the act of donation shall be considered revoked and the Property shall revert to Donor or its successor.

If any provisions of this act of donation should be unenforceable or against public policy, that provision shall be reformed to the extent necessary to make it enforceable or to remove such invalidity, or such provision shall be stricken if necessary and the remaining provisions shall be valid and enforceable and given effect to the fullest extent possible.

No alteration, amendment, change or addition to this act of donation shall be binding unless reduced to writing and executed by authentic act or other form proper for donations of immovable property in Louisiana.

ALSO TO THESE PRESENTS comes the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College, through its President of the Louisiana State University System, William F. Tate, IV, who declares that he accepts, on behalf of the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College, this donation with gratitude and accepts delivery of the Property described hereinabove.

All agreements herein and all obligations herein assumed shall inure to the benefit of and be binding upon the successors and assigns of the respective parties.

No title examinations were requested from or provided by the undersigned Notaries, and the description of said Property is provided by the parties.

This act of donation may be signed in any number of counterparts, each of which shall be an original, but all of which taken together shall constitute one agreement.

THUS DONE, READ AND SIGNED by the Donor in the City of Baton Rouge, State of Louisiana, in the presence of the undersigned competent witnesses, who have hereunto signed their names with Donor and me, Notary, on this ___ day of _____, 2024.

WITNESSES TO ALL SIGNATURES:

THE BURDEN FOUNDATION:

Name: _____

Leonard L. Kilgore, III, President

Name: _____

Notary Public
Name: _____
La. Bar Roll Number: _____
My Commission is for Life

THUS DONE, READ AND SIGNED by Donee in the City of Baton Rouge, State of Louisiana, in the presence of the undersigned competent witnesses, who have hereunto signed their names with Donee and me, Notary, on this ____ day of _____, 2024.

WITNESSES TO ALL SIGNATURES:

**BOARD OF SUPERVISORS OF
LOUISIANA STATE UNIVERSITY
AND AGRICULTURAL AND
MECHANICAL COLLEGE**

Name: _____

**William F. Tate, IV,
President, LSU System**

Name: _____

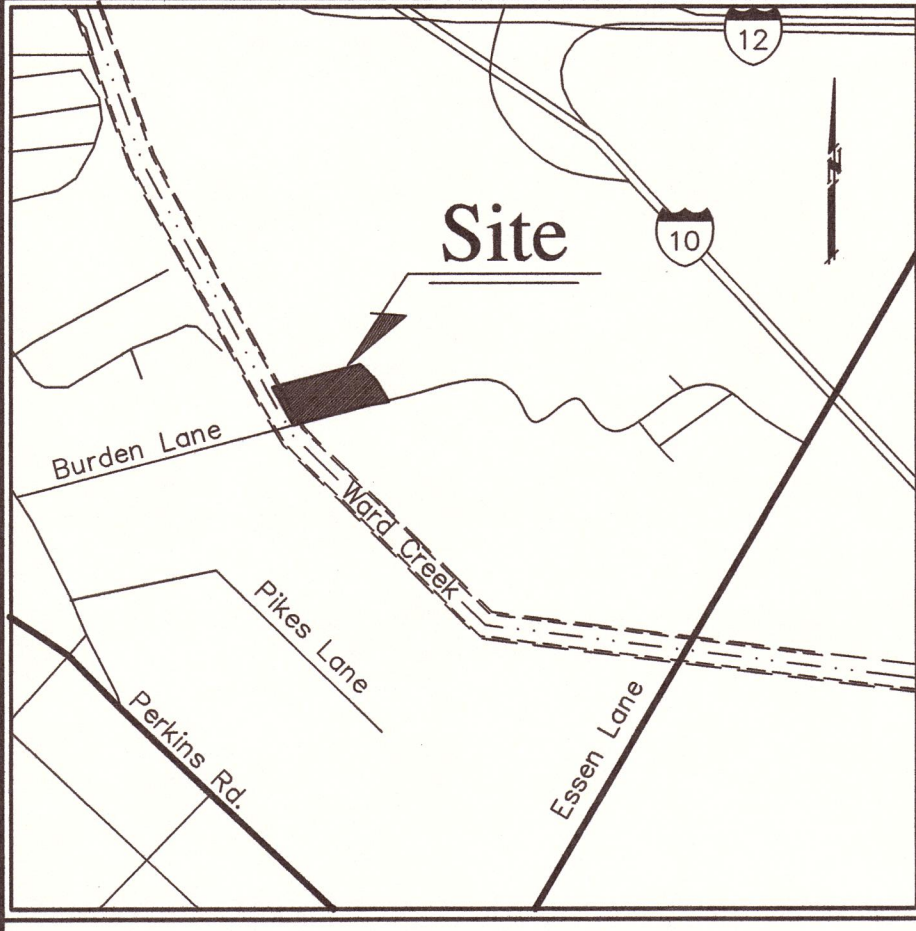
Notary Public
Name: _____
La. Bar Roll Number: _____
My Commission is for Life

Exhibit "A"

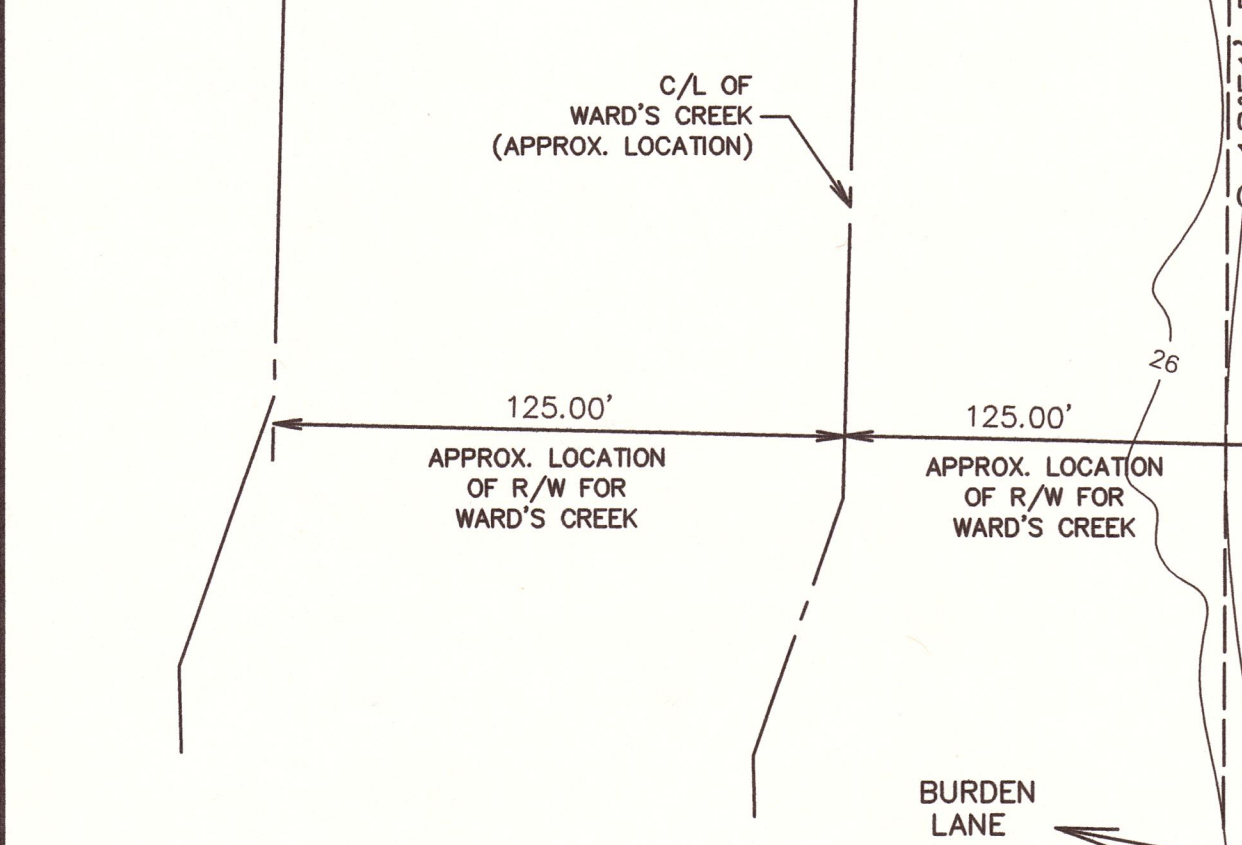
Legal Description of Property

A certain tract or parcel of land, together with all improvements thereon, containing 1.000 acres and designated as **TRACT "A-1-D"** on a survey made by William C. Monroe, Registered Professional Land Surveyor, dated September 4, 2015, entitled "Map Showing Subdivision of Tract "A-1" into Tract "A-1-A", Tract "A-1-B", Tract "A-1-C" and Tract "A-1-D" Being a Portion of The W.P. Burden, Sr. Property Located in SECTION 41 T-7-S R-1-E GREENSBURG LAND DISTRICT EAST BATON ROUGE PARISH LOUISIANA For The Burden Foundation and Louisiana State University," a copy of which survey has been filed in the records of East Baton Rouge Parish, Louisiana, on September 10, 2015 at Original 162, Bundle 12680.

TOGETHER WITH all rights, ways, appurtenances, and privileges pertaining to that property but subject to all servitudes and other matters of record, including, but not limited to those servitudes and other notations shown on the survey referred to above.



VICINITY MAP
 SCALE: 1"=2000'



GENERAL NOTES:

- FLOOD NOTE: IN ACCORDANCE WITH FEMA, FLOOD INSURANCE RATE MAP, PANEL NO.220033C0265F OF EAST BATON ROUGE PARISH, LOUISIANA, LAST REVISED JUNE 19, 2012, THE PROPERTY SHOWN HEREON IS LOCATED IN FLOOD ZONE "AE" & "X". BASE FLOOD ELEVATION = 33. INUNDATION LEVEL=33 NAVD 88. BASE FLOOD ELEVATIONS ARE SUBJECT TO CHANGE AND CURRENT BASE FLOOD ELEVATIONS SHOULD BE VERIFIED WITH THE DEPARTMENT OF PUBLIC WORKS ENGINEERING DIVISION.
- PROPERTY ZONING: A1 (SINGLE FAMILY RESIDENCE) DATA SOURCE: GIS.BRGOV.COM FUTURE LAND USE: INSTITUTIONAL
- SEWER DISTRICT: SOUTH TREATMENT PLANT
- CONTOURS SHOWN ARE FROM LIDAR.
- UTILITIES:
 WATER DISTRICT: BATON ROUGE WATER COMPANY
 ELECTRICITY: ENTERGY
 GAS: ENTERGY
 TELEPHONE: SOUTH CENTRAL BELL
 SEWER DISTRICT: EAST BATON ROUGE PARISH
- FIRE DISTRICT: ST. GEORGE FIRE DISTRICT #2
- SCHOOL DISTRICT: ELEMENTARY = WESTMINSTER MIDDLE = GLASGOW HIGH = ROBERT E. LEE
- REFERENCE: WWW.EBRSSCHOOLS.ORG
- REFERENCE DOCUMENTS:
 A.) "MAP SHOWING SURVEY OF THREE TRACTS TAKEN FROM THE W.D. BURDEN, SR. PROPERTY" DATED APRIL 27, 1959 FOR W.P. (PIKE) BURDEN, et al BY CHAS A. COOPER, R.L.S.
 B.) "MAP SHOWING SURVEY OF WINDRUSH PLANTATION" DATED DECEMBER 5, 1966 FOR LOUISIANA STATE UNIVERSITY BY JOHN W. KELLEN, JR.
 C.) "MAP SHOWING RESUBDIVISION OF TRACT "A" INTO TRACT "A-1" AND TRACT "A-2" DATED 1-22-2008 FOR THE BURDEN FOUNDATION BY TAYLOR M. GRAVOIS, P.L.S. (ORG: 971 BUNDLE: 12031)

NOTE:
 THE APPROVAL OF THIS PLAT OR MAP DOES NOT RELIEVE THE IMMEDIATE PROPERTY OWNER OR FUTURE PROPERTY OWNER FROM COMPLYING WITH ALL APPLICABLE FEDERAL, STATE AND CITY-PARISH LAWS AND ORDINANCES GOVERNING THE SALE AND DEVELOPMENT OF THE PROPERTY. IN PARTICULAR, NO FILING OF THE PROPERTY SHALL BE COMMENCED UNTIL ALL APPLICABLE PROVISIONS OF CHAPTER 15 OF THE UNIFIED DEVELOPMENT CODE ARE ADDRESSED.
 THE CITY OF BATON ROUGE AND PARISH OF EAST BATON ROUGE DOES NOT ENFORCE PRIVATE DEED AND/OR SUBDIVISION RESTRICTIONS. HOWEVER, THE APPROVAL OF THIS PLAT DOES NOT RELEASE THE OWNER AND/OR CONTRACTOR/BUILDER FROM COMPLYING WITH ANY SUCH RESTRICTIONS THAT MAY BE ATTACHED TO THE PROPERTY ON THIS PLAT.

SEWAGE DISPOSAL:
 NO PERSON SHALL PROVIDE A METHOD OF SEWAGE DISPOSAL, EXCEPT CONNECTION TO AN APPROVED SANITARY SEWER SYSTEM, UNTIL THE METHOD OF SEWAGE TREATMENT AND DISPOSAL HAS BEEN APPROVED BY THE HEALTH UNIT OF EAST BATON ROUGE PARISH.

PUBLIC DEDICATION:
 THE PUBLIC STREETS AND RIGHTS-OF-WAY SHOWN HEREON, IF NOT PREVIOUSLY DEDICATED ARE HEREBY DEDICATED TO THE PERPETUAL USE OF THE PUBLIC FOR PROPER PURPOSES. ALL AREAS SHOWN AS PUBLIC SERVITUDE ARE GRANTED TO THE PUBLIC FOR THE USE OF UTILITIES, DRAINAGE, SEWAGE REMOVAL OR OTHER PROPER PURPOSE FOR THE GENERAL USE OF THE PUBLIC. NO TREES, SHRUBS, OR OTHER PLANTS MAY BE PLANTED, NOR SHALL ANY BUILDING, FENCE STRUCTURE OF IMPROVEMENTS BE CONSTRUCTED OR INSTALLED WITHIN OR OVER ANY SERVITUDE OR RIGHT-OF-WAY SO AS TO PREVENT OR UNREASONABLY INTERFERE WITH ANY PURPOSE FOR WHICH THE SERVITUDE OR RIGHT-OF-WAY IS GRANTED.

PRIVATE DEDICATION:
 THE SERVITUDE DESIGNATED HEREON AS "PRIVATE SERVITUDE" IS HEREBY RESERVED FOR THE USE OF THE OWNERS OF TRACTS "A-1-A", "A-1-B", "A-1-C" AND "A-1-D", THEIR SUCCESSORS AND ASSIGNS, PURSUANT TO THE DECLARATION OF COVENANTS, CONDITIONS, AND RESTRICTIONS RECORDED AS ORIGINAL 39, BNDL. 4440, EAST BATON ROUGE PARISH, LA. EAST BATON ROUGE CITY/PARISH DEPARTMENT OF PUBLIC WORKS SHALL HAVE THE RIGHT OF ENTRY INTO THE "PRIVATE SERVITUDE" FOR ACCESS TO THE "PUBLIC (DRAINAGE OR SEWER) SERVITUDES." THE SALE OF ANY PROPERTY SHOWN HEREON BY REFERENCE TO THIS PLAT SHALL NOT CONSTITUTE A DEDICATION TO THE PUBLIC OF ANY "PRIVATE SERVITUDE" SHOWN HEREON. FURTHERMORE, THE PUBLIC SHALL NOT BE RESPONSIBLE FOR THE MAINTENANCE OF ANY IMPROVEMENTS LOCATED WITHIN THE "PRIVATE SERVITUDES." THE "PUBLIC (DRAINAGE OR SEWER) SERVITUDES" ARE FURTHER GRANTED FOR THE NON-EXCLUSIVE USE OF ALL PUBLIC UTILITY COMPANIES WHICH PROVIDE PUBLIC UTILITIES. THE USE OF SAID "PRIVATE SERVITUDE" BY SAID UTILITY COMPANIES SHALL BE LIMITED TO THE "PRIVATE SERVITUDE" IN WHICH THE RESPECTIVE PUBLIC UTILITY COMPANY'S FACILITIES ARE LOCATED. FURTHER, INSTALLATION OF ANY NEW FACILITIES (EXCLUDING ADDITIONAL TIE-INS TO EXISTING FACILITIES WITHIN ANY NEW OR EXISTING "PRIVATE SERVITUDE") BY ANY PUBLIC COMPANY SHALL BE SUBJECT TO PRIOR WRITTEN APPROVAL OF THE PROPERTY OWNER, ITS SUCCESSORS AND ASSIGNS. THE CITY/PARISH DEPARTMENT OF PUBLIC WORKS IS NOT RESPONSIBLE FOR MAINTENANCE OF PRIVATE FACILITIES.

OWNER: John Carlton Monroe
 DATE: 9/4/15

LEGEND:

○	FND CORNER
●	SET 1/2" IRON PIPE
▨	FLOOD ZONE "AE"

Tract "A-1-A"	
Un-incumbered:	36,000.00 SQ. FT. 0.826 ACRES
Ward Creek Drainage R/W	11,137.61 SQ. FT. 0.257 ACRES
Total Acreage:	47,137.61 SQ. FT. 1.083 ACRES

APPROVED:
Frank M. Duke
 FRANK M. DUKE, DIRECTOR
 OR HIS DESIGNEE
 CITY-PARISH PLANNING COMMISSION
 DATE: 9/10/2015
C-48398
SS-24-15

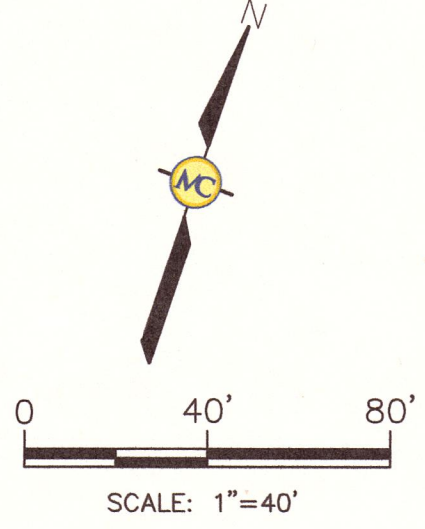
CERTIFICATION:
 I HEREBY CERTIFY THAT I MADE A SURVEY ON THE GROUND OF THE PROPERTY SHOWN AND THAT THIS DRAWING ACCURATELY REFLECTS THE FINDINGS OF SAID SURVEY, AND THAT THIS SURVEY CONFORMS TO A CLASS B SURVEY IN ACCORDANCE WITH THE STATE OF LOUISIANA MINIMUM STANDARDS FOR PROPERTY BOUNDARY SURVEYS.
William C. Monroe
 WILLIAM C. MONROE, P.E. & P.L.S.
 L.A. REGISTRATION NO. 04483
 MONROE & CORIE, INC. - CONSULTING ENGINEERS, 11325 PENNYWOOD AVE,
 BATON ROUGE, LA 70809 TELEPHONE: 225 923-1905
 EMAIL: WCM@MONROECORIE.COM
 DATE: 09-04-2015



NO BUILDING PERMITS SHALL BE ISSUED FOR TRACT A-1-A, TRACT A-1-B OR TRACT A-1-D UNTIL THE FOLLOWING REQUIREMENTS HAVE BEEN COMPLETED:
 (1) SANITARY SEWER PLANS SHALL BE DESIGNED BY A QUALIFIED LICENSED ENGINEER; (2) PLANS SHALL BE REVIEWED AND APPROVED BY THE DEPARTMENT OF PUBLIC WORKS; (3) THE REQUIRED SANITARY SEWER IMPROVEMENTS SHALL BE CONSTRUCTED AND BONDED BY THE OWNER/CONTRACTOR; (4) DEPARTMENT OF PUBLIC WORKS SHALL INSPECT AND APPROVE SANITARY SEWER IMPROVEMENTS; (5) UPON ACCEPTANCE OF THE WORK BY THE DEPARTMENT OF PUBLIC WORKS OR THE POSTING OF A BOND BY THE OWNER/CONTRACTOR, A REVISION TO THIS PLAT REMOVING THIS STIPULATION (SEE PROPOSED SEWER INSTALLATION DEDICATION SHALL BE SUBMITTED TO THE DEPARTMENT OF PUBLIC WORKS AND THE PLANNING COMMISSION FOR APPROVAL; AND (6) THE REVISED PLAT SHALL THEN BE RECORDED IN THE CLERK OF COURT CONVEYANCE RECORDS AND THE REQUIRED CERTIFIED COPIES SUBMITTED TO THE PLANNING COMMISSION FOR DISTRIBUTION.

STORMWATER NOTE: AS PART OF CONSTRUCTION, IT SHALL BE THE RESPONSIBILITY OF THE OWNER TO COMPLY WITH STORMWATER MANAGEMENT AND DRAINAGE REQUIREMENTS SET FORTH IN SECTION 15.13 OF THE UNIFIED DEVELOPMENT CODE (UDC), LATEST VERSION.

Map Showing Subdivision OF Tract "A-1" INTO Tract "A-1-A", Tract "A-1-B", Tract "A-1-C" and Tract "A-1-D"
 Being a Portion of the The W.P. Burden, Sr. Property
 Located in SECTION 41 T-7-S R-1-E GREENSBURG LAND DISTRICT EAST BATON ROUGE PARISH LOUISIANA
 For The Burden Foundation and Louisiana State University



Request from LSU Alexandria to Approve the Schematic Design for the LSUA Downtown Health Education Center

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph H of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

H. Exterior elevations of new buildings and of renovations or construction projects that significantly alter the appearance of the exterior of the building or other physical structures, where the construction cost is anticipated to exceed \$1 million.

2. Summary of Matter

Overview: LSUA requests approval of the Schematic Design as presented to the LSUA design committee. This approval will allow the project to move into the Design Development Phase for the LSUA Downtown Health Education Center. This approval marks a milestone in the project timeline, enabling the LSUA Design Team and their architectural partners to further refine the facility's design in preparation for construction documentation and subsequent phases.

Schematic Design Phase Highlights: Throughout the Schematic Design Phase, LSUA's Design Team collaborated closely with Ashe, Broussard, and Weinzettle Architects and their associates, Tipton and Gensler. This collaboration has yielded a schematic design that aligns with LSUA's educational goals and has received positive feedback from university stakeholders.

Next Steps: With approval, the project team is prepared to advance into the Design Development Phase, which will include the interior and exterior designs, layouts, floorplans and a more concise design for the facility prior to moving to the construction document phase of the project.

3. Review of Business Plan

Not Applicable

4. Fiscal Impact

Not Applicable

5. Description of Competitive Process

Not applicable.

6. Review of Legal Documents

Not Applicable

7. Parties of Interest

Louisiana State University at Alexandria

8. Related Transactions

None.

9. Conflicts of Interest

None.

10. Attachments

1. Chancellor Coreil Letter
2. LSUA Downtown Health Education Campus - Schematic Design Submittal.pdf

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby approve the Schematic Design for the LSU Alexandria Downtown Health Education Center.

November 7, 2024

Danny Mahaffey
LSU Facility Planning and Control
Facility Services Building, Engineering Lane
Baton Rouge, LA 70803

Dear Mr. Mahaffey,

Re: Request for Approval of the Schematic Design for the LSUA Downtown Health Education Center

On behalf of Louisiana State University at Alexandria (LSUA), I am pleased to submit this request for approval of the Schematic Design as presented for the LSUA Downtown Health Education Center.

The LSUA Design Team has collaborated closely with Ashe, Broussard, and Weinzettle Architects and their associates, Tipton and Gensler, to develop a schematic design that reflects LSUA's vision and programmatic needs for this significant facility. We are pleased with the design progress made to date and believe that this project is well-positioned to meet our educational and community objectives.

The proposed schematic design aligns with our goals for creating an innovative, accessible, and high-quality educational space that will serve as a cornerstone for LSUA's downtown campus presence. The design concepts presented to us have received positive feedback from stakeholders, and we are enthusiastic about advancing the project to the Design Development Phase.

Please let us know if additional documentation or clarifications are required. We look forward to receiving your approval to proceed and appreciate your support and guidance as we move toward realizing this important project.

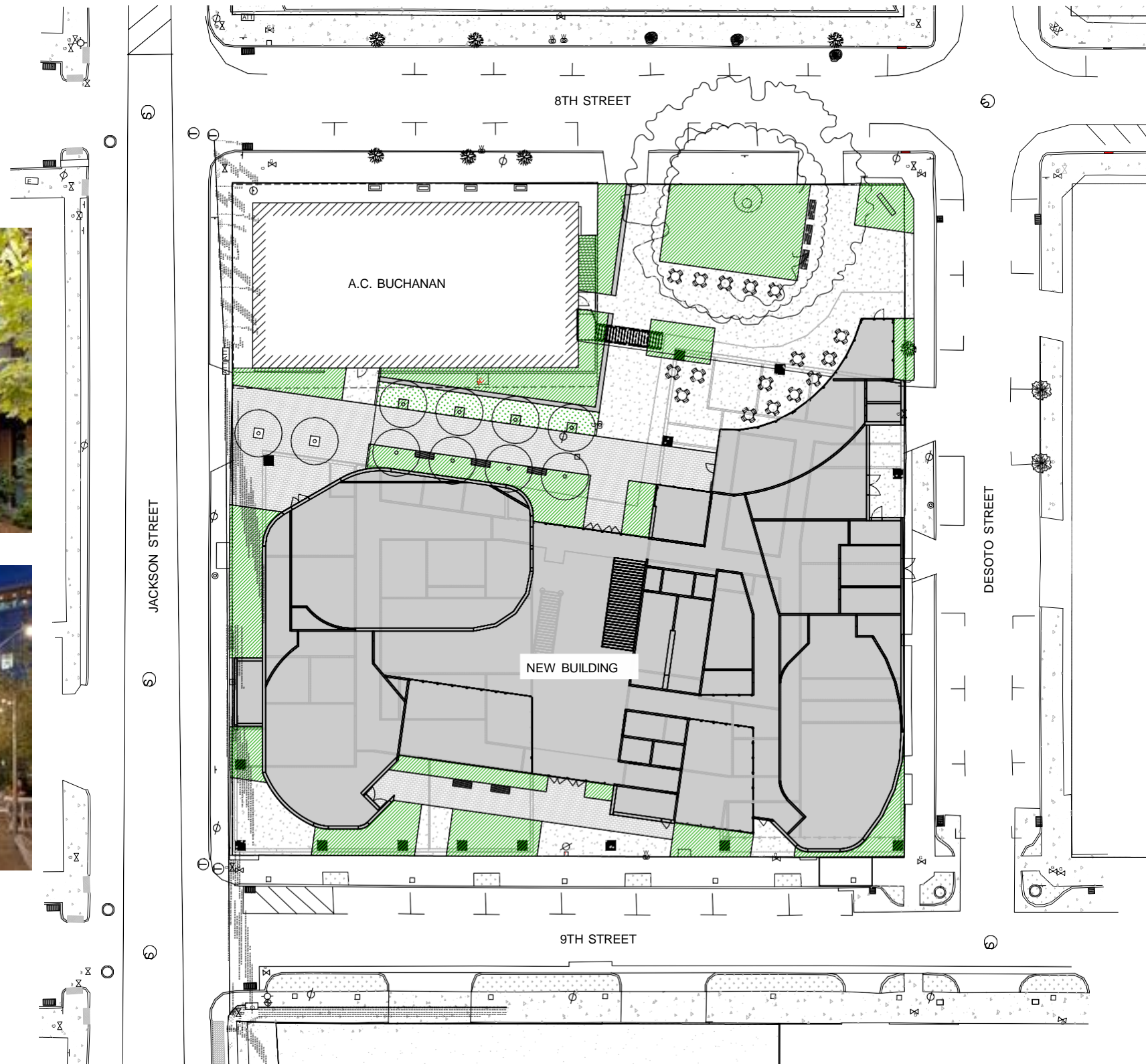
Thank you for your consideration.

Sincerely,

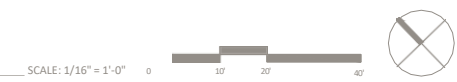


Paul Coreil, PhD
Chancellor
Louisiana State University at Alexandria

LANDSCAPE



CONCEPT PLAN | LSU HEALTH | ALEXANDRIA, LOUISIANA | NOVEMBER 8, 2024



CIARBO



View at 9th Street



DOWNTOWN HEALTH SERVICES CENTER | DESIGN DEVELOPMENT
LOUISIANA STATE UNIVERSITY ALEXANDRIA

ASHE BROUSSARD WEINZETTLE ARCHITECTS | TIPTON ASSOCIATES | GENSLER



View at 9th Street at Dusk



DOWNTOWN HEALTH SERVICES CENTER | DESIGN DEVELOPMENT
LOUISIANA STATE UNIVERSITY ALEXANDRIA

ASHE BROUSSARD WEINZETTLE ARCHITECTS | TIPTON ASSOCIATES | GENSLER



View at Jackson St. and 9th St.



DOWNTOWN HEALTH SERVICES CENTER | DESIGN DEVELOPMENT
LOUISIANA STATE UNIVERSITY ALEXANDRIA

ASHE BROUSSARD WEINZETTLE ARCHITECTS | TIPTON ASSOCIATES | GENSLER



View at 8th St.



DOWNTOWN HEALTH SERVICES CENTER | DESIGN DEVELOPMENT
LOUISIANA STATE UNIVERSITY ALEXANDRIA

ASHE BROUSSARD WEINZETTLE ARCHITECTS | TIPTON ASSOCIATES | GENSLER



View at 9th St. Entry Colonnade



DOWNTOWN HEALTH SERVICES CENTER | DESIGN DEVELOPMENT
LOUISIANA STATE UNIVERSITY ALEXANDRIA

ASHE BROUSSARD WEINZETTLE ARCHITECTS | TIPTON ASSOCIATES | GENSLER



View at Atrium



DOWNTOWN HEALTH SERVICES CENTER | DESIGN DEVELOPMENT
LOUISIANA STATE UNIVERSITY ALEXANDRIA

ASHE BROUSSARD WEINZETTLE ARCHITECTS | TIPTON ASSOCIATES | GENSLER



View at Atrium



DOWNTOWN HEALTH SERVICES CENTER | DESIGN DEVELOPMENT
LOUISIANA STATE UNIVERSITY ALEXANDRIA

ASHE BROUSSARD WEINZETTLE ARCHITECTS | TIPTON ASSOCIATES | GENSLER



Aerial View of Terraces and Courtyard



DOWNTOWN HEALTH SERVICES CENTER | DESIGN DEVELOPMENT
LOUISIANA STATE UNIVERSITY ALEXANDRIA

ASHE BROUSSARD WEINZETTLE ARCHITECTS | TIPTON ASSOCIATES | GENSLER

Request from LSU Eunice to Approve the Schematic Design for the LSUE STEAM Building

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph H of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

H. Exterior elevations of new buildings and of renovations or construction projects that significantly alter the appearance of the exterior of the building or other physical structures, where the construction cost is anticipated to exceed \$1 million.

2. Summary of Matter

The STEAM Innovation Center will be an addition to the existing Science Building. This project will add 36,773 sf and will have seven teaching labs, three classrooms, and an auditorium. When this addition is completed, a second phase is planned which will renovate the existing building to provide a modern science teaching environment. The building exterior will match the existing campus architectural style and a new entry plaza will provide a focused entry to the campus.

The final vision of the project is to provide a cohesive STEAM innovation center that combines existing renovated space with a new expansion to meet the needs of a modern science, technology, engineering agriculture and math curriculum.

3. Review of Business Plan

Not Applicable

4. Fiscal Impact

Not Applicable

5. Description of Competitive Process

Designer selected through the process of the Architect Selection Board.

6. Review of Legal Documents

Not Applicable

7. Parties of Interest

Louisiana State University at Eunice

8. Related Transactions

None.

9. Conflicts of Interest

None.

10. Attachments

1. Chancellor Nancee Sorenson letter of support
2. LSUE STEAM Building – Schematic Design Submittal.pdf

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby approve the Schematic Design for the LSUE STEAM Building.



November 12, 2024

Anzilla R. Gilmore, FAIA, NOMAC
Associate Vice President & Chief Facilities Officer
LSU Facility & Property Oversight
Facility Services Building, Engineering Lane
Baton Rouge, LA 70803

Dear Ms. Gilmore,

RE: Request for Approval of the Schematic Design for the LSUE STEAM Building

On behalf of Louisiana State University at Eunice, I am pleased to submit this request for approval of the Schematic Design as presented for the LSUE STEAM Building.

LSU Eunice staff has worked with the design firm Washer, Hill, Lipscomb, Cabanis on this project and we are very pleased with the design. It blends very well with the existing campus architecture and provides a modern fresh appearance which we are very proud of. The new plaza will provide a focused entrance to the campus.

The presentation renderings are included for your use. Please let us know if there is any additional information required.

Thank you for your consideration.

Sincerely,

Chancellor
Nancee
Sorenson

Digitally signed by
Chancellor Nancee
Sorenson
Date: 2024.11.14 09:23:43
-06'00'

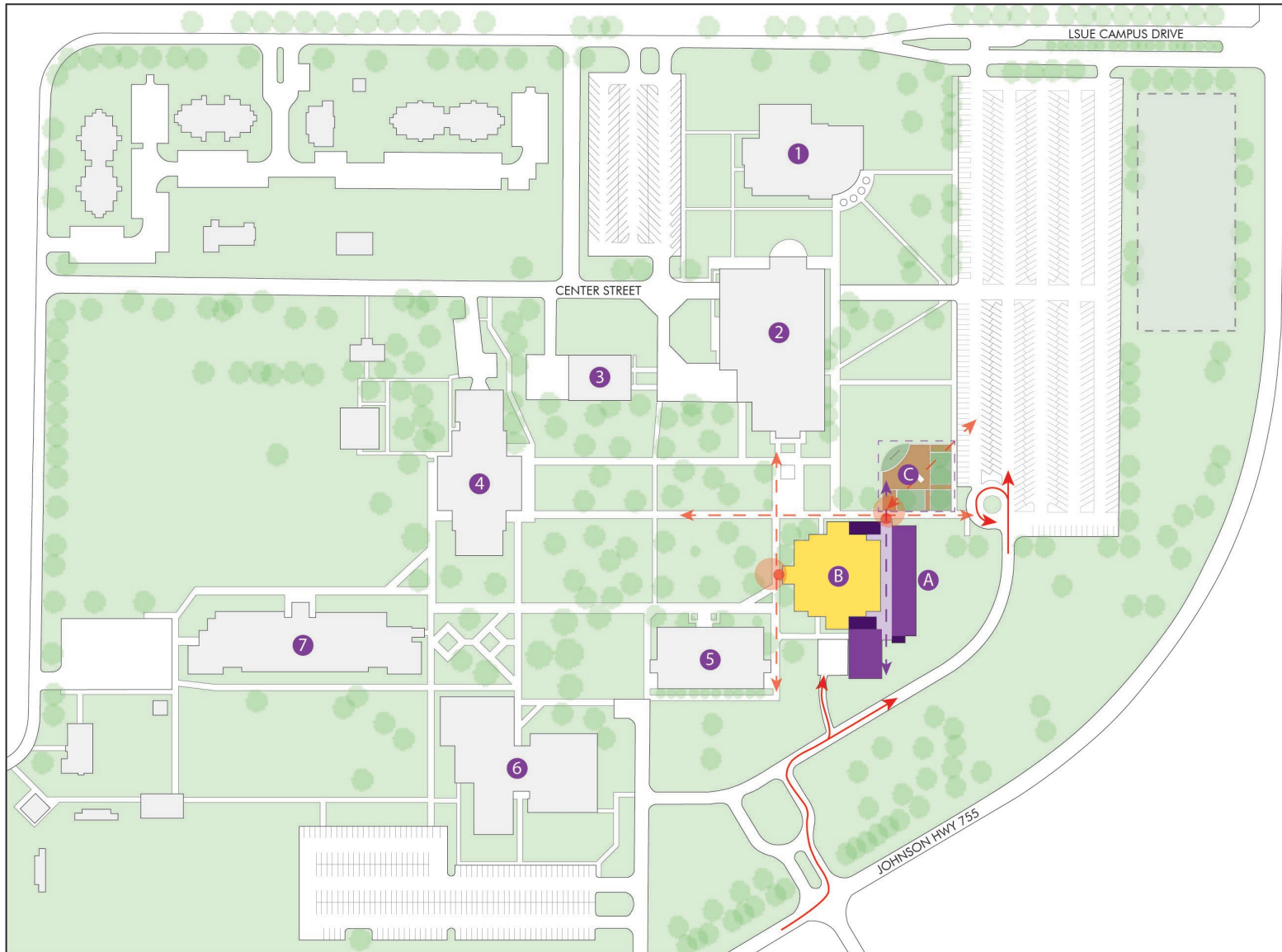
Dr. Nancee Sorenson
Chancellor
Louisiana State University at Eunice

WHLC | ARCHITECTURE

LSU

HERA laboratory planners

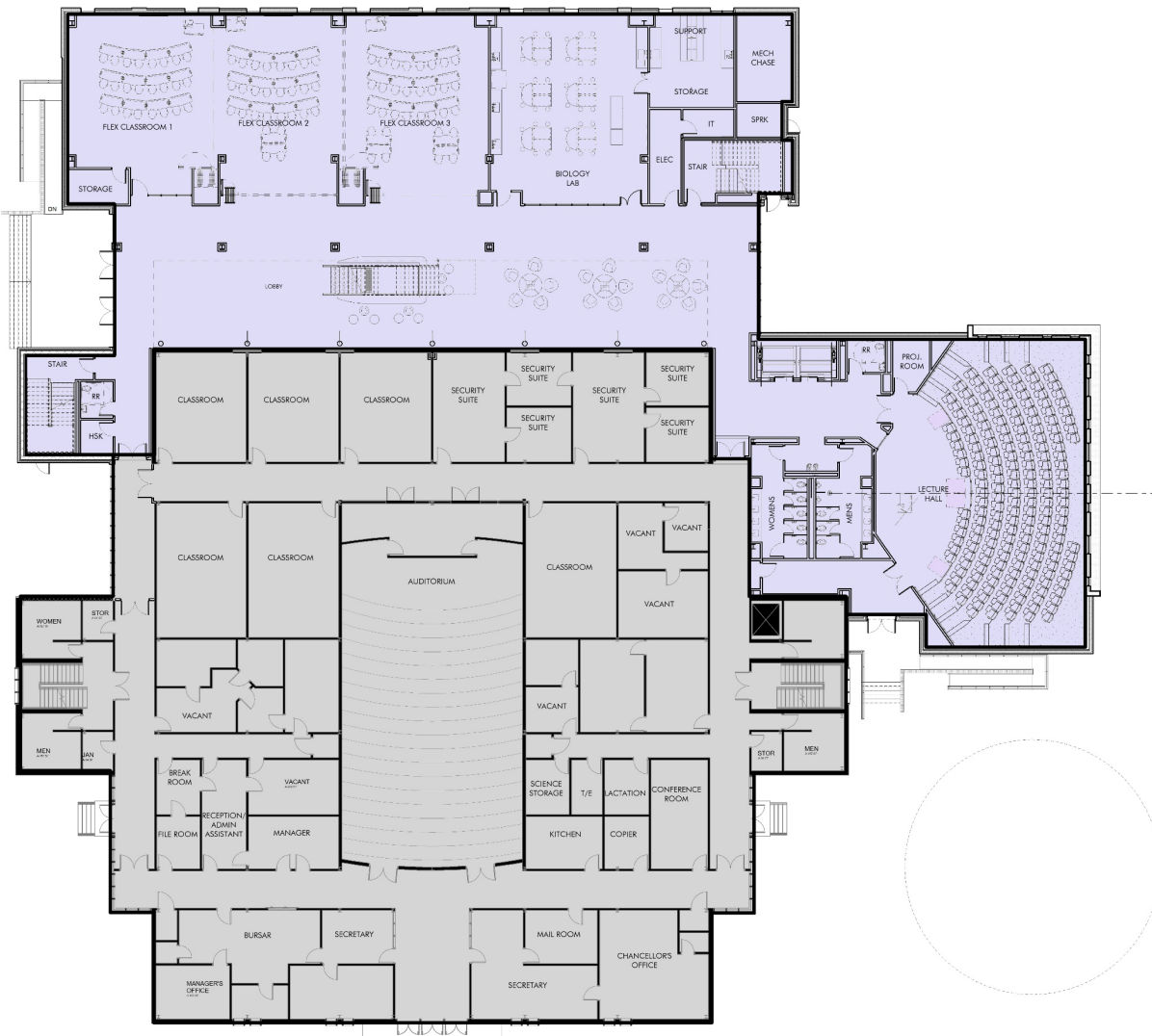
STEAM Innovation Center



Square Footage : 36,773 SF

- A STEAM CENTER - PHASE I
- B STEAM CENTER - PHASE II
- C CAMPUS CORNER

- 1 HEALTH TECHNOLOGY
- 2 ACADIAN CENTER
- 3 HUDLEY UTILITIES BUILDING
- 4 MANUEL HALL
- 5 LIBRARY
- 6 HRPE BUILDING AND GYM
- 7 COMMUNITY EDUCATION BUILDING



phase legend

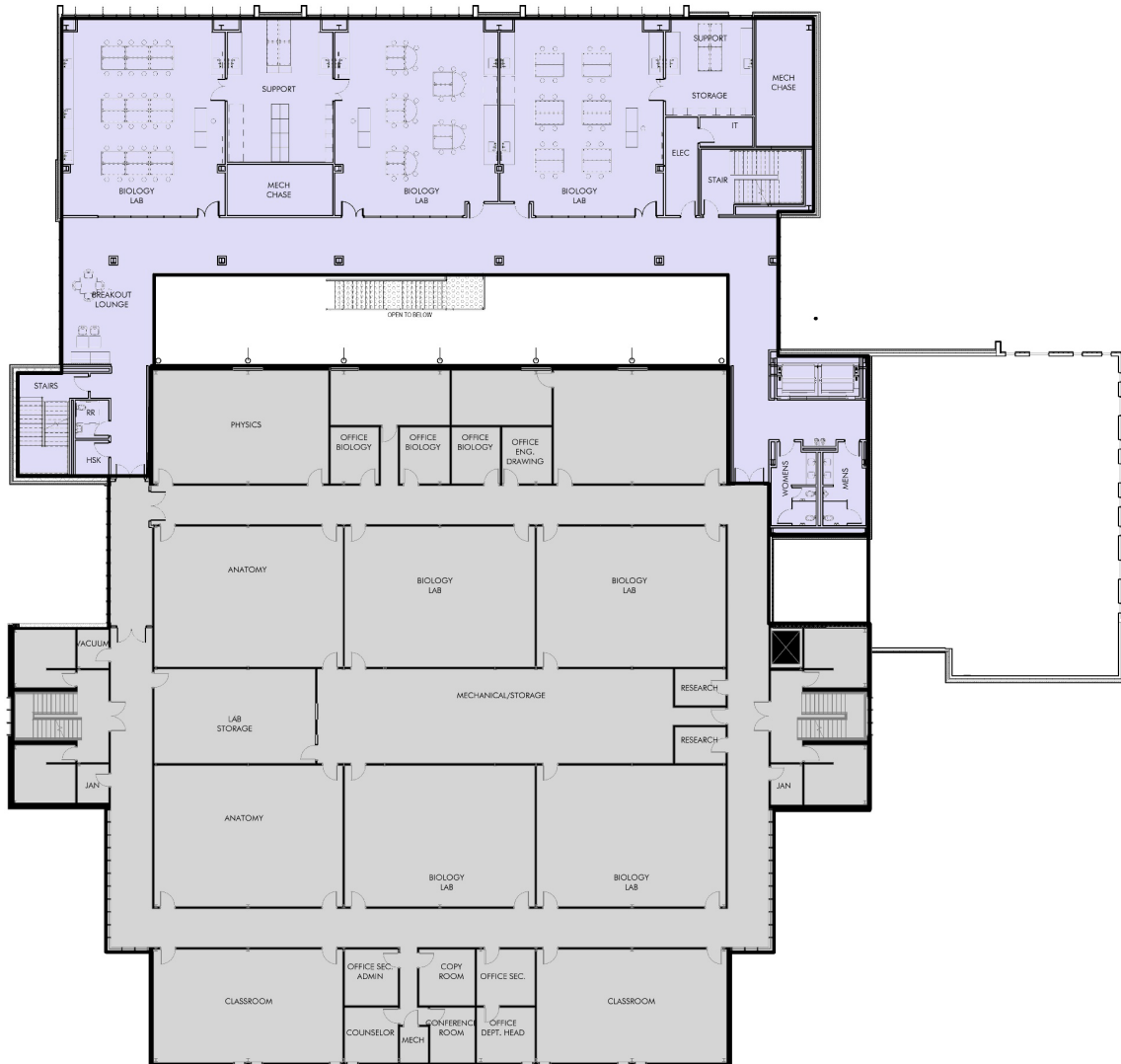


phase I



existing / (future not in scope)

Level 1 : 16,003 SF



phase legend

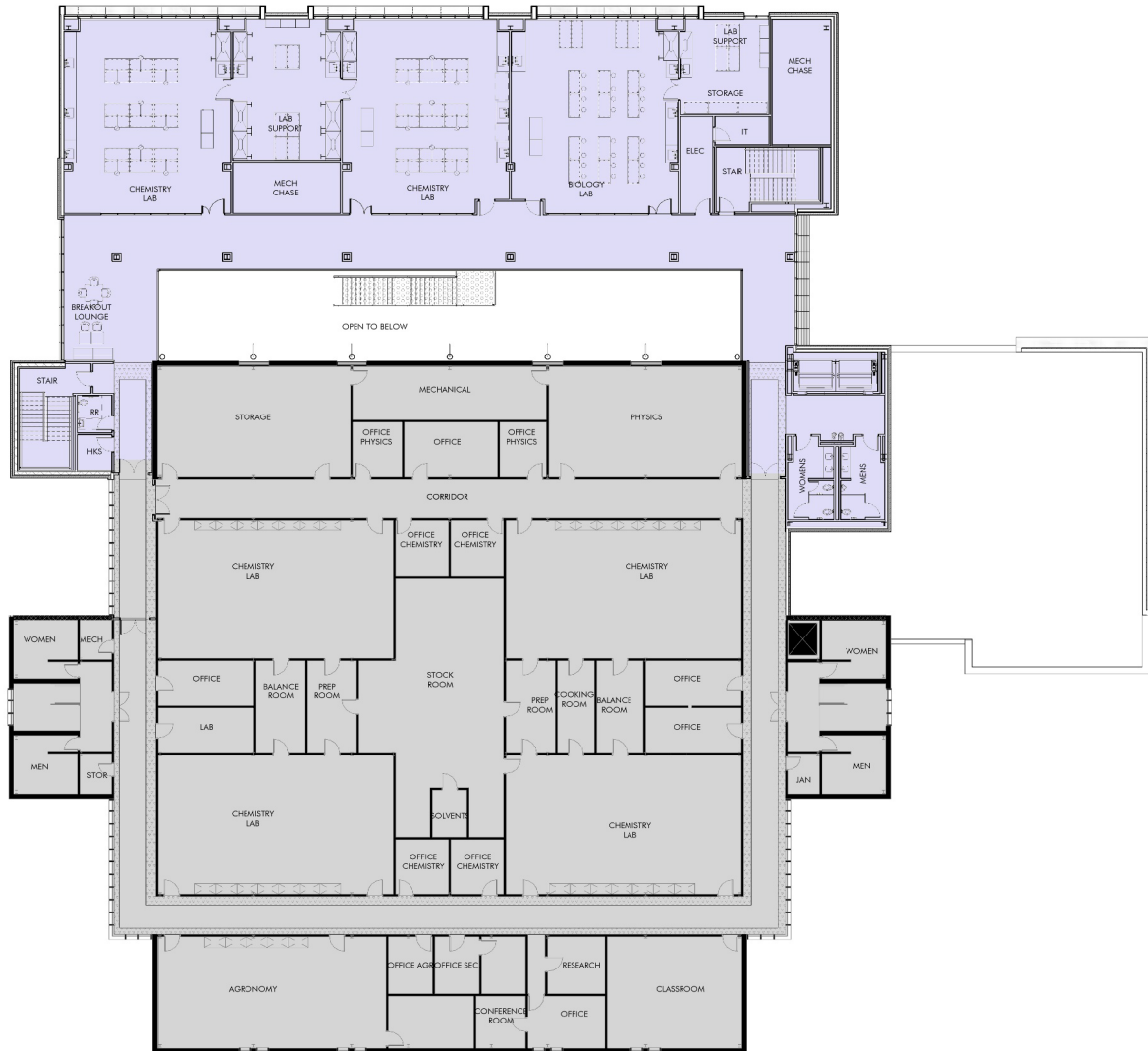


phase I



existing / (future not in scope)

Level 2 : 10,411 SF



phase legend



phase I



existing / (future not in scope)

Level 3 : 10,359 SF

Total : 36,773 SF

LSU Eunice STEAM Innovation Center | SITE



LSU Eunice STEAM Innovation Center | ENTRANCE









© 2024 WHLC ARCHITECTURE

**Request from LSU A&M to Approve New Employment Agreement
for Executive Deputy Athletics Director and Executive Director of External Relations**

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1(L)(3):

The following matters shall require approval by the Board, regardless of any delegations of authority otherwise provided for in these Bylaws or the Regulations of the Board. Except as set forth herein, no such matter shall be undertaken or approved by or for any campus or the University without prior review by the President and appropriate University Officers and express, formal approval by the Board.

* * * *

Appointments and all other personnel actions relating to varsity athletics coaches and Athletic Directors receiving a salary of \$250,000 or above.

2. Summary of Matter

This resolution seeks approval of the Employment Agreement for Verge Ausberry. The key terms of the Employment Agreement are summarized below:

Name	Title	Proposed Start Date	Proposed End Date	Proposed Total Certain Compensation*
Verge Ausberry	Executive Deputy Athletics Director/ Executive Director of External Relations	1/1/2025	12/31/2030	\$546,000

* "Total Certain Compensation" includes all compensation which the employee is contractually guaranteed to receive annually. It does not include the value of any fringe benefits, such as car allowances, nor any one-time amounts, such as buy-outs, post-season incentive compensation or relocation allowances.

3. Review of Business Plan

Not applicable.

4. Fiscal Impact

The Athletics Department expects all funds for the Executive Deputy Athletics Director position to be paid from revenues generated by the Athletics Department. No state general fund or tuition dollars are expected to be used for that position.

5. Description of Competitive Process

Not applicable.

6. Review of Legal Documents

The Office of General Counsel has reviewed the Employment Agreement .

7. Parties of Interest

LSU and the above-named personnel.

8. Related Transactions

None.

9. Conflicts of Interest

None known

10. Attachment

Employment Agreement : Verge Ausberry, Executive Deputy Athletics Director and Executive Director of External Relations

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College approves the Employment Agreement for Verge Ausberry as described in this item and authorizes the President to execute the proposed Employment Agreement in consultation with the Office of General Counsel.

EMPLOYMENT AGREEMENT

This Employment Agreement (“Agreement”) is made and entered into as of this 5th day of December, 2024, by and between the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College (“LSU”), a body corporate existing under the Constitution and laws of the State of Louisiana, herein represented by William F. Tate IV, its duly authorized President, and Verge Ausberry (“Employee”):

1. **Definitions.** For purposes of this Agreement, the following terms shall have the meaning shown:
 - A. “Athletics Director”: The Director of Athletics at LSU.
 - B. “Contract Year”: An annual period from January 1 to December 31 during the Term.
 - C. “End Date”: December 31, 2030.
 - D. “President”: The President of LSU.
 - E. “Start Date”: January 1, 2025.
2. **Term.** This Agreement shall be for a definite term (“Term”), commencing on the Start Date and ending on the End Date unless terminated sooner in accordance with Section 11 or 12 of this Agreement. On the Start Date, this Agreement shall replace and supersede the Employment Agreement dated May 6, 2019.
3. **Employment.** LSU hereby employs Employee as its Executive Deputy Athletics Director and Executive Director of External Relations. Employee will report directly to the Athletics Director in the capacity of Executive Deputy Athletics Director. Employee will report directly to the Executive Vice President of Finance and Administration in the capacity of Executive Director of External Relations. Employee acknowledges and agrees that Employee is not eligible for and will not be considered for or granted tenure by LSU.
4. **Duties and Responsibilities.** Employee’s duties and responsibilities shall include the following, all subject to law, LSU policy, and the directives, input, and advice of the Athletics Director and Executive Vice President of Finance and Administration:
 - A. Assist with the development and implementation of plans, policies, procedures and programs that comply with the rules and regulations of LSU, the Southeastern Conference (“SEC”) and the National Collegiate Athletics Association (“NCAA”), as well as all applicable local, state and federal laws which promote the mission of the Athletics Department (“Department”), LSU’s high standard of academic excellence, and the general welfare of student-athletes;
 - B. Consult with the Athletics Director and others, as appropriate, to encourage and monitor the academic progress of student-athletes toward graduation, and ensure

that all Department staff members actively support the Department's commitment to academic achievement for each student-athlete;

- C. Assist with management and oversight of the Department's men's and women's intercollegiate sports through each coach and senior athletic staff, including coordinating and overseeing the recruitment, selection (negotiates and approves contracts, subject to President and/or Board approval) and evaluation (including approving salaries, subject to President and/or Board approval) of all coaches. Employee shall promote athletic excellence on local, conference and national levels for all intercollegiate athletic programs;
- D. Assist with management and oversight of all Department staff members, including coordinating and/or overseeing the recruitment, selection and evaluation (including approving salaries) of all Department staff members. Employee shall help to establish and periodically refine, as necessary, the Department's organizational structure to ensure the effective management of human resources;
- E. Consult with and submit reports, recommendations and supporting documents to the Athletics Director, Executive Vice President and/or any other person(s) as necessary, to make decisions regarding academics, capital expansion, staffing, budget appropriations or other aspects of LSU's athletic programs or for other purposes as requested;
- F. Know, recognize and comply with all applicable local, state and federal laws, as well as all applicable policies, rules and regulations of LSU, the SEC and the NCAA, taking appropriate steps to promote and ensure that all Department staff know, recognize and comply with all such laws, policies, rules and regulations. Employee shall work with others as directed by the Athletics Director and/or the Executive Vice President to develop and implement a comprehensive ongoing program of compliance education for all coaches, student-athletes and boosters;
- G. Being reasonably knowledgeable of and complying with (1) all applicable federal and state laws governing intercollegiate athletics; and (2) all governing constitutions, by-laws, rules, policies, interpretations, and regulations of the NCAA, SEC, LSU, and any other conference rules or policies which may be subsequently implemented (hereinafter collectively referred to as "Governing Athletics Regulations");
- H. Represent the Department at all times including without limitation within the NCAA, SEC, LSU, community, and all other meetings and conventions consistent with his status as Executive Deputy Athletics Director and Executive Director of External Relations, or service on committees as appropriate as the request of the Athletics Director or the Executive Vice President;
- I. Promoting an atmosphere of compliance within the Department;
- J. Promptly reporting any known or reasonably suspected violation of Governing Athletics Regulations to the Athletics Director and the Director of Compliance;

- K. Cooperate fully, truthfully and without undue delay in any investigation, infractions process or adjudication of any matter under Governing Athletics Regulations conducted or authorized by LSU, the SEC, or the NCAA at any time;
- L. Perform all duties in a manner consistent with good sportsmanship and in accordance with the high moral, ethical, and academic standards of the Department and LSU;
- M. Cooperate fully and completely, and will use best efforts to ensure that Department staff members cooperate fully and completely, with any investigation of any alleged violation of any of the covenants enumerated herein, conducted by LSU, the SEC, or the NCAA;
- N. Take prompt corrective or disciplinary action to address any non-cooperation by any Department staff member;
- O. Consult with the LSU Office of General Counsel (and other LSU-engaged counsel, as directed by the Office of General Counsel), regarding NCAA or similar rule compliance issues, and shall assist, in investigating all cases where a violation has or may have occurred;
- P. Assist with oversight of the Department's fiscal operations (including short and long-term budgetary and fiscal planning and monitoring for budget performance) and responsibility for the Department finances and facilities to ensure sound business practices;
- Q. Assist with the scheduling of intercollegiate sporting events, all aspects of the Department's operations and all aspects of LSU's athletic facilities including, but not limited to, evaluating the condition of athletic facilities for safety and comparison with SEC and national standards;
- R. Assist with the development and implementation of programs to increase revenue sources for the Department, including effective plans for marketing and promotions, as well as fundraising strategies to promote donor support of the athletic program, including negotiations and presentations to promote the Department and LSU to sponsors, donors, and boosters;
- S. Participation in speaking engagements, news conferences, radio, television and other media appearances at the request of the Athletics Director and/or the Executive Vice President as appropriate;
- T. Cultivate and advance a positive and respectful learning and working environment to provide an unsurpassed student-centered learning experience;
- U. Observe, respect, and promote the principles of institutional control in every aspect of the Department and throughout all of its intercollegiate athletic programs;

- V. Understanding and complying with Title IX of the Education Amendments of 1972 and LSU policies on Title IX and sexual misconduct, including but not limited to Permanent Memorandum 73 (“PM-73”), and understanding and complying with the mandatory obligation to report incidents of sexual misconduct (including sexual harassment and sexual violence) and other inappropriate sexual conduct of which Employee has knowledge or receives notice to LSU’s Title IX Coordinator as required by PM-73;
- W. Understanding and complying with Title VI of the Civil Rights Act of 1964, other federal laws, state law, and LSU policies on equal opportunity and discrimination, including but not limited to Permanent Memorandum 55;
- X. Maintaining a presence on campus and in the Program, except for absences approved by the Department;
- Y. Perform all other duties customarily performed by employees of commensurate rank serving other NCAA member institutions; and
- Z. Perform other duties reasonably assigned by the Athletics Director and/or the Executive Vice President.

5. **Base Salary.** LSU agrees to pay Employee the Base Salary annually, in 12 equal monthly installments, on LSU’s regular monthly payroll date. For the purpose of this Agreement, “Base Salary” shall be defined as the sum of the base salaries for both the Executive Deputy Athletics Director and Executive Director of External Relations positions. Any amounts due to Employee under this Section for a partial Contract Year shall be prorated.

A. **Executive Deputy Athletics Director.** Consistent with the appointment as Executive Deputy Athletics Director, Employee will receive the annualized sum for the following periods:

Start Date through December 31, 2026:	\$286,000
January 1, 2027 through December 31, 2028:	\$308,000
January 1, 2029 through December 31, 2030:	\$315,000

B. **Executive Director of External Relations.** Consistent with the appointment as Executive Director of External Relations, Employee will receive the annualized sum of \$260,000.

6. **Media Participation and License to NIL.**

A. **License.** As further consideration for payment of Base Salary, Employee grants to the University and Department, a perpetual, non-exclusive and non-transferrable license of the names, nicknames, initials, autograph, likeness, images, pictures, video, depictions, resemblance, quotes, phrases, interviews, coaching records, philosophies and methods attributable to Employee obtained during the Term, and all derivatives thereof, for any current or future uses for promoting the University, Department or the Program. This license shall include the intellectual property

rights and services of Employee in connection with promoting, appearing on, or participating in, as requested, and making reasonable efforts to make successful, LSU-sanctioned television, radio, social media and internet programs, including streaming services, concerning LSU and the Department.

B. **Ownership of Programming.** LSU shall exclusively own all rights to any television, radio, and internet programs and shall be entitled, at its option, to produce and market the programs or negotiate with third parties for the production and marketing of the programs. LSU shall retain all revenue generated by the programs including but not limited to that received from program sponsors for commercial endorsements used during the programs. "Program sponsors" shall include, but not be limited to, those persons or companies who make financial contributions supporting, or who pay a fee for, commercial announcements and endorsements used on the programs.

7. **Incentive Compensation.** Employee shall be entitled to post-season incentive compensation as follows. Post-Season Incentive Compensation is additional compensation for the extra services required of Employee in the preparation for and participation in post-season play, in accordance with LSU's policies and procedures. Post-Season Incentive Compensation shall be paid within 60 days of achieving the applicable goal and may be payable, in whole or in part, from affiliated foundation funds.

A. **Football Post-Season Incentive Compensation.** For each Contract Year that the LSU men's football team participates in post-season game(s), LSU will pay Employee post-season incentive compensation as follows. The maximum amount of Post-Season Incentive Compensation under this Section shall be \$90,000 per Contract Year.

- | | | | |
|----|-----------------------------------|----------|----|
| 1. | SEC Championship Game Participant | \$10,000 | OR |
| 2. | SEC Champion | \$15,000 | |

AND ONE OF THE FOLLOWING:

- | | | | |
|----|-----------------------------------------------------|----------|----|
| 1. | Non College Football Playoff (CFP) Bowl Participant | \$10,000 | OR |
| 2. | CFP Participant (Top 12) | \$25,000 | OR |
| 3. | CFP Quarterfinal Game Participant | \$25,000 | OR |
| 4. | CFP Semifinal Game Participant | \$35,000 | OR |
| 5. | CFP National Championship Game Participant | \$50,000 | OR |
| 6. | CFP National Champion | \$75,000 | |

If the CFP format is expanded to include additional teams, the parties will mutually agree on additional incentive compensation for participation therein, and/or CFP victories (to the extent not already contemplated by the then-existing bonus structure).

B. **Basketball Post-Season Incentive Compensation.** For each Contract Year that the LSU men’s basketball team or women’s basketball team participates in post-season game(s), LSU will pay Employee post-season incentive compensation in the amount of \$15,000. The maximum amount of Post-Season Incentive Compensation under this Section shall be \$15,000 per Contract Year.

C. **Academic Incentive Compensation.** For each year that all LSU intercollegiate athletic teams competing in NCAA play attain a multi-year Academic Progress Rate (“APR”), as established by the NCAA, of 940 or greater, LSU will pay Employee a performance incentive the amount of four percent of Employee’s the Base Salary for that Contract Year. To be eligible for such compensation, Employee must be employed by LSU as of the date on which the incentives are earned (but is not required to be employed on the payment date).

D. **Learfield Sports Directors’ Cup Incentive Compensation.** For each year that LSU achieves a top 30 final ranking in the NACDA (Learfield Sports) Director’s Cup Rankings while this Agreement is in effect, Employee shall be entitled to incentive compensation as follows:

- | | | |
|----|------------|-----------------------------------------------------|
| 1. | Rank 25-30 | Four percent of Base Salary for that Contract Year |
| 2. | Rank 11-24 | Six percent of Base Salary for that Contract Year |
| 3. | Rank 1-10 | Eight percent of Base Salary for that Contract Year |

8. **Fringe Benefits and Leave.** Unless otherwise specified herein, Employee is entitled to participate in the fringe benefit programs available to all unclassified professional LSU employees, with contributions and benefit amounts as defined by law. Employee shall also be entitled to the following benefits:

A. **Apparel.** As part of any third-party apparel and/or equipment-related contract with LSU, Employee acknowledges and agrees that the Department may be provided and/or allocated apparel and/or equipment from and by LSU, which apparel and equipment shall be used exclusively and solely by Employee in furtherance of Employee’s employment duties and team-related activities as applicable to Employee’s employment with LSU.

B. **Car Allowance.** Employee shall receive an automobile entitlement of (1) an annual automobile allowance in an amount not to exceed \$800 per month, or (2) to the

extent consistent with state ethics law, use of courtesy vehicle provided by a dealership and related automobile insurance.

- C. **Membership.** Employee shall be entitled to a complimentary family membership in a country club, such as the University Club of Baton Rouge, provided that: (1) LSU business-related (non-personal) expenses incurred in accordance with LSU and foundation policy will be reimbursed from affiliated foundation funds, and (2) Employee shall be responsible for payment of all personal charges and charges unrelated to LSU business.
- D. **No Overtime.** Employee qualifies and is designated as exempt under the Fair Labor Standards Act and is not entitled to any overtime pay or compensatory leave for work in excess of 40 hours in any workweek.
- E. **Retirement Plan.** Employee is entitled to participate in the retirement programs available to all unclassified professional LSU employees, with contributions and benefit amounts as defined by law. Employee understands and agrees that no contributions for purposes of any State of Louisiana retirement program will be made by LSU or withheld from Employee's compensation except as to the Base Salary and any earned Post-Season Incentive Compensation, and Employee shall not be entitled to any retirement benefits that may otherwise be attributable to any other compensation paid pursuant to this Agreement. Employee further acknowledges that other sums paid shall not be considered "base pay," "earned compensation," or "earnable compensation" as such terms are defined under Louisiana law and shall not be included as compensation for the purpose of computation of retirement benefits. Retirement contributions are subject to the limitations of federal law and Louisiana law.
- F. **Sick Leave.** Employee shall accrue and use sick leave in accordance with LSU policy.
- G. **Miscellaneous.** Employee may receive other reasonable and related benefits to be provided by affiliated foundation funds, as authorized by the President after a review by the Office of General Counsel, and a determination that such benefits comply with LSU policy and the Code of Governmental Ethics.

9. **Additional Revenue.**

- A. Subject to compliance with Governing Athletics Regulations, including but not limited to current NCAA Bylaw 11.2.2 and 11.3.2, and LSU Permanent Memorandum 11 ("PM-11"), Employee may earn or receive other revenue ("Additional Revenue") while employed by LSU, including working with sports camps or clinics, provided, however, that Employee shall obtain prior written approval from the President before engaging in any commercial or private venture (other than a passive investment), including the use of Employee's name by any commercial, public or private entity. As required by NCAA Bylaws 11.2.2, 11.3.2.1, and 11.3.2.1.1, Employee shall report annually to the President and the

Athletics Director, in writing, all athletically-related income or benefits received by Employee from sources outside LSU, and shall provide LSU reasonable access to all records necessary to verify this report. LSU does not guarantee any amount of Additional Revenue.

- B. Employee shall not, without written approval of the President and the Athletics Director and compliance with PM-11, arrange for or agree to the receipt of any supplemental pay, bonus, or other form of payment from any outside source.
- C. Except for routine news media interviews or educational or development programs for which no compensation is received, Employee shall not appear on or in any radio, television, or internet programs or other electronic media other than those produced or sponsored by LSU without the prior written approval of the Athletics Director or the Athletics Director's designee.
- D. Employee shall not appear in or make any advertisement or make any commercial endorsement without the prior written approval of the President and the Athletics Director, which will not be unreasonably withheld.

10. **Termination and Suspension.**

- A. **Termination by LSU for Cause.** This Agreement may be terminated for "cause" by LSU at any time prior to its expiration, upon written notice to Employee.
 - 1. For purposes of this Section, "cause" for termination shall be defined as:
 - a. If, as reasonably determined by LSU and without the need for any adjudication by any other entity, Employee commits any material and substantial violation (or repeated lesser violations) of Governing Athletics Regulations, fails promptly to report any such violation by another person to the Director of Compliance, or commits a material and substantial violation of any LSU policies, rules, or procedures;
 - b. If, as reasonably determined by LSU and without the need for any adjudication by any other entity, there is any material and substantial violation of Governing Athletics Regulations involving any aspect of the Program by any other person if either: (i) the violation occurs or continues to occur after Employee knew or had constructive knowledge that it was about to occur or was occurring, or (ii) Employee failed to follow reasonable policies and procedures established in writing by the Department to prevent violations of Governing Athletics Regulations from occurring and to detect promptly any such violations which may occur;
 - c. Employee's neglect or inattention to the Employee's duties delineated herein, or Employee's refusal, unwillingness or inability to perform such duties in good faith after written notice of deficiency;

- d. Engaging in serious misconduct which either: (i) displays a continual, serious disrespect or continual, serious disregard for the mission of LSU; (ii) brings Employee into substantial public disrepute sufficient, at the reasonable discretion of LSU, to materially impair Employee's ability to perform the obligations contained herein without material adverse impact on the Department or Program; or (iii) constitutes moral turpitude or breaches the high moral and ethical standards applicable to Employee as a visible representative of LSU, including but not limited to acts of dishonesty, misrepresentation, fraud or violence that may or may not rise to the level of warranting criminal prosecution by the relevant authorities;
- e. Unreasonable refusal or repeated failure to perform any duties imposed upon Employee herein (including but not limited to those duties specified in this Agreement), or failing to perform the same to the best of Employee's reasonable ability;
- f. Failing to cooperate in the investigation, infractions process, adjudication or enforcement of Governing Athletics Regulations or in any LSU internal investigation or inquiry; or knowingly permitting any other person under Employee's supervision to fail to reasonably cooperate in such investigation and enforcement;
- g. Subject to any right of administrative appeal permitted or granted to Employee by the NCAA or SEC, any finding or determination by the NCAA, SEC, or any commission, committee, council, or tribunal of the same, of any major or repetitive violations by Employee of NCAA or SEC rules, or of any such major or repetitive violations by others under the direct supervision of Employee which were permitted, encouraged, or condoned by Employee, or about which violations Employee knew or should have known and should have acted reasonably to prevent, limit, or mitigate (it is recognized that this subsection includes findings or determinations of any previously undisclosed violations during Employee's prior employment at another institution);
- h. Failing to report promptly to the Director of Compliance any violations of Governing Athletics Regulations of which Employee has knowledge;
- i. Failure by Employee to engage in, and use best efforts to ensure that personnel under Employee's direct or indirect supervision engage in, safe and responsible treatment of student athletes, including but not limited to failure to comply with any requirement pertaining to medical clearance for participation, or any other act or omission (including but not limited to physical and/or emotional abuse of

student athletes) that creates, or could reasonably be expected to create, an unreasonable risk of harm to a student athlete;

- j. Failure to comply with LSU policies, rules and regulations concerning Title IX, including specifically but not exclusively the reporting of any incident of sexual misconduct in accordance with LSU's Title IX policy and PM-73; or
- k. Prolonged absence from LSU without permission, which will not be unreasonably withheld;
- l. Failure to respond fully and truthfully within a reasonable time to any reasonable requests or inquiry relating to the performance of any duties herein or at any prior employment at any other institution of higher learning propounded by LSU, the NCAA, the SEC or any other governing body having supervision over the athletic programs of LSU or such other institution of higher education, or required by law or Governing Athletics Regulations; or knowingly permitting any other person under Employee's supervision to fail to so respond;
- m. Committing fraud in the performance of any duties and responsibilities herein, either with intent or reckless disregard for the truth, including but not limited to fraud or dishonesty in any written or verbal statements, including résumés, provided by Employee to LSU in the application process or fraud in the preparation, falsification, or alteration of documents or records of LSU, the NCAA, or the SEC, or documents or records pertaining to any recruit or student athlete, including but not limited to transcripts, eligibility forms, and compliance reports; or knowingly permitting any other person to commit such fraud;
- n. Being charged with or convicted of either: (i) any felony, or (ii) any crime involving larceny, embezzlement, fraud, gambling, drugs, or alcohol;
- o. Participation in any gambling, bookmaking, wagering, or betting involving any athletic contest whether by soliciting, placing, or accepting a bet or wager or through a bookmaker, a pool, an online or in-person sportsbook, or any other method of gambling; or knowingly permitting any student athlete or other individual under Employee's control, authority, or supervision to participate in such activity;
- p. Providing information or data, other than information or data provided to the general public through public presentation, relating in any manner to any intercollegiate sport or to any student athlete to any individual whom Employee knows (or has constructive

knowledge) to be a gambler, better, or bookmaker, or an agent of any such person; or knowingly permitting any student athlete or other individual under Employee's control, authority, or supervision to furnish such information or data;

- q. Use or consumption of alcoholic beverages or controlled substances, steroids, or other drugs or substances to such degree and for such appreciable period as to substantially impair Employee's ability to perform the duties herein;
- r. Sale, purchase, use or possession of any controlled substances, steroids, or other drugs or chemicals, the sale, purchase, use, or possession of which by Employee is prohibited by law or Governing Athletics Regulations, excepting the use or possession of substances or drugs lawfully prescribed by a health care provider, and used in accordance therewith;
- s. Encouraging or allowing the sale, purchase, use, or possession by any student athlete or other individual under Employee's control, authority, or supervision of any controlled substances, steroids, or other drugs or chemicals, the sale, purchase, use, or possession of which by such person is prohibited by law or Governing Athletics Regulations; or
- t. Violating any material term of this Agreement.

2. The process for termination for cause is as follows:

- a. Prior to termination for cause, LSU shall provide Employee written notice of termination with a designated effective date of termination. The notice of termination shall be provided at least seven calendar days before the effective date of termination and shall be signed by the Athletics Director or the Athletics Director's designee. The notice of termination shall reference the facts upon which termination is authorized.
- b. Prior to the effective date of termination in the notice, Employee shall have the right to present a written statement and any supporting materials to the Athletics Director detailing why the Employee believes LSU should rescind its notice of termination. The Athletics Director or the Athletics Director's designee may extend the effective date of termination in writing to allow additional time to consider Employee's response.
- c. After review of any such response, the Athletics Director or the Athletics Director's designee shall provide Employee written notice of a decision. If confirmed, termination of employment shall be effective on the date of termination previously identified.

- d. Within seven calendar days of receipt of the decision of the Athletics Director, Employee may make a written request for review to the President and submit materials for consideration. If no such request is made, the decision of the Athletics Director is final.
 - e. If a request for review is made, the President or the President's designee shall conduct the review based on materials provided by the Employee and materials considered by the Athletics Director. The request for review by the President shall not suspend the effective date of the termination.
 - f. Within 14 calendar days of the submission, Employee will be provided written notice of the decision of the President, which shall be final.
3. Should the Employee be reinstated following a request for review, Employee shall be paid any lost compensation and benefits, retroactive to the date such compensation and benefits ceased.
 4. In the event of termination for cause, all of Employee's compensation and benefits provided for in this Agreement shall terminate on the termination date, and LSU shall not thereafter be liable to Employee for any sums or damages other than compensation earned through the last day of such month, as well as Post-Season Incentive Compensation that has been earned but not paid. The termination date shall be the date on which the initial notice of termination is given, or on such later date as may be set forth by LSU in the notice of termination.
 5. As required by NCAA Bylaw 11.2.1, Employee is hereby notified that in addition to the actions LSU may take in accordance with this Agreement, Employee is also subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures if Employee is found by the NCAA or LSU to be in violation of NCAA Bylaws. Employee agrees that LSU shall implement any such disciplinary or corrective actions imposed by the NCAA. Employee further understands that Employee has an affirmative obligation to cooperate fully in the NCAA infractions process, including the investigation and adjudication of a case, pursuant to this Agreement and NCAA Bylaw 11.2.1, and that such obligation continues in effect during and beyond the termination of this Agreement for any violations alleged to have occurred during Employee's employment by LSU.

B. Termination by LSU without Cause.

1. LSU shall have the right to terminate this Agreement without cause upon written notice to Employee.

2. In the event of termination by LSU without cause, all of Employee's compensation and benefits provided for in this Agreement shall terminate on the termination date, and LSU shall not thereafter be liable to Employee for any sums or damages other than the liquidated damages provided for herein and as well as Post-Season Incentive Compensation that has been earned but not paid. The termination date shall be the date designated by LSU in the notice of termination.
3. If LSU terminates employment during the Term without cause, LSU will pay Employee liquidated damages in the amount of 90 percent of the Base Salary which would have been payable to Employee through the remaining Term of the Agreement.
4. Liquidated damages under this Section will be paid in equal monthly installments over a period equal to the amount of time then remaining in the Term. LSU's obligation to pay liquidated damages under this Section shall terminate upon the death of Employee.
5. In the event of termination by LSU without cause, Employee shall have the duty to mitigate and use best efforts to obtain similar athletics-related employment in another position with compensation at fair market value. Employee shall exercise due diligence and good faith in seeking qualifying employment so long as the liquidated damage obligation exists. In the event Employee obtains such other employment, Employee must notify LSU and provide documentation reasonably requested by LSU to determine the amount of compensation received by Employee and the amount of offset due to LSU. Mitigation shall be calculated as follows:
 - a. If new employment is via contract, LSU shall reduce future payments by the greater of (i) the average annual compensation of Employee's new employment agreement (regardless of term) or (ii) the specific annual compensation due for given year corresponding to this Agreement.
 - b. If new employment is not via contract (i.e., at-will), LSU will reduce future payments by the specific annual compensation due for given year corresponding to this Agreement.

Employee shall not attempt to allow third parties to take advantage of this Section as a means of avoiding paying the market value of Employee's services. In the event Employee breaches these obligations, LSU will have the right to (i) be completely relieved of any obligation to make any remaining payments owed to Employee (following notice to Employee and a reasonable opportunity for Employee's new employer to cure any deficiency) or (ii) adjust payments to reflect the market value for Employee's employment or services.

6. This is an agreement for personal services. The parties recognize that termination of this Agreement by LSU prior to its expiration by lapse of term would cause Employee to lose compensation, fringe benefits, certain other LSU-provided benefits, and possibly other income and benefits provided by third parties, which damages are not easy to determine with certainty. Accordingly, the parties have bargained for this liquidated damages provision. The parties further agree that the liquidated damages herein are not in any way a penalty.

C. Termination by Employee Without Cause.

1. Employee shall have the right to terminate this Agreement without cause upon 30 days written notice to LSU.
2. In the event of termination by Employee without cause, all of Employee's compensation and benefits provided for in this Agreement shall terminate on the termination date, which, unless otherwise agreed to in writing by LSU and Employee, shall be the earlier of: (a) the date on which Employee provides notice of termination to LSU; (b) the date on which Employee accepts employment from another employer; or (c) the date on which Employee performs any work or services of any kind or nature whatsoever on behalf of or for the benefit of another employer. LSU shall not thereafter be liable to Employee for any amounts other than any compensation earned pursuant to this Agreement prior to the termination date. The Parties acknowledge that this provision is intended to obligate Employee to repay unearned compensation and fees previously or inadvertently paid by LSU under the premise that Employee would fulfill the Term of this Agreement.
3. This is an agreement for personal services. The parties recognize that termination of this Agreement by Employee prior to its expiration by lapse of term would cause LSU to incur administrative, recruiting, and resettlement costs in obtaining a replacement for the Program, in addition to potentially increased compensation costs and loss of goodwill or sales, which damages are impossible to determine with any certainty. Accordingly, the parties have bargained for this liquidated damages provision. The parties further agree that the liquidated damages herein are not in any way a penalty.

D. Suspension or Other Disciplinary Action.

1. LSU may impose suspension or leave without pay for a period no longer than 120 days for any act or omission which would be grounds for discipline or termination for cause as defined herein. Imposition of such sanctions shall be at the discretion of LSU, which shall not be exercised arbitrarily or capriciously. Prior to suspension without pay under this provision, Employee shall be provided written notice of the grounds for the suspension and shall have seven calendar days from receipt of such notice to respond

in writing to the Athletics Director. After review of any such response, the Athletics Director or the Athletics Director's designee will provide Employee with written notice of a decision and/or suspension. Suspension under this subsection shall not limit any rights of LSU to terminate Employee for cause.

2. Employee shall be subject to disciplinary or corrective action by the NCAA or SEC for any violation of NCAA and SEC regulations, respectively. Such action by the NCAA or the SEC shall not preclude or in any manner affect LSU's right to take such other corrective or disciplinary action as it deems necessary or proper, including termination for cause.
3. Notwithstanding any other provision of this Agreement to the contrary, if Employee is suspended by the SEC or NCAA, Employee shall automatically be suspended by LSU for the duration of the SEC or NCAA imposed suspension without further notice or process. During such suspension, Employee shall not be entitled to receive any compensation, benefits or any other payments under this Agreement except for fringe benefits provided under Section 9 of this Agreement.

E. **Termination by Death or Disability.** In the event of the death of Employee or the inability of Employee to perform the obligations described in this Agreement with or without accommodation by reason of disability or some other occurrence beyond the control of either party, and such inability to perform has continued or will continue beyond a reasonable period of time, but not less than 60 days, this Agreement shall terminate as a termination with cause and all future obligations between the parties shall cease upon the termination date reasonably established by LSU, unless otherwise required by law.

F. **Exclusivity of Remedy.** The financial consequences of termination of this Agreement or suspension are exclusively set forth herein. Therefore, with the sole exception of payments required by this Agreement, in any instance of termination for cause or without cause, or suspension or other disciplinary sanction effected in accordance with the procedures established in this Agreement, neither Employee nor LSU shall be entitled to receive, and each hereby waives any claim against the other, and their respective board members, officers, directors, agents, employees, successors, and personal representatives, for damages, including consequential damages by reason of any alleged economic loss, including but not limited to loss of collateral income, deferred income, loss of earning capacity, loss of business opportunity, loss of benefits, loss of fees from speaking, camps or other outside activity, damages allegedly sustained because of alleged humiliation or defamation, or any other non-compensatory and compensatory damages and attorney's fees resulting from the fact of termination, the public announcement thereof, or the release by LSU or Employee of information or documents which are public or as otherwise required by law. Employee acknowledges that in the event of either termination of this Agreement for cause, without cause, or otherwise, or suspension or other disciplinary sanction effected in accordance with the procedures

established in this Agreement, Employee shall have no right to occupy the Position and that Employee's sole remedies are provided herein and shall not extend to injunctive relief. THE PARTIES ACKNOWLEDGE AND AGREE THAT THIS SECTION LIMITING LIABILITY AND EXCLUDING CONSEQUENTIAL DAMAGES AND OTHER REMEDIES IS AN ESSENTIAL AND MATERIAL INDUCEMENT FOR THE UNIVERSITY TO ENTER INTO THIS AGREEMENT. ACCORDINGLY, SUCH PROVISIONS SHALL BE SEVERABLE AND INDEPENDENT OF ANY OTHER PROVISIONS AND SHALL BE ENFORCED AS SUCH, REGARDLESS OF ANY BREACH OR OTHER OCCURRENCE HEREUNDER.

- G. **Interference with Athletics.** During any period where Employee receives post-termination liquidated damages, compensation or benefits, Employee agrees that Employee will not interfere with LSU student-athletes or otherwise obstruct the ability of LSU or the Department to transact business. If Employee violates this provision, LSU shall be entitled to discontinue any post-termination liquidated damages, compensation or benefits and may seek to recover any payments that have been disbursed.
11. **Discontinuation of the Program by the University.** Notwithstanding any provision to the contrary, in the event the University determines for any reason within its sole discretion to discontinue the Program as a Division I sport, LSU shall have the right to terminate this Agreement without further obligation to Employee. Notice of termination under this Section shall be in writing and shall establish a date of termination no less than 90 days from the date of the notice or upon the End Date, whichever occurs first. In the event the right to terminate pursuant to this Section is exercised, all obligations between the parties shall cease effective on the date of termination.
12. **University Property.** All property that is provided to, or developed or acquired by, Employee as part of or in conjunction with Employee's employment by LSU, regardless of the format or manner in which the property may be retained or stored, shall remain the sole property of LSU. This shall include, without limitation, all documents, files, personnel records, recruiting records, team information, athletic equipment, films, statistics, keys, credit cards, computers, software programs, and electronic devices that Employee may have access to or come into possession of during employment. Excluded from this provision are Employee's personal notes, personal playbooks, memorabilia, diaries and other personal records, which the Employee may retain. Employee is required to return to LSU all LSU property in Employee's possession within seven calendar days of termination or separation of employment. Employee shall also return any courtesy vehicle provided under this Agreement within seven calendar days of termination or separation of employment. Employee agrees that LSU may withhold any liquidated damage payments or other compensation due Employee pending return of property under this Section.
13. **Duty of Loyalty.** Unless notice of termination under this Section has been given by either party, neither Employee nor Employee's agent shall, under any circumstances, discuss or negotiate directly or indirectly prospective employment for Employee with any other institution of higher education, professional athletic team, or other athletically-related

(including media and sports marketing) prospective employer without giving at least 24 hours prior written notice to the President and the Athletics Director.

14. **Duty to Cooperate.** Both during and after the end of employment with LSU, Employee agrees, without additional compensation (other than reimbursement for reasonable associated expenses post-employment), to cooperate with LSU in any investigation, internal or otherwise, of any possible violation of law (including Title IX) or violation of any rule, policy or regulation of LSU (including PM-73), the SEC or the NCAA. Employee agrees (a) to be reasonably available to answer questions regarding any matter with which Employee was involved while employed by LSU, and (b) to cooperate with LSU during the course of any proceedings arising out of any matter with which Employee has knowledge or information.
15. **Non-Assignment.** Neither party may assign, transfer, alienate, or encumber any of its rights or obligations hereunder without the express written consent of the other party, except as otherwise specifically set forth in this Agreement.
16. **Entire Agreement.** This Agreement constitutes and expresses the entire agreement and understanding of the parties concerning the matters contemplated hereby and shall, upon the Effective Date, supersede any other oral and written agreements between the parties. There are no oral or other agreements, understandings, promises, or representations between the parties affecting this Agreement. Both parties have relied solely on their own respective judgments in entering into this Agreement, with full opportunity to seek advice of competent counsel. It shall be construed, if necessary, without reference to the party that was the principal drafter of the Agreement.
17. **Indirect Actions Prohibited.** Any act which Employee is prohibited from doing directly in this Agreement shall not be done indirectly by Employee or another person on Employee's behalf or at Employee's behest.
18. **Amendments to Agreement.** This Agreement may be amended only by a written instrument duly approved by LSU through its designated representatives and accepted by Employee, such approval and acceptance to be acknowledged in writing.
19. **Severability.** If any provision of this Agreement shall be deemed invalid or unenforceable, either in whole or in part, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or to alter the bounds thereof in order to render it valid and enforceable.
20. **No Waiver of Default.** No waiver by the parties hereto of any default or breach of any covenant, term or condition of this Agreement shall be deemed to be a waiver of any other default or breach of the same or any other covenant, term or condition contained herein.
21. **No Waiver of Sovereign Immunity.** It is expressly agreed and understood between the parties that nothing contained herein shall be construed to constitute a waiver or relinquishment by LSU of any rights to claim such exemptions, privileges and immunities as may be provided by law.

22. **“Force Majeure” Clause.** Neither party shall be considered in default of performance of any obligations under this Agreement if such performance is prevented or delayed by Force Majeure. “Force Majeure” shall be understood to be any cause which is beyond the reasonable control of the party affected and which is forthwith, by notice from the party affected, brought to the attention of the other party, including but not limited to war, hostilities, revolution, civil unrest, strike, lockout, epidemic or pandemic, government-ordered restriction or cessation of activity, accident, fire, natural disaster, wind or flood or any requirements of law, or an act of God.

23. **Additional Conditions of Employment.**

A. **Compliance with La. R.S. 42:31.** To the extent annual compensation under this Agreement exceeds \$100,000, Employee hereby agrees and promises that, within 30 days of the Start Date or the date that compensation reaches that threshold, Employee shall provide proof to LSU that Employee has been issued a Louisiana driver’s license and that all vehicles registered in Employee’s name are registered in Louisiana, all pursuant to the requirements of La. R.S. 42:31.

B. **Background Checks and Disclosures.** Prior to commencing employment, Employee shall be required to submit to background checks as deemed appropriate by the University. Employee’s employment is contingent upon a satisfactory background check in accordance with University policy. In addition, prior to signing this Agreement, Employee must disclose to the University any and all criminal, civil or administrative matters from the prior five years, including those currently pending but excluding non-felony traffic infractions. Failure to disclose all such matters to the University will serve as a basis to terminate employment for cause.

C. **Approvals.** This Agreement is subject to any approvals that must be obtained in accordance with law or University policy. No provision of this Agreement shall be enforceable until signed by all parties and, if required by policy, approved by the Board of Supervisors.

24. **Governing Law and Venue.** This Agreement shall be enforced and construed in accordance with the laws of Louisiana. Any civil action to enforce this Agreement shall be brought in a state or federal court having jurisdiction and domiciled in East Baton Rouge Parish, Louisiana.

THE PARTIES hereto, acknowledging that this Agreement is subject to approval of the Board of Supervisors, have executed this Agreement on the day, month and year identified with the signature.

SIGNATURES ON FOLLOWING PAGE



Board of Supervisors

ATHLETICS COMMITTEE

Request from LSU A&M to Approve New Employment Agreement for Deputy Athletics Director for Leadership and Strategy

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1(L)(3):

The following matters shall require approval by the Board, regardless of any delegations of authority otherwise provided for in these Bylaws or the Regulations of the Board. Except as set forth herein, no such matter shall be undertaken or approved by or for any campus or the University without prior review by the President and appropriate University Officers and express, formal approval by the Board.

* * * *

Appointments and all other personnel actions relating to varsity athletics coaches and Athletic Directors receiving a salary of \$250,000 or above.

2. Summary of Matter

This resolution seeks approval of the Employment Agreement for Lori Williams. The key terms of the Employment Agreement are summarized below:

Name	Title	Proposed Start Date	Proposed End Date	Proposed Total Certain Compensation*
Lori Williams	Deputy Athletics Director for Leadership and Strategy	12/6/2024	6/30/2027	\$300,000

* "Total Certain Compensation" includes all compensation which the employee is contractually guaranteed to receive annually. It does not include the value of any fringe benefits, such as car allowances, nor any one-time amounts, such as buy-outs, post-season incentive compensation or relocation allowances.

3. Review of Business Plan

Not applicable.

4. Fiscal Impact

The Athletics Department currently expects all funds relating to this Employment Agreement will be paid from revenues generated by the Athletics Department. No state general fund or tuition dollars are used.

5. Description of Competitive Process

Not applicable.

6. Review of Legal Documents

The Office of General Counsel has reviewed the Employment Agreement.

7. Parties of Interest

LSU and the above-named employee.

8. Related Transactions

None.

9. Conflicts of Interest

None known

10. Attachment

Employment Agreement: Lori Williams, Deputy Athletics Director for Leadership and Strategy

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College approves the Employment Agreement for Lori Williams as described in this item and authorizes the President to execute the proposed Employment Agreement in consultation with the Office of General Counsel.

EMPLOYMENT AGREEMENT

This Employment Agreement (“Agreement”) is made and entered into as of the 5th day of December, 2024, by and between Board of Supervisors of Louisiana State University and Agricultural and Mechanical College (“LSU” or “University”), a body corporate existing under the Constitution and laws of the State of Louisiana, herein represented by William F. Tate IV, its duly authorized President, and Lori Williams (“Employee”) for the services of Employee:

1. **Definitions.** For purposes of this Agreement, the following terms shall have the meaning shown:
 - A. “Athletics Director”: The Director of Athletics at LSU.
 - B. “Base Salary”: The annual sum of \$300,000.
 - C. “End Date”: June 30, 2027.
 - D. “Position”: Deputy Athletics Director for Leadership and Strategy.
 - E. “President”: The President of LSU.
 - F. “Start Date”: December 6, 2024.
2. **Term.** The term (“Term”) of this Agreement shall be for a definite term, commencing on the Start Date and ending on the End Date unless terminated sooner in accordance with Section 9 of this Agreement.
3. **Employment.** LSU does hereby employ Employee in the Position for the Term. Employee will report directly to the Athletics Director. It is the goal of the parties that Employee will serve in the Position for the entirety of the Term. Employee acknowledges and agrees that Employee is not eligible for and will not be considered for or granted tenure by LSU.
4. **Duties and Responsibilities.** Employee’s duties and responsibilities shall include the following, all subject to law, LSU policy, and the directives, input, and advice of the President and the Athletics Director:
 - A. Assist with the development and implementation of plans, policies, procedures and programs that are in compliance with the rules and regulations of LSU, the Southeastern Conference (“SEC”) or any successor organization, and the National Collegiate Athletic Association (“NCAA”) or any successor organization, as well as all applicable local, state and federal laws which promote the mission of the Athletics Department (“Department”), LSU’s high standard of academic excellence, and the general welfare of student-athletes;
 - B. Observe, respect, and promote the principles of institutional control in every aspect of the Department and throughout all of its intercollegiate athletic programs;

- C. Assist with management and oversight of the assigned men's and women's intercollegiate sports through each coach, including coordinating and/or overseeing the recruitment, selection (negotiates and approves contracts, subject to President and/or Board approval) and evaluation (including approving salaries, subject to President and/or Board approval) of all assigned coaches;
- D. Promote and ensure inclusive excellence throughout the Department;
- E. Assist with management and oversight of all direct and indirect reports, including coordinating and/or overseeing the recruitment, selection and evaluation (including approving salaries) of all Department staff members;
- F. Establish and periodically refine, as necessary, the Department's organizational structure to ensure the effective management of human resources;
- G. Consult with the Human Resource Management and the Office of Civil Rights and Title IX, regarding employee relations or similar personnel issues, and shall assist, as necessary in resolving all matters where a policy violation has or may have occurred;
- H. Work with others as directed by the Athletics Director to develop and implement a comprehensive ongoing program of comprehensive education for the Department;
- I. Cooperate fully and completely, and will use best efforts to ensure that Department staff members cooperate fully and completely, with any investigation of any alleged violation of any of the covenants enumerated herein, conducted by LSU, the SEC, or the NCAA;
- J. Take prompt corrective or disciplinary action to address any non-cooperation by any Department staff member in any investigation;
- K. Consult with the LSU Office of General Counsel (and other LSU-engaged counsel, as directed by the LSU Office of General Counsel), regarding NCAA or similar rule compliance issues, and shall assist, as necessary in investigating all cases where a violation has or may have occurred;
- L. Participate in, among others, speaking engagements, news conferences, radio, television and other media appearances at the request of the Athletics Director as appropriate;
- M. Represent the Department at all times including without limitation within the NCAA, SEC, LSU, community, and all other meetings and conventions consistent with the Position;
- N. Cultivate and advance a respectful learning and working environment to provide an engaged and supportive student and employee experience;

- O. Understand and comply with Title VI of the Civil Rights Act of 1964, other federal laws, state law, and LSU policies on equal opportunity and discrimination, including, but not limited to, LSU Permanent Memorandum 55;
- P. Understand and comply with Title IX of the Education Amendments of 1972 and LSU policies on Title IX and sexual misconduct, including but not limited to LSU Permanent Memorandum 73 (“PM-73”), and, as a mandatory reporter under PM-73, understanding and complying with the obligation to report incidents of sexual misconduct (including sexual harassment and sexual violence) and other inappropriate sexual conduct of which Employee has knowledge or receives notice to LSU’s Title IX Coordinator and other appropriate designee as required by PM-73; and
- Q. Perform other duties reasonably assigned by the Athletics Director.

5. **Base Salary.** LSU agrees to pay Employee the Base Salary annually, in 12 equal monthly installments, on LSU’s regular monthly payroll date.

6. **Incentive Compensation.** Subject to the terms and conditions set forth herein, Employee shall receive Incentive Compensation in the amounts, based on attaining the goals, shown below. Post-Season Incentive Compensation is additional compensation for the extra services required of Employee in the preparation for and participation in post-season play, in accordance with LSU’s policies and procedures. Post-Season Incentive Compensation is additional compensation for the extra services required of Employee in the preparation for and participation in post-season play, in accordance with LSU’s policies and procedures. If Employee does not maintain employment for any post-season game for any reason, Employee shall not be entitled to Post-Season Incentive Compensation. Post-Season Incentive Compensation shall be paid within 60 days of achieving the applicable goal and may be payable, in whole or in part, from affiliated foundation funds.

- A. For every year the LSU women’s basketball team participates in post-season game(s), if payable, post-season incentive compensation shall be in the amount of \$15,000.
- B. For every year the LSU football team participates in post-season game(s), if payable, post-season incentive compensation under this Section shall be paid as shown below with a maximum amount of \$25,000 per Contract Year.

1. Non College Football Playoff (CFP) Bowl Participant	\$5,000	OR
2. CFP Participant (Top 12)	\$10,000	OR
3. CFP Quarterfinal Game Participant	\$12,500	OR
4. CFP Semifinal Game Participant	\$15,000	OR

5. CFP National Championship Game Participant \$25,000

7. **Retirement and Fringe Benefits.** Employee shall be entitled to the following benefits:

- A. Employee is entitled to participate in the retirement and fringe benefit programs available to all unclassified professional LSU employees, with contributions and benefit amounts as defined by law. Employee understands and agrees that no contributions for purposes of any State of Louisiana retirement program will be made by LSU or withheld from Employee's compensation except as to the Base Salary and any earned Post-Season Incentive Compensation, and Employee shall not be entitled to any retirement benefits that may otherwise be attributable to any other compensation paid pursuant to this Agreement. Retirement contributions are subject to the limitations of federal law and Louisiana law.
- B. Employee shall be entitled to (1) an annual automobile allowance in an amount not to exceed \$800 per month or, (2) to the extent consistent with state ethics law, use of one courtesy vehicle provided by a dealership and related automobile insurance.

8. **Additional Revenue.**

- A. Subject to compliance with Governing Athletics Regulations, including but not limited to current NCAA Bylaw 11.2.2 and 11.3.2, and LSU Permanent Memorandum 11 ("PM-11"), Employee may earn or receive other revenue ("Additional Revenue") while employed by LSU, including working with sports camps or clinics, provided, however, that Employee shall obtain prior written approval from the President before engaging in any commercial or private venture (other than a passive investment), including the use of Employee's name by any commercial, public or private entity, which approval shall not be unreasonably withheld. Employee shall report annually to the President and the Athletics Director, in writing, in compliance with NCAA Bylaws 11.2.2, 11.3.2.1, and 11.3.2.1.1, and any applicable LSU policy, all athletically-related income or benefits received by Employee from sources outside LSU, and LSU shall have reasonable access to all records of Employee to verify this report. LSU does not guarantee any amount of Additional Revenue.
- B. Employee shall not, without written approval of the President and the Athletics Director and compliance with PM-11, arrange for or agree to the receipt by any other employee of any supplemental pay, bonus, or other form of payment from any outside source, except for income earned by assistant coaches or other staff from operation of sports camps, or as otherwise authorized by LSU in accordance with PM-11.
- C. Except for routine news media interviews or educational or development programs for which no compensation is received, Employee shall not appear on, or in, any radio, television, or internet programs or other electronic media other than those

produced or sponsored by LSU without the prior written approval of the Athletics Director or the Athletics Director's designee.

- D. Employee shall not appear in or make any advertisement or make any commercial endorsement without the prior written approval of the President and the Athletics Director.

9. Termination and Suspension.

- A. **Termination by LSU for Cause.** This Agreement may be terminated for "cause" by LSU, acting through the Athletics Director, at any time prior to its expiration, upon written notice to Employee.

1. For purposes of this Section, "cause" for termination shall be defined as:

- a. If, as determined by LSU and without the need for any adjudication by any other entity, Employee commits any material and substantial violation (or repeated lesser violations) of Governing Athletics Regulations, fails promptly to report any such violation by another person to the Director of Compliance, or commits a material and substantial violation of any LSU policies, rules, or procedures;
- b. If, as determined by LSU and without the need for any adjudication by any other entity, there is any material and substantial violation of Governing Athletics Regulations, involving any aspect of the Department by any other person if either: (i) the violation occurs or continues to occur after Employee knew or had constructive knowledge that it was about to occur or was occurring, or (ii) Employee failed to follow reasonable policies and procedures established in writing by the Athletics Department to prevent violations of Governing Athletics Regulations from occurring and to detect promptly any such violations which may occur;
- c. Engaging in serious misconduct which either: (i) displays a continual, serious disrespect or continual, serious disregard for the mission of LSU; (ii) brings Employee into substantial public disrepute sufficient, at the reasonable discretion of LSU, to materially impair Employee's ability to perform the obligations contained herein without material adverse impact on the Department; or (iii) constitutes moral turpitude and breaches the high moral and ethical standards applicable to Employee as a visible representative of LSU, including but not limited to, a material act of dishonesty, misrepresentation, or fraud, or an act of violence where Employee is the aggressor; in each case whether or not it rises to level of criminal prosecution by the relevant authorities;

- d. Unreasonable refusal or repeated failure to perform any duties imposed upon Employee herein, or failing to perform the same to the best of Employee's reasonable ability;
- e. Failing to cooperate in the investigation and enforcement of Governing Athletics Regulations or in any LSU internal investigation or inquiry; or knowingly permitting any other person under Employee's supervision to fail to reasonably cooperate in such investigation and enforcement;
- f. Subject to any right of administrative appeal permitted or granted to Employee by the NCAA or SEC, any finding or determination by the NCAA, SEC, or any commission, committee, council, or tribunal of the same, of any major or repetitive violations by Employee of NCAA or SEC rules, or of any such major or repetitive violations by others under the direct supervision of Employee which were knowingly and intentionally permitted, encouraged, or condoned by Employee, or about which violations Employee knew or should have known and should have acted reasonably to prevent, limit, or mitigate (it is recognized that this subsection includes findings or determinations of any previously undisclosed violations during employment of Employee at any other institution of higher education);
- g. Failing to report promptly to the Director of Compliance any violations of Governing Athletics Regulations of which Employee has actual knowledge;
- h. Material failure to comply with LSU policies, rules and regulations concerning Title IX, including specifically but not exclusively the reporting of any incident of sexual misconduct in accordance with LSU's Title IX policy and PM-73;
- i. Committing fraud in the performance of any duties and responsibilities herein, either with intent or reckless disregard for the truth, including but not limited to fraud or dishonesty in any written or verbal statements, including résumés, provided by Employee to LSU in the application process or fraud in the preparation, falsification, or alteration of documents or records of LSU, the NCAA, or the SEC, or documents or records pertaining to any recruit or student-athlete, including without limitation transcripts, eligibility forms, and compliance reports; or knowingly permitting any other person under Employee's supervision to commit such fraud;

- j. Being charged with or convicted of (i) any felony, or (ii) any crime involving larceny, embezzlement, fraud, gambling, drugs, or alcohol;
- k. Participation in any gambling, bookmaking, wagering, or betting involving any athletic contest whether by soliciting, placing, or accepting a bet or wager or through a bookmaker, a pool, or any other method of gambling; or knowingly permitting any student-athlete or other individual under Employee's control, authority, or supervision to participate in such activity;
- l. Providing information or data, other than information or data provided to the general public through public presentation, relating in any manner to any intercollegiate sport or to any student-athlete to any individual whom Employee knows (or has constructive knowledge) to be a gambler, bettor, or bookmaker, or an agent of any such person; or knowingly permitting any student-athlete or other individual under Employee's control, authority, or supervision to furnish such information or data;
- m. Use or consumption of alcoholic beverages or controlled substances, steroids, or other drugs or chemicals to such degree and for such appreciable period as to substantially impair Employee's ability to perform the duties herein;
- n. Sale, purchase, use or possession of any controlled substances, steroids, or other drugs or chemicals, the sale, purchase, use, or possession of which by Employee is prohibited by law or Governing Athletics Rules, excepting the use or possession of substances or drugs lawfully prescribed by a health care provider and used in accordance therewith;
- o. Knowingly encouraging or allowing the sale, purchase, use, or possession by any student-athlete or other individual under Employee's control, authority, or supervision of any controlled substances, steroids, or other drugs or chemicals, the sale, purchase, use, or possession of which by such person is prohibited by law or Governing Athletics Rules; or
- p. Knowingly committing material violation(s) of the terms of this Agreement; provided, however, that in each case, to the extent curable, Employee has not cured the circumstances constituting "cause" within seven calendar days of written notice thereof from University.

2. The process for termination for cause is as follows:

- a. Prior to termination for cause, LSU shall provide Employee written notice of termination. The notice of termination shall be provided at least seven calendar days before the effective date of termination and shall be signed by the Athletics Director or the Athletics Director's designee. The notice of termination shall reference the facts upon which termination is authorized.
 - b. Prior to the effective date of termination in the notice, Employee shall have the right to present a written statement and any supporting materials to the Athletics Director detailing why the Employee believes LSU should rescind its notice of termination. The Athletics Director or the Athletics Director's designee may extend the effective date of termination in writing to allow additional time to consider Employee's response.
 - c. After review of any such response, the Athletics Director or the Athletics Director's designee shall provide Employee written notice of a decision. If confirmed, termination of employment shall be effective on the date of termination previously identified.
 - d. Within seven calendar days of receipt of the decision of the Athletics Director, Employee may make a written request for review to the President and submit materials for consideration. If no such request is made, the decision of the Athletics Director is final.
 - e. If a request for review is made, the President or the President's designee shall conduct the review based on materials provided by the Employee and materials considered by the Athletics Director. The request for review by the President shall not suspend the effective date of the termination.
 - f. Within 14 calendar days of the submission, Employee will be provided written notice of the decision of the President, which will be final.
3. In the event of termination for cause, Employee's Base Salary, Employee's Supplemental Compensation, Employee's Fringe Benefits and all other compensation and benefits provided for in this Agreement shall terminate on the last day of the month during which such termination date occurred, and LSU shall not thereafter be liable to Employee for any sums or damages other than Base Salary and Supplemental Compensation earned through the last day of such month, as well as Incentive Compensation that has been earned but not paid. The termination date shall be the date on which the initial notice of termination is given, or on such later date as may be set forth by LSU in the notice of termination.

4. As required by NCAA Bylaw 11.2.1, Employee is hereby notified that in addition to the actions LSU may take in accordance with this Agreement, Employee is also subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures if Employee is found by the NCAA or LSU to be in violation of NCAA Bylaws. Employee agrees that LSU shall implement any such disciplinary or corrective actions imposed by the NCAA. Employee further understands that Employee has an affirmative obligation to cooperate fully in the NCAA infractions process, including the investigation and adjudication of a case, pursuant to this Agreement and NCAA Bylaw 11.2.1, and that such obligation continues in effect during and beyond the termination of this Agreement for any violations alleged to have occurred during Employee's employment by LSU.

B. Termination by LSU without Cause.

1. LSU shall have the right to terminate this Agreement without cause upon written notice to Employee. In such event, LSU will pay Employee liquidated damages in the amount of the remaining Base Salary which would have been payable to Employee through the remaining Term of the Agreement with partial years and months pro-rated.
2. In the event of termination by LSU without cause, Employee's Base Salary, Supplemental Compensation (if any), Fringe Benefits, and all other compensation and benefits provided for in this Agreement shall terminate on the termination date, and LSU shall not thereafter be liable to Employee for any sums or damages other than the liquidated damages provided for herein and any compensation (including Post-Season Incentive Compensation) earned pursuant to this Agreement prior to the termination date. The termination date shall be the date on which notice of termination is given, or on such later date as may be set forth by LSU in the notice of termination.
3. Liquidated damages under this Section will be paid in equal monthly installments over a period of time equal to the amount of time then remaining in the Term.
4. The parties have bargained for this liquidated damages provision. This is an agreement for personal services. The parties recognize that termination of this Agreement by LSU prior to its expiration by lapse of term would cause Employee to lose the salary, supplemental compensation, fringe benefits, certain other LSU-provided benefits, and possibly other income and benefits provided by third parties, which damages are impossible to determine with certainty. As such, the damages that may be suffered by Employee in the event of a termination of this Agreement by LSU without cause are difficult to presently and accurately estimate. In addition, the

parties expressly agree that the liquidated damages herein are not in any way a penalty.

C. Termination by Employee Without Cause.

1. Employee shall have the right to terminate this Agreement without cause upon written notice to LSU.
2. In the event of termination by Employee without cause, Base Salary, Supplemental Compensation (if any), Fringe Benefits, and all other compensation and benefits provided for in this Agreement shall terminate on the termination date, which, unless otherwise agreed to in writing shall be the earlier of: (a) the date on which Employee provides notice of termination to LSU; (b) the date on which Employee accepts employment from another employer; or (c) the date on which Employee performs any work or services of any kind or nature whatsoever on behalf of or for the benefit of another employer. LSU shall not thereafter be liable to Employee for any sums or damages other than any compensation (including Post-Season Incentive Compensation) earned pursuant to this Agreement prior to the termination date, other than any earned but unpaid Base Salary, Supplemental Compensation, and Incentive Compensation. The parties acknowledge that this provision is intended to obligate Employee to repay unearned compensation and fees previously received hereunder.

D. Suspension or Other Disciplinary Action.

1. LSU may impose suspension or leave without pay for a period no longer than 120 days for any act or omission which would be grounds for discipline or termination for cause as defined herein. Imposition of such sanctions shall be at the discretion of LSU, which shall not be exercised arbitrarily or capriciously. Prior to suspension without pay under this provision, Employee shall be provided written notice of the grounds for the suspension and shall have seven calendar days from receipt of such notice to cure such circumstances (to the extent curable) and/or respond in writing to the Athletics Director. After review of any such response, to the extent such circumstances are not cured, the Athletics Director or the Athletics Director's designee will provide Employee with written notice of a decision and/or suspension. Suspension under this subsection shall not limit any rights of LSU to terminate Employee for cause.
2. Employee shall be subject to disciplinary or corrective action by the NCAA or SEC for any violation of NCAA and SEC regulations, respectively. Such action by the NCAA or the SEC shall not preclude or in any manner affect LSU's right to take such other corrective or disciplinary action as it deems necessary or proper, including termination for cause.

3. Notwithstanding any other provision of this Agreement to the contrary, if Employee is suspended by the SEC or NCAA, Employee shall automatically be suspended by LSU for the duration of the SEC or NCAA imposed suspension without further notice or process. During such suspension, Employee shall not be entitled to receive any compensation, benefits or any other payments under this Agreement except for fringe benefits provided under Section 7 of this Agreement.

E. **Termination by Death or Disability.** In the event of the death of Employee or the inability of Employee to perform the obligations described in this Agreement with or without accommodation by reason of disability, and such inability to perform has continued or will continue beyond a reasonable period of time, but not less than 90 consecutive days, this Agreement shall terminate with the same consequences as a termination with cause.

F. **Exclusivity of Remedy.** The financial consequences of termination of this Agreement herein are exclusively set forth herein. Therefore, with the sole exception of payments required by this Agreement, in any instance of termination for cause or without cause, or suspension or other disciplinary sanction effected in accordance with the procedures established in this Agreement, neither Employee nor LSU shall be entitled to receive, and each hereby waives any claim against the other, and their respective board members, officers, directors, agents, employees, successors, and personal representatives for consequential damages by reason of any alleged economic loss, including without limitation loss of collateral income, deferred income, loss of earning capacity, loss of business opportunity, loss of perquisites, loss of fees from speaking, camps or other outside activity, or damages allegedly sustained by reason of alleged humiliation or defamation or other non-compensatory and compensatory damages and attorney's fees resulting from the fact of termination, the public announcement thereof, or the release by LSU or Employee of information or documents required by law. Employee acknowledges that in the event of either termination of this Agreement for cause, without cause, or otherwise, Employee shall have no right to occupy the Position and that Employee's sole remedies are provided herein and shall not extend to injunctive relief.

10. **Retention and Return of all Materials, Records, and Other Items.** All documents, records, or materials, including without limitation personnel records, recruiting records, team information, films, statistics, or any other material or data furnished to Employee by LSU or developed by Employee on behalf of or at the expense of LSU or otherwise in connection with the employment of Employee are and shall remain the sole and confidential property of LSU. Within seven calendar days of the expiration or termination of this Agreement, Employee shall cause any such materials in Employee's possession or control to be delivered to LSU. At the same time, Employee shall return to LSU all credit cards, keys, computers, automobiles, mobile communication devices and other items belonging to LSU which were issued to or are in the possession of Employee. For any items not returned to LSU within the time provided, Employee expressly authorizes LSU

to withhold the replacement cost from any compensation due Employee. The Athletics Department will maintain a schedule of replacement costs for items issued to employees.

11. **Leave and Overtime.**

- A. **No Overtime.** Employee qualifies and is designated as exempt under the Fair Labor Standards Act and is not entitled to any overtime pay or compensatory leave for work in excess of 40 hours in any workweek.
- B. **Annual and Sick Leave.** Employee will accrue and use annual and sick leave in accordance with LSU policy.
- C. **Notice of Absence.** Employee is required to receive authorization from the Athletics Director or the Athletics Director's designee prior to being absent from Employee's usual duties and responsibilities, not to be unreasonably withheld.

12. **University Property.** All property that is provided to, or developed or acquired by, Employee as part of or in conjunction with Employee's employment by LSU, regardless of the format or manner in which the property may be retained or stored, shall remain the sole property of LSU. This shall include, without limitation, all documents, files, personnel records, recruiting records, team information, athletic equipment, films, statistics, keys, credit cards, computers, software programs, and electronic devices that Employee may have access to or come into possession of during employment. Excluded from this provision are Employee's personal notes, personal playbooks, memorabilia, diaries and other personal records, which the Employee may retain. Employee is required to return to LSU all LSU property in Employee's possession within seven calendar days of termination or separation of employment. Employee shall also return any courtesy vehicle provided under this Agreement within seven calendar days of termination or separation of employment. Employee agrees that LSU may withhold any liquidated damage payments or other compensation due Employee pending return of property under this Section.

13. **Duty to Cooperate.** Both during and after the end of employment with LSU, Employee agrees, without additional compensation (other than reimbursement for reasonable associated expenses post-employment), to cooperate with LSU in any investigation, internal or otherwise, of any possible violation of law (including Title IX) or violation of any rule, policy or regulation of LSU (including PM-73), the SEC or the NCAA. Employee agrees (a) to be reasonably available to answer questions regarding any matter with which Employee was involved while employed by LSU, and (b) to cooperate with LSU during the course of any proceedings arising out of any matter with which Employee has knowledge or information.

14. **Non-Assignment.** Neither party may assign, transfer, alienate, or encumber any of its rights or obligations hereunder without the express written consent of the other party, except as otherwise specifically set forth in this Agreement.

15. **Entire Agreement.** This Agreement constitutes and expresses the entire agreement and understanding of the parties concerning the matters contemplated hereby and shall, upon the effective date hereof, supersede any other oral and written agreements between the

parties. There are no oral or other agreements, understandings, promises, or representations between the parties affecting this Agreement. Both parties have relied solely on their own respective judgments in entering into this Agreement, with full opportunity to seek advice of competent counsel. It shall be construed, if necessary, without reference to the party that was the principal drafter of the Agreement.

16. **Indirect Actions Prohibited.** Any act which Employee is prohibited from doing directly in this Agreement may not be done indirectly by another person on behalf of or at the behest of Employee.
17. **Amendments to Agreement.** This Agreement may be amended only by a written instrument duly approved by LSU through its designated representatives and accepted by Employee, such approval and acceptance to be acknowledged in writing.
18. **Severability.** If any provision of this Agreement shall be deemed invalid or unenforceable, either in whole or in part, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or to alter the bounds thereof in order to render it valid and enforceable.
19. **No Waiver of Default.** No waiver by the parties hereto of any default or breach of any covenant, term or condition of this Agreement shall be deemed to be a waiver of any other default or breach of the same or any other covenant, term or condition contained herein.
20. **No Waiver of Sovereign Immunity.** It is expressly agreed and understood between the parties that nothing contained herein shall be construed to constitute a waiver or relinquishment by LSU of any rights to claim such exemptions, privileges and immunities as may be provided by law.
21. **“Force Majeure” Clause.** Neither party shall be considered in default of performance of any obligations under this Agreement if such performance is prevented or delayed by Force Majeure. “Force Majeure” shall be understood to be any cause which is beyond the reasonable control of the party affected and which is forthwith, by notice from the party affected, brought to the attention of the other party, including but not limited to war, hostilities, revolution, civil unrest, strike, lockout, epidemic or pandemic, government-ordered restriction or cessation of activity, accident, fire, natural disaster, wind or flood or any requirements of law, or an act of God.
22. **Governing Law and Venue.** This Agreement shall be enforced and construed in accordance with the laws of Louisiana. Any civil action to enforce this Agreement shall be brought in a state or federal court having jurisdiction and domiciled in East Baton Rouge Parish, Louisiana.

Request from LSU A&M to Approve Employment Agreement for Deputy Athletics Director for Revenue Generation

Date: December 5, 2024

1. Bylaw Citation

Pursuant to Article VII, Section 1(L)(3):

The following matters shall require approval by the Board, regardless of any delegations of authority otherwise provided for in these Bylaws or the Regulations of the Board. Except as set forth herein, no such matter shall be undertaken or approved by or for any campus or the University without prior review by the President and appropriate University Officers and express, formal approval by the Board.

* * * *

Appointments and all other personnel actions relating to varsity athletics coaches and Athletic Directors receiving a salary of \$250,000 or above.

2. Summary of Matter

This resolution seeks approval of the Employment Agreement for Clay Harris. The key terms of the Employment Agreement are summarized below:

Name	Title	Proposed Start Date	Proposed End Date	Proposed Total Certain Compensation*
Clay Harris	Deputy Athletics Director for Revenue Generation	12/6/2024	6/30/2027	\$250,000

* "Total Certain Compensation" includes all compensation which the employee is contractually guaranteed to receive annually. It does not include the value of any fringe benefits, such as car allowances, nor any one-time amounts, such as buy-outs, post-season incentive compensation or relocation allowances.

3. Review of Business Plan

Not applicable.

4. Fiscal Impact

The Athletics Department currently expects all funds relating to this Employment Agreement will be paid from revenues generated by the Athletics Department. No state general fund or tuition dollars are expected to be used.

5. Description of Competitive Process

Not applicable.

6. Review of Legal Documents

The Office of General Counsel has reviewed the Employment Agreement.

7. Parties of Interest

LSU and the above-named personnel.

8. Related Transactions

None.

9. Conflicts of Interest

None known

10. Attachment

Employment Agreement: Clay Harris, Deputy Athletics Director for Revenue Generation

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College approves the Employment Agreement for Clay Harris as described in this item and authorizes the President to execute the proposed Employment Agreement in consultation with the Office of General Counsel.

EMPLOYMENT AGREEMENT

This Employment Agreement (“Agreement”) is made and entered into as of this 5th day of December, 2024, by and between the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College (“LSU”), a body corporate existing under the Constitution and laws of the State of Louisiana, herein represented by William F. Tate IV, its duly authorized President, and Clay Harris (“Employee”):

1. **Definitions.** For purposes of this Agreement, the following terms shall have the meaning shown:

~~1-A.~~ A. “Athletics Director”: The Director of Athletics at LSU.

B. “Base Salary”: The annual sum of \$250,000.

C. “Contract Year”: An annual period from January 1 to December 31 during the Term.

~~2.~~ _____

D. “End Date”: June 30, 2027.

~~3-E.~~ E. “Fiscal Year”: An annual period from July 1 to June 30 during the Term.

4-F. “Position”: Deputy Director of Athletics for Revenue Generation.

~~5-G.~~ G. “President”: The President of LSU.

~~6-H.~~ H. “Start Date”: December 6, 2024.

2. Term. The term of this Agreement shall be for a defined term, commencing on the Start Date and ending on the End Date unless terminated sooner in accordance with Section 9 of this Agreement.

- ~~2-3.~~ 3. **Employment.** LSU does hereby employ Employee in the Position. Employee will report directly to the Athletics Director. It is the goal of the parties that Employee will serve in the Position for the entirety of the Term. Employee acknowledges and agrees that Employee is not eligible for and will not be considered for or granted tenure by LSU.

- ~~3-4.~~ 4. **Duties and Responsibilities.** Employee’s duties and responsibilities shall include the following, all subject to law, LSU policy, and the directives, input, and advice of the Athletics Director:

~~1-A.~~ A. Develop, solicit and service corporate sponsorship opportunities, including but not sure limited to media, programs, signage and promotions, with the ability to negotiate and establish strong personal contact with potential clients. Understand advertising/promotional needs and trends and a technical knowledge of the media. Establish sales goals and evaluate performance to meet those goals. Duties include

preparing sales packages, presenting information to prospective local, regional and national sponsors; and compiling weekly reports of sales, new leads and results;

- 2.B. Supervise event promotions for football, baseball, men's and women's basketball, and other varsity sports as assigned and special events. Develop new revenue via promotional activities and new media;
- 3.C. Responsible for the management of all LSU Sports Properties ("LSUSP") contracts in collaboration with the athletics department. (e.g. apparel, beverage, etc.);
- 4.D. Manage the fulfillment of obligations to sponsors and advertisers, including media placement, merchandizing and other sponsor services in collaboration with the appropriate athletics department staff;
- 5.E. Assist with the solicitation, facilitation and execution of Name, Image, and Likeness ("NIL") opportunities for all student-athletes. Serve as a liaison for external groups to build relationships with student-athletes, coaches and staff to maximize NIL efforts on behalf of LSU;
- 6.F. Research and benchmark collegiate NIL industry and stay current with relevant market trends and conditions. Stay updated on the latest NIL trends and best practices, including legislative advancements, NCAA compliance regulations, and vendor landscape evolutions;
- 7.G. Maintain knowledge of and comply with all rules, regulations, policies and guidelines of LSU, the Southeastern Conference and the NCAA;
- 8.H. Maintain highest level of confidentiality, both internally and with external entities; and
- 9.I. Perform additional job-related duties as assigned by the ~~Athletics~~ Director of Athletics, the Executive Deputy AD/COO or the Executive Deputy AD/Executive Director of External Relations.

4.5. **Base Salary.** LSU agrees to pay Employee the Base Salary annually, in 12 equal monthly installments, on LSU's regular monthly payroll date.

6. **Incentive Compensation.** Subject to the terms and conditions set forth herein, Employee shall receive Incentive Compensation in the amounts, based on attaining the goals, shown below.

A. **Revenue-Based Incentive Compensation.** Each LSU will establish, at its sole discretion, year, revenue goals for LSUSP each Fiscal Year shall be established at the sole discretion of LSU each fiscal year. Incentive Compensation under this Section is based on revenues actually received at the end of each fiscal year, is noncumulative, and shall be paid within 60 days of the end of each fFiscal yYear. By agreement of the parties, the deadline for accrual or receipt of revenue may be extended to account for revenues from the prior fFiscal yYear. The maximum

amount of Revenue-Based Incentive Compensation available under this Section shall be \$137,500 per Contract Year.

- ~~LSUSP rRevenue target equal to or exceeding 100% of~~
~~-Fiscal \$62,500 AND~~
1. ~~Year goal~~ \$62,500 AND
 2. ~~LSUSP rRevenue target exceeding 105% of~~
~~-Fiscal Year goal~~ \$25,000 AND
 3. ~~LSUSP rRevenue target exceeding 110% of~~
~~-Fiscal Year goal~~ \$50,000

~~OR~~

~~If LSUSP rRevenue is target less than 100% of the Fiscal Year goal, Employee will be entitled to incentive compensation equivalent to that percentage of the Fiscal Year goal achieved multiplied by \$62,500. * ——— % of \$62,500 (E.g.,~~

~~*Incentive will total the percentage of maximum goal equal to the percentage of revenue achieved. — Ex. 87% of the Fiscal Year goal achieved would entitle Employee to Incentive Compensation of \$43,750.) goal = 80% of \$62,500~~

B. Post-Season Incentive Compensation. Post-Season Incentive Compensation is additional compensation for the extra services required of Employee in the preparation for and participation in post-season play, in accordance with LSU's policies and procedures. Post-Season Incentive Compensation is additional compensation for the extra services required of Employee in the preparation for and participation in post-season play, in accordance with LSU's policies and procedures. If Employee does not maintain employment for any post-season contest for any reason, Employee shall not be entitled to Post-Season Incentive Compensation. Post-Season Incentive Compensation shall be paid within 60 days of achieving the applicable goal and may be payable, in whole or in part, from affiliated foundation funds.

1. For every year the LSU men's or women's golf team(s) participates in post-season competition, if payable, Ppost-Sseason Iincentive Ceompensation under this Section shall be paid as shown below with a maximum amount of \$5,000 per team per Contract Year.
 - a. Appearance at NCAA Regional Championship ——— \$1,000
———OR
 - b. NCAA Regional Championship (Top 30) ——— \$2,000
———OR
 - c. NCAA Championship Tournament (Top 15) ——— \$2,500
———OR

Commented [LW1]: Trey - please check the language here. It would appear to be contradictory. 105% and 110% both exceed 100%, but the amounts are not cumulative, so it is not \$62,500 plus \$25,000. I did not participate in the drafting, and I have never been able to make sense of this. However, it could be my math-challenged brain.

Commented [LW2]: I added the "AND"s and "OR" and replaced "noncumulative" with "cumulative" in the section above.

Commented [TJ3]: We have defined Contract Year as the calendar year. Are revenue goals premised on a July-June fiscal year? Assuming that to be the case, I defined Fiscal Year in Section 1.

d. NCAA Championship Tournament (Top 8) \$3,000
~~OR~~

e. NCAA Championship Tournament (Top 4) \$4,000
~~OR~~

f. NCAA National Championship \$5,000

2. For every year the LSU football team participates in post-season game(s), if payable, ~~p~~Post-Season ~~I~~ncentive ~~C~~ompensation under this Section shall be paid as shown below with a maximum amount of \$25,000 per Contract Year.

a. Non College Football Playoff (CFP) ~~\$5,000~~
~~OR~~
Bowl Participant \$5,000 OR

b. CFP Participant (Top 12) \$10,000
~~OR~~

c. CFP Quarterfinal Game Participant \$12,500
OR

d. CFP Semifinal Game Participant \$15,000
~~OR~~

e. CFP National Championship Game Participant \$25,000

5. Retirement and Fringe Benefits.

7. Employee is entitled to participate in the retirement and fringe benefit programs available to all unclassified professional LSU employees, with contributions and benefit amounts as defined by law. Employee understands and agrees that no contributions for purposes of any State of Louisiana retirement program will be made by LSU or withheld from Employee's compensation except as to the Base Salary and any earned Post-Season Incentive Compensation, and Employee shall not be entitled to any retirement benefits that may otherwise be attributable to any other compensation paid pursuant to this Agreement. Retirement contributions are subject to the limitations of federal law and Louisiana law.

~~A. Employee is entitled to participate in the retirement and fringe benefit programs available to all unclassified professional LSU employees, with contributions and benefit amounts as defined by law. Retirement contributions are subject to the limitations of federal law and Louisiana law.~~

~~B. If indicated in Section 1 of the Agreement, Employee shall receive a Relocation Incentive. As per University policy, the Relocation Incentive is subject to full or partial repayment to LSU if you do not continue employment with the University for at least two full years. In accordance with Internal Revenue Service regulations,~~

~~all relocation benefits are taxable compensation subject to withholding and other appropriate deductions.~~

8. Additional Revenue.

- A. Subject to compliance with Governing Athletics Regulations, including but not limited to current NCAA Bylaw 11.2.2 and 11.3.2, and LSU Permanent Memorandum 11 ("PM-11"), Employee may earn or receive other revenue ("Additional Revenue") while employed by LSU, including working with sports camps or clinics, provided, however, that Employee shall obtain prior written approval from the President before engaging in any commercial or private venture (other than a passive investment), including the use of Employee's name by any commercial, public or private entity, which approval shall not be unreasonably withheld. Employee shall report annually to the President and the Athletics Director, in writing, in compliance with NCAA Bylaws 11.2.2, 11.3.2.1, and 11.3.2.1.1, and any applicable LSU policy, all athletically-related income or benefits received by Employee from sources outside LSU, and LSU shall have reasonable access to all records of Employee to verify this report. LSU does not guarantee any amount of Additional Revenue.
- B. Employee shall not, without written approval of the President and the Athletics Director and compliance with PM-11, arrange for or agree to the receipt by any other employee of any supplemental pay, bonus, or other form of payment from any outside source, except for income earned by assistant coaches or other staff from operation of sports camps, or as otherwise authorized by LSU in accordance with PM-11.
- C. Except for routine news media interviews or educational or development programs for which no compensation is received, Employee shall not appear on, or in, any radio, television, or internet programs or other electronic media other than those produced or sponsored by LSU without the prior written approval of the Athletics Director or the Athletics Director's designee.
- D. Employee shall not appear in or make any advertisement or make any commercial endorsement without the prior written approval of the President and the Athletics Director.

6.9. Termination and Suspension.

- A. **Termination by LSU for Cause.** This Agreement may be terminated for "cause" by LSU, acting through the Athletics Director, at any time prior to its expiration, upon written notice to Employee.
 - 1. For purposes of this Section, "cause" for termination shall be defined as:
 - ~~1.a.~~ If Employee, as determined by LSU, commits a material and substantial violation (or repeated lesser violations) of Governing Athletics Regulations, fails promptly to report any such violation by

another person to the Director of Compliance, or commits a material and substantial violation of any LSU policies, rules, or procedures that are within the scope and/or meet the definition of Governing Athletics Regulations;

- 2.b. If, as determined by LSU and without the need for any adjudication by any other entity, there is any material and substantial violation of Governing Athletics Regulations, involving any aspect of the Department by any other person if either: (i) the violation occurs or continues to occur after Employee knew or had constructive knowledge that it was about to occur or was occurring, or (ii) Employee failed to follow reasonable policies and procedures established in writing by the Athletics Department to prevent violations of Governing Athletics Regulations from occurring and to detect promptly any such violations which may occur;
- 3.c. Engaging in serious misconduct which either: (i) displays a continual, serious disrespect or continual, serious disregard for the mission of LSU; (ii) brings Employee into substantial public disrepute sufficient, at the reasonable discretion of LSU, to materially impair Employee's ability to perform the obligations contained herein without material adverse impact on the Department; or (iii) constitutes moral turpitude and breaches the high moral and ethical standards applicable to Employee as a visible representative of LSU, including but not limited to, a material act of dishonesty, misrepresentation, or fraud, or an act of violence where Employee is the aggressor; in each case whether or not it rises to level of criminal prosecution by the relevant authorities;
- 4.d. Unreasonable refusal or repeated failure to perform any duties imposed upon Employee herein, or failing to perform the same to the best of Employee's reasonable ability;
- 5.e. Failing to cooperate in the investigation and enforcement of Governing Athletics Regulations or in any LSU internal investigation or inquiry; or knowingly permitting any other person under Employee's supervision to fail to reasonably cooperate in such investigation and enforcement;
- 6.f. Subject to any right of administrative appeal permitted or granted to Employee by the NCAA or SEC, any finding or determination by the NCAA, SEC, or any commission, committee, council, or tribunal of the same, of any major or repetitive violations by Employee of NCAA or SEC rules, or of any such major or repetitive violations by others under the direct supervision of Employee which were knowingly and intentionally permitted, encouraged, or condoned by Employee, or about which violations Employee knew

or should have known and should have acted reasonably to prevent, limit, or mitigate (it is recognized that this subsection includes findings or determinations of any previously undisclosed violations during employment of Employee at any other institution of higher education);

- ~~7.g.~~ Failing to report promptly to the Director of Compliance any violations of Governing Athletics Regulations of which Employee has actual knowledge;
- ~~8.h.~~ Material failure to comply with LSU policies, rules and regulations concerning Title IX, including specifically but not exclusively the reporting of any incident of sexual misconduct in accordance with LSU's Title IX policy and PM-73;
- ~~9.i.~~ Committing fraud in the performance of any duties and responsibilities herein, either with intent or reckless disregard for the truth, including but not limited to fraud or dishonesty in any written or verbal statements, including résumés, provided by Employee to LSU in the application process or fraud in the preparation, falsification, or alteration of documents or records of LSU, the NCAA, or the SEC, or documents or records pertaining to any recruit or student-athlete, including without limitation transcripts, eligibility forms, and compliance reports; or knowingly permitting any other person under Employee's supervision to commit such fraud;
- ~~10.j.~~ Being charged with or convicted of (i) any felony, or (ii) any crime involving larceny, embezzlement, fraud, gambling, drugs, or alcohol;
- ~~11.k.~~ Participation in any gambling, bookmaking, wagering, or betting involving any athletic contest whether by soliciting, placing, or accepting a bet or wager or through a bookmaker, a pool, or any other method of gambling; or knowingly permitting any student-athlete or other individual under Employee's control, authority, or supervision to participate in such activity;
- ~~12.l.~~ Providing information or data, other than information or data provided to the general public through public presentation, relating in any manner to any intercollegiate sport or to any student-athlete to any individual whom Employee knows (or has constructive knowledge) to be a gambler, bettor, or bookmaker, or an agent of any such person; or knowingly permitting any student-athlete or other individual under Employee's control, authority, or supervision to furnish such information or data;

~~13.m.~~ Use or consumption of alcoholic beverages or controlled substances, steroids, or other drugs or chemicals to such degree and for such appreciable period as to substantially impair Employee's ability to perform the duties herein;

~~14.n.~~ Sale, purchase, use or possession of any controlled substances, steroids, or other drugs or chemicals, the sale, purchase, use, or possession of which by Employee is prohibited by law or Governing Athletics Rules, excepting the use or possession of substances or drugs lawfully prescribed by a health care provider and used in accordance therewith;

~~15.o.~~ Knowingly encouraging or allowing the sale, purchase, use, or possession by any student-athlete or other individual under Employee's control, authority, or supervision of any controlled substances, steroids, or other drugs or chemicals, the sale, purchase, use, or possession of which by such person is prohibited by law or Governing Athletics Rules; or

~~16.p.~~ Knowingly committing material violation(s) of the terms of this Agreement; provided, however, that in each case, to the extent curable, Employee has not cured the circumstances constituting "cause" within seven calendar days of written notice thereof from University.

2. The process for termination for cause is as follows:

~~1.a.~~ Prior to termination for cause, LSU shall provide Employee written notice of termination. The notice of termination shall be provided at least seven calendar days before the effective date of termination and shall be signed by the Athletics Director or the Athletics Director's designee. The notice of termination shall reference the facts upon which termination is authorized.

~~2.b.~~ Prior to the effective date of termination in the notice, Employee shall have the right to present a written statement and any supporting materials to the Athletics Director detailing why the Employee believes LSU should rescind its notice of termination. The Athletics Director or the Athletics Director's designee may extend the effective date of termination in writing to allow additional time to consider Employee's response.

~~3.c.~~ After review of any such response, the Athletics Director or the Athletics Director's designee shall provide Employee written notice of a decision. If confirmed, termination of employment shall be effective on the date of termination previously identified.

- 4.d. Within seven calendar days of receipt of the decision of the Athletics Director, Employee may make a written request for review to the President and submit materials for consideration. If no such request is made, the decision of the Athletics Director is final.
- 5.e. If a request for review is made, the President or the President's designee shall conduct the review based on materials provided by the Employee and materials considered by the Athletics Director. The request for review by the President shall not suspend the effective date of the termination.
- 6.f. Within 14 calendar days of the submission, Employee will be provided written notice of the decision of the President, which will be final.
3. In the event of termination for cause, Employee's Base Salary, Fringe Benefits and all other compensation and benefits provided for in this Agreement shall terminate on the effective date of termination, and LSU shall not thereafter be liable to Employee or Company for any sums or damages other than compensation earned through the last day of such month. The termination date shall be the date on which the initial notice of termination is given, or on such later date as may be set forth by LSU in the notice of termination.
4. As required by NCAA Bylaw 11.2.1, Employee is hereby notified that in addition to the actions LSU may take in accordance with this Agreement, Employee is also subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures if Employee is found by the NCAA or LSU to be in violation of NCAA Bylaws. Employee agrees that LSU shall implement any such disciplinary or corrective actions imposed by the NCAA. Employee further understands that Employee has an affirmative obligation to cooperate fully in the NCAA infractions process, including the investigation and adjudication of a case, pursuant to this Agreement and NCAA Bylaw 11.2.1, and that such obligation continues in effect during and beyond the termination of this Agreement for any violations alleged to have occurred during Employee's employment by LSU.

B. Termination by LSU without Cause.

1. LSU shall have the right to terminate this Agreement without cause upon written notice to Employee. In such event, LSU will pay Employee liquidated damages in the amount of the remaining Base Salary which would have been payable to Employee through the remaining Term of the Agreement with partial years and months pro-rated.

2. In the event of termination by LSU without cause, Employee's Base Salary, ~~Supplemental Compensation (if any)~~, Fringe Benefits, and all other compensation and benefits provided for in this Agreement shall terminate on the termination date, and LSU shall not thereafter be liable to Employee for any sums or damages other than the liquidated damages provided for herein and any compensation (including Post-Season Incentive Compensation) earned pursuant to this Agreement prior to the termination date. The termination date shall be the date on which notice of termination is given, or on such later date as may be set forth by LSU in the notice of termination.
3. Liquidated damages under this Section will be paid in equal monthly installments over a period of time equal to the amount of time then remaining in the Term.
4. The parties have bargained for this liquidated damages provision. This is an agreement for personal services. The parties recognize that termination of this Agreement by LSU prior to its expiration by lapse of term would cause Employee to lose the salary, supplemental compensation, fringe benefits, certain other LSU-provided benefits, and possibly other income and benefits provided by third parties, which damages are impossible to determine with certainty. As such, the damages that may be suffered by Employee in the event of a termination of this Agreement by LSU without cause are difficult to presently and accurately estimate. In addition, the parties expressly agree that the liquidated damages herein are not in any way a penalty.

4.C. Termination by Employee Without Cause.

1. Employee shall have the right to terminate this Agreement without cause upon written notice to LSU.
2. In the event of termination by Employee without cause, Base Salary, ~~Supplemental Compensation (if any)~~, Fringe Benefits, and all other compensation and benefits provided for in this Agreement shall terminate on the termination date, which, unless otherwise agreed to in writing shall be the earlier of: (a) the date on which Employee provides notice of termination to LSU; (b) the date on which Employee accepts employment from another employer; or (c) the date on which Employee performs any work or services of any kind or nature whatsoever on behalf of or for the benefit of another employer. LSU shall not thereafter be liable to Employee for any sums or damages other than any compensation (including Post-Season Incentive Compensation) earned pursuant to this Agreement prior to the termination date, other than any earned but unpaid Base Salary, Supplemental Compensation, and Incentive Compensation. The parties acknowledge that this provision is intended to obligate Employee to repay unearned compensation and fees previously received hereunder.

3.D. Suspension or Other Disciplinary Action.

1. LSU may impose suspension or leave without pay for a period no longer than 120 days for any act or omission which would be grounds for discipline or termination for cause as defined herein. ~~Imposition of such sanctions shall be at the discretion of LSU, which~~ The imposition of such sanctions shall be at the discretion of LSU but shall not be exercised arbitrarily or capriciously. Prior to suspension without pay under this provision, Employee shall be provided written notice of the grounds for the suspension and shall have seven calendar days from receipt of such notice to cure such circumstances (to the extent curable) and/or respond in writing to the Athletics Director. After review of any such response, to the extent such circumstances are not cured, the Athletics Director or the Athletics Director's designee will provide Employee with written notice of a decision and/or suspension. Suspension under this subsection shall not limit any rights of LSU to terminate Employee for cause.
2. Employee shall be subject to disciplinary or corrective action by the NCAA or SEC for any violation of NCAA and SEC regulations, respectively. Such action by the NCAA or the SEC shall not preclude or in any manner affect LSU's right to take such other corrective or disciplinary action as it deems necessary or proper, including termination for cause.
3. Notwithstanding any other provision of this Agreement to the contrary, if Employee is suspended by the SEC or NCAA, Employee shall automatically be suspended by LSU for the duration of the SEC or NCAA imposed suspension without further notice or process. During such suspension, Employee shall not be entitled to receive any compensation, benefits or any other payments under this Agreement except for fringe benefits provided under Section 7 of this Agreement.

4.E. Termination by Death or Disability. In the event of the death of Employee or the inability of Employee to perform the obligations described in this Agreement with or without accommodation by reason of disability, and such inability to perform has continued or will continue beyond a reasonable period of time, but not less than 90 consecutive days, this Agreement shall terminate with the same consequences as a termination with cause.

F. Exclusivity of Remedy. With the sole exception of payments required by this Agreement, in any instance of termination for cause or without cause, neither Employee nor LSU shall be entitled to receive, and each hereby waives any claim against the other, and their respective board members, officers, directors, agents, employees, successors, and personal representatives for consequential damages by reason of any alleged economic loss, including without limitation loss of collateral income, deferred income, loss of earning capacity, loss of business opportunity, loss of perquisites, loss of fees from speaking, camps or other outside activity, or damages allegedly sustained by reason of alleged humiliation or defamation or

other non-compensatory and compensatory damages and attorney's fees resulting from the fact of termination, the public announcement thereof, or the release by LSU or Employee of information or documents required by law. Employee acknowledges that in the event of either termination of this Agreement for cause, without cause, or otherwise, or suspension or other disciplinary sanction effected in accordance with the procedures established in this Agreement, Employee shall have no right to occupy the Position and that Employee's sole remedies are provided herein and shall not extend to injunctive relief. THE PARTIES ACKNOWLEDGE AND AGREE THAT THIS SECTION LIMITING LIABILITY AND EXCLUDING CONSEQUENTIAL DAMAGES AND OTHER REMEDIES IS AN ESSENTIAL AND MATERIAL INDUCEMENT FOR THE UNIVERSITY TO ENTER INTO THIS AGREEMENT. ACCORDINGLY, SUCH PROVISIONS SHALL BE SEVERABLE AND INDEPENDENT OF ANY OTHER PROVISIONS AND SHALL BE ENFORCED AS SUCH, REGARDLESS OF ANY BREACH OR OTHER OCCURRENCE HEREUNDER.

G. Interference with Athletics. During any period where Employee receives post-termination liquidated damages, compensation or benefits, Employee agrees that Employee will not interfere with LSU student-athletes or otherwise obstruct the ability of LSU or the Department to transact business. If Employee violates this provision, LSU shall be entitled to discontinue any post-termination liquidated damages, compensation or benefits and may seek to recover any payments that have been disbursed.

5. _____

~~7. Retention and Return of all Materials, Records and Other Items. All documents, records, or materials, including without limitation personnel records, recruiting records, team information, films, statistics, or any other material or data furnished to Employee by LSU or developed by Employee on behalf of or at the expense of LSU or otherwise in connection with the employment of Employee are and shall remain the sole and confidential property of LSU. Within 10 days of the expiration or termination of this Agreement, Employee shall cause any such materials in Employee's possession or control to be delivered to LSU. At the same time, Employee shall return to LSU all credit cards, keys, computers, automobiles, mobile communication devices and other items belonging to LSU which were issued to or are in the possession of Employee.~~

8.10. Leave and Overtime.

- A. **Annual and Sick Leave.** Employee shall accrue and use annual and sick leave in accordance with LSU policy.
- B. **No Overtime.** Employee qualifies and is designated as exempt under the Fair Labor Standards Act and is not entitled to any overtime pay or compensatory leave for work in excess of 40 hours in any workweek.

C. **Notice of Absence.** Employee is required to receive authorization from the Athletics Director or the Athletics Director's designee prior to being absent from Employee's usual duties and responsibilities, not to be unreasonably withheld.

11. University Property. All property that is provided to, or developed or acquired by, Employee as part of or in conjunction with Employee's employment by LSU, regardless of the format or manner in which the property may be retained or stored, shall remain the sole property of LSU. This shall include, without limitation, all documents, files, personnel records, recruiting records, team information, athletic equipment, films, statistics, keys, credit cards, computers, software programs, and electronic devices that Employee may have access to or come into possession of during employment. Excluded from this provision are Employee's personal notes, personal playbooks, memorabilia, diaries and other personal records, which the Employee may retain. Employee is required to return to LSU all LSU property in Employee's possession within seven calendar days of termination or separation of employment. Employee shall also return any courtesy vehicle provided under this Agreement within seven calendar days of termination or separation of employment. Employee agrees that LSU may withhold any liquidated damage payments or other compensation due Employee pending return of property under this Section.

12. Duty to Cooperate. Both during and after the end of employment with LSU, Employee agrees, without additional compensation (other than reimbursement for reasonable associated expenses post-employment), to cooperate with LSU in any investigation, internal or otherwise, of any possible violation of law (including Title IX) or violation of any rule, policy or regulation of LSU (including PM-73), the SEC or the NCAA. Employee agrees (a) to be reasonably available to answer questions regarding any matter with which Employee was involved while employed by LSU, and (b) to cooperate with LSU during the course of any proceedings arising out of any matter with which Employee has knowledge or information.

9.13. Non-Assignment. Neither party may assign, transfer, alienate, or encumber any of its rights or obligations hereunder without the express written consent of the other party, except as otherwise specifically set forth in this Agreement.

10.14. Entire Agreement. This Agreement constitutes and expresses the entire agreement and understanding of the parties concerning the matters contemplated hereby and shall, upon the Effective Date, supersede any other oral and written agreements between the parties. There are no oral or other agreements, understandings, promises, or representations between the parties affecting this Agreement. Both parties have relied solely on their own respective judgments in entering into this Agreement, with full opportunity to seek advice of competent counsel. It shall be construed, if necessary, without reference to the party that was the principal drafter of the Agreement.

11.15. Indirect Actions Prohibited. Any act which Employee is prohibited from doing directly in this Agreement shall not be done indirectly by Employee or another person on Employee's behalf or at Employee's behest.

12.16. Amendments to Agreement. This Agreement may be amended only by a written instrument duly approved by LSU through its designated representatives and accepted by Employee, such approval and acceptance to be acknowledged in writing.

13.17. Severability. If any provision of this Agreement shall be deemed invalid or unenforceable, either in whole or in part, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or to alter the bounds thereof in order to render it valid and enforceable.

14.18. No Waiver of Default. No waiver by the parties hereto of any default or breach of any covenant, term or condition of this Agreement shall be deemed to be a waiver of any other default or breach of the same or any other covenant, term or condition contained herein.

15.19. No Waiver of Sovereign Immunity. It is expressly agreed and understood between the parties that nothing contained herein shall be construed to constitute a waiver or relinquishment by LSU of any rights to claim such exemptions, privileges and immunities as may be provided by law.

20. "Force Majeure" Clause. Neither party shall be considered in default of performance of any obligations under this Agreement if such performance is prevented or delayed by Force Majeure. "Force Majeure" shall be understood to be any cause which is beyond the reasonable control of the party affected and which is forthwith, by notice from the party affected, brought to the attention of the other party, including but not limited to war, hostilities, revolution, civil unrest, strike, lockout, epidemic or pandemic, government-ordered restriction or cessation of activity, accident, fire, natural disaster, wind or flood or any requirements of law, or an act of God.

21. Additional Conditions of Employment.

A. Compliance with La. R.S. 42:31. To the extent annual compensation under this Agreement exceeds \$100,000, Employee hereby agrees and promises that, within 30 days of the Start Date or the date that compensation reaches that threshold, Employee shall provide proof to LSU that Employee has been issued a Louisiana driver's license and that all vehicles registered in Employee's name are registered in Louisiana, all pursuant to the requirements of La. R.S. 42:31.

B. Background Checks and Disclosures. Prior to commencing employment, Employee shall be required to submit to background checks as deemed appropriate by the University. Employee's employment is contingent upon a satisfactory background check in accordance with University policy. In addition, prior to signing this Agreement, Employee must disclose to the University any and all criminal, civil or administrative matters from the prior five years, including those currently pending but excluding non-felony traffic infractions. Failure to disclose all such matters to the University will serve as a basis to terminate employment for cause.

C. Approvals. This Agreement is subject to any approvals that must be obtained in accordance with law or University policy. No provision of this Agreement shall be



Board of Supervisors

TITLE IX, CIVIL RIGHTS, AND ENGAGEMENT COMMITTEE



Board of Supervisors

November 27, 2024

Ms. Misti S. Cordell
Chair, Louisiana Board of Regents
1201 North Third Street, Ste. 6-200
Baton Rouge, LA 70802

Dear Chair Cordell,

Pursuant to Act 472 of the 2021 Regular Session of the Louisiana Legislature, I am submitting the attached report and data pertaining to power-based violence on our campuses. Upon your approval, the report will be forwarded to the Louisiana Board of Regents.

Consistent with our transparency standards, the biannual report will be posted on the Office of Civil Rights & Title IX website, <https://lsu.edu/engagement/statistics-reports/>. The attached LSU System Annual Incident Report Form 2023- 2024 provides information about Responsible Employee reporting including false reporting and failure to report, information about formal complaints, and lastly information on reports of retaliation. The LSU System Formal Complaints 2023-2024 spreadsheet contains more detailed information about each formal complaint that was submitted across the LSU system. Both documents cover the period of October 1, 2023, through September 30, 2024.

Regarding formal complaints, there were a total of nineteen (19) formal complaints across the system.

- Thirteen formal complaints were filed at the LSU A&M campus.
- Three formal complaints were filed at the LSU Health Shreveport campus.
- Two formal complaints were filed at the LSU Health New Orleans campus.
- One formal complaint was filed at the LSUS campus.
- No other campus had a formal complaint filed during that period.

Breaking down the formal complaints filed at the LSU A&M campus, one formal complaint went to hearing and the hearing panel returned a decision of not responsible. Three formal complaints were resolved utilizing an informal resolution procedure that resulted in a signed agreement. Two formal complaints were dismissed without investigation as the complaints did not meet the definition of a policy violation. One formal complaint was dismissed after initial fact gathering as it was determined the complaint did not meet the definition of a policy violation. Two formal complaints have finished the investigation portion of the process and await a hearing. Three formal complaints are currently in the investigation portion of the process. Finally, in one formal complaint, the Respondent withdrew from LSU before the investigation could begin.

Of the three formal complaints filed at LSU Health Shreveport, two complaints were dismissed because the complaint did not meet the definition of a policy violation. The third formal complaint remains under investigation.

Of the two formal complaints filed at LSU Health New Orleans, one formal complaint was dismissed as the complaint did not meet the definition of a policy violation under Title IX nor Power-based Violence, but the complaint was referred to Human Resources. The other formal complaint remains under investigation.

The formal complaint filed at LSUS went through the investigation and hearing process and the Respondent was found not responsible at the end of the process.

There were no instances of false reporting or failure to report across the LSU system during the year long period.

There were six reports of retaliation across the system during the year long period. None of the complainants wished to file a formal complaint because of those reports.

As part of the 2024 legislative cycle, ACT 482 was enacted by the legislature. ACT 482 did two things, first, it removed training data from the April and October biannual reporting cycles. Second, it created an additional report specifically for training numbers which is due to the Board of Regents by January 30th of each year. This aligned the training reporting cycle to the training cycle as state employees have until December 31st each year to complete the annual PBV training. Therefore, this report does not have training numbers, but the Board of Regents will receive a separate training report for the system in January of each year moving forward.

Should you have questions regarding any aspect of this report, please advise accordingly.

Sincerely,

A handwritten signature in black ink, appearing to read "JMW", enclosed in a circular scribble.

Jimmie M. Woods Sr.
Chair, LSU Board of Supervisors

cc: William F. Tate, IV, President
Kim Hunter Reed, Commissioner
Todd S. Manuel, Vice President of Engagement, Civil Rights & Title IX

Data from Form B2 – Information on False Reports, Retaliation Reports, and Formal Complaints
 October 1, 2023 – September 30, 2024

	LSU A&M	LSUA	LSUE	LSUS	HSC NO	HSC S	AgCenter	PBRC	HCSD	Total
False Reports	0	0	0	0	0	0	0	0	0	0
Formal Complaints of PBV	13	0	0	1	2	3	0	0	0	19
Found Responsible	1	0	0	0	0	0	0	0	0	1
Resulting in Corrective Action	1	0	0	0	0	0	0	0	0	1
Informal Resolution	3	0	0	0	0	0	0	0	0	3
Retaliation Reports	2	1	0	0	1	2	0	0	0	6

LSU System Formal Complaints October 1, 2023 – September 30, 2024

Institution	Date Formal Complaint Filed [1]	Type of Complaint [2]	Status of Formal Complaint [3]	Basis for Complaint [4]	Disposition [5]	Disciplinary Status [6]	Gender of Complainant [7]	Gender of Respondent [8]
LSU A&M	2023-11-15	PBV	Closed (91 days)	Dating Violence Power Based Violence	Closed with written agreement	Probation with conditions	Female	Male
LSU A&M	2024-01-17	PBV	Closed	Dating Violence Power Based Violence	Respondent withdrew before investigation began	N/A	Male	Female
LSU A&M	2024-04-11	PBV	Closed (162 days)	Sexual Assault - Forcible Fondling Power Based Violence Sexual Misconduct	Not Responsible	N/A	Female	Female
LSU A&M	2024-04-24	PBV	Closed (41 days)	Sexual Exploitation Sexual Misconduct Stalking Power Based Violence	Not Responsible	N/A	Female	Male
LSU A&M	2024-04-27	Title IX	Open - Pending Hearing	Dating Violence Power Based Violence	Pending		Female	Female
LSU A&M	2024-05-15	Title IX	Open - Pending Hearing	Dating Violence Power Based Violence	Pending		Female	Female

LSU System Formal Complaints October 1, 2023 – September 30, 2024

LSU A&M	2024-05-26	PBV	Open - Investigation	Sexual Exploitation Stalking Hostile Environment Sexual Harassment Power Based Violence	Pending		Female	Male
LSU A&M	2024-05-30	Title IX	Closed (67 days)	Sexual Assault- Forcible Sodomy Sexual Exploitation Power Based Violence Sexual Misconduct	Resolution Agreement	3 year suspension	Female	Male
LSU A&M	2024-05-30	Title IX	Closed (67 days)	Sexual Exploitation Power Based Violence	Resolution Agreement	3 year suspension	Female	Male
LSU A&M	2024-07-01	PBV	Open - Investigation	Dating Violence Stalking Power Based Violence	Pending		Female	Male
LSU A&M	2024-08-11	Title IX	Open - Investigation	Dating Violence Stalking Power Based Violence	Pending		Male	Female
LSU A&M	2024-09-07	PBV	Closed (26 days)	Hostile Environment Sexual Harassment	Not Responsible	N/A	Female	Male
LSU A&M	2024-09-13	PBV	Closed (20 days)	Hostile Environment Sexual Harassment	Not Responsible	N/A	Male	Male
LSUS	2024-10-08	PBV	Closed	Sexual Assault - Forcible Fondling	No Responsible	N/A	Female	Male

LSU System Formal Complaints October 1, 2023 – September 30, 2024

LSU Health Shreveport	2024-07-23	PBV	Closed - Complaint did not meet Title IX/PBV threshold	Harassment	N/A	N/A	Female	Male
LSU Health Shreveport	2024-08-09	PBV	Open - Under investigation	Harassment	Pending		Male	Male
LSU Health Shreveport	2024-08-08	PBV	Closed - Complaint did not meet Title IX/PBV threshold	Harassment Retaliation	N/A	N/A	Female	Male
LSU Health New Orleans	4/12/24	PBV	Closed - Referred to HR	Sexual Misconduct	N/A	N/A	Female	Male
LSU Health New Orleans	8/27/24	PBV	Open - Investigation	Sexual Misconduct	Pending		Female	Male

LSU SYSTEM¹

October 1, 2023 – September 30, 2024

Incident Report²

Responsible Employee Reporting³	Total
a. Number of employees who made false reports	0
i. Number of employees terminated	0
b. Number of employees who failed to report	0
i. Number of employees terminated	0
<hr/>	
Power-Based Violence Formal Complaints⁴	
a. Formal Complaints received	19
b. Formal Complaints resulting from an occurrence of power-based violence	1
c. Formal Complaints resulting in discipline or corrective action	1
Type of discipline or corrective action taken <i>For example: Suspension or Expulsion</i>	Suspension
<hr/>	
Retaliation⁵	
a. Reports of retaliation received	6
b. Investigations	0
c. Findings	
i. Retaliation occurred	n/a
ii. Retaliation did not occur	n/a

¹ Include the name of the institution or the system submitting the report.

² Information submitted to the Board of Regents (BOR) should include data on incident reports submitted on April tenth and October tenth as outlined in [RS 17:3399.13.1](#).

³ Although this section is not required by Act 472, BOR requests statistics related to a responsible employee's failure to comply with reporting requirements for data collection purposes.

⁴ In accordance with Act 472, the Chancellor's report shall include (1) the number of Formal Complaints of power-based violence received by an institution, (2) the number of Formal Complaints which resulted in a finding that power-based violence violations occurred, (3) the number of Formal Complaints in which the finding of power-based violence violations resulted in discipline or corrective action, (4) the type of discipline or corrective action taken, and (5) the amount of time it took to resolve each Formal Complaint.

⁵ In accordance with Act 472, the Chancellor's report shall include information about retaliation which includes the number of reports of retaliation, and any findings of any investigations or reports of retaliation.



Board of Supervisors

RISK MANAGEMENT COMMITTEE

AUDIT #	CAMPUS	AUDIT AREA	DESCRIPTION	STATUS
2401	MULTI	Civil Rights and Title IX	Review of departmental controls to maintain compliance with Federal regulations such as investigative processes and caseload management	In Progress-Reporting Phase
2403	MULTI	Procurement	Review of the purchasing function which may include vendor master maintenance, contract administration, and RFP processing compliance	In Progress-Fieldwork Phase
2504	MULTI	Information Technology	Review of IT controls which may include cybersecurity, artificial intelligence, systems implementation, staffing, and follow up on outstanding action plans	In Progress-Fieldwork Phase
2404	LSU A&M	Graduate Assistantships	Review of administrative controls over graduate assistantships; may include an assessment of resource allocations and related expenditures as well as a follow-up on outstanding action plans from the prior GA audit	In Progress-Fieldwork Phase
2506	LSU A&M	Law School Financial Management	Review of financial operations and internal controls	In Progress-Fieldwork Phase
2509	HSCNO	Animal Care Operations	Review of policies and procedures to ensure the humane care and use of animals in research such as facilities inspections, required trainings, compliance with various safety protocols, pharmaceutical storage and inventory	In Progress-Fieldwork Phase
2410	HSCS	Financial Management	Review of financial operations and internal controls related to finance	In Progress-Fieldwork Phase
2301	MULTI	Student and Consumer Data Privacy	Review of controls to ensure compliance with relevant privacy laws (e.g. FERPA, HIPAA, GLBA, etc.)	In Progress-Planning Phase
2400	MULTI	Enrollment Management	Review of awards to determine alignment with University goals and compliance with relevant laws, regulations, and University policy	In Progress-Planning Phase
2402	MULTI	Student Mental Health and Well-Being	Review of controls to determine whether the University is adequately prepared to meet students' mental health and wellness needs	In Progress-Planning Phase
2507	LSU A&M	Vet School Research Administration	Review of research-related controls which may include sponsored projects administration, compliance with required disclosures or trainings, and protocol for the humane use and care of animals	In Progress-Planning Phase
2310	HSCS	Research Administration	Determine whether resources are being effectively and efficiently deployed under an adequate system of internal control for research operations to help ensure compliance with laws and regulations and university policies, alignment with best practices and industry standards, and financial and operational oversight	In Progress-Planning Phase
2508	LSUS	Athletics Financial Controls	Review of controls to ensure appropriate oversight of cash collection and handling	In Progress-Planning Phase

AUDIT #	CAMPUS	AUDIT AREA	DESCRIPTION	STATUS
2304	MULTI	Data Governance	Review of the availability and reliability of data across the university system; may include financial, personnel, research, and/or student data	Not Started
2501	MULTI	Conflicts in Research	Review adequacy of and compliance with conflicts of interest/commitment policies and procedure, e.g., timely and complete disclosures by researchers, disclosure review and approval, conflict management plan development and monitoring	Not Started
2502	MULTI	Human Resources Operations	Review efficiency and effectiveness of operations which may include processes for recruiting (hiring and promotions), compensation, and FLSA compliance	Not Started
2503	MULTI	Contract Compliance	Review of controls to ensure compliance with contract terms and monitoring of deliverables, e.g., student health center, Stephenson Technologies Corporation, etc.	Not Started
2505	LSU A&M	Accounts Payable and Travel	Review of processes to determine the efficiency and effectiveness of controls	Not Started

Notable Changes to IIA Standards

LSU's Office of Internal Audit (IA) adheres to the Institute of Internal Auditors' (IIA) Standards, which guide the global professional practice of internal auditing. Earlier this year, the IIA overhauled the Standards to elevate the quality of internal auditing and enhance IA's role as an essential business partner. Specifically, items that were previously included in recommended guidance are now required elements. Given that LSU's IA procedures were developed using the recommended guidance, these revisions will have minimal impact on operations. However, there are a few notable changes that the Board should be aware of. The new standards become effective January 9, 2025.

1. Charter must be revised to reference the IA mandate which specifies the authority, roles, and responsibilities of the IA function; Louisiana Revised Statute 36:8.2 and Article IX of the Board of Supervisors Regulations act as the mandate for LSU
2. Required periodic meetings between Board and Chief Auditor without senior management present
3. Board must specify info it wants to receive, frequency of communication, criteria for determining issues to escalate, and process for escalation
4. Board must approve IA's performance objectives annually
5. Board must approve IA's plan for performance of external quality assessment and approve any resulting action plans
6. Board must approve IA's departmental budget
7. Engagement findings must be prioritized based on significance
8. Report must include an engagement conclusion to summarize results
9. More focus on risk alignment, including Board's communication of risk appetite



Board of Supervisors

MEETING MINUTES

MINUTES

LSU BOARD OF SUPERVISORS EXECUTIVE COMMITTEE MEETING

Board Conference Room 104A, University Administration Building

3810 W Lakeshore Dr, Baton Rouge, LA 70808

October 10, 2024 | 11:30 a.m. or Upon Adjournment of Board Professional Development

I. Call to Order and Roll Call

Mr. Jimmies Woods called to order the Executive Committee meeting for the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College on October 10, 2024.

Present

Mr. Jimmie Woods

Ms. Laurie Lipsey Aronson

Mr. Scott Ballard

Mr. John Carmouche

Ms. Valencia Jones

Mr. Lee Mallett

Mr. Patrick Morrow

Ms. Esperanza Moran

Mr. Rémy Starns

Mr. James Williams

Absent

Also participating in the meeting was Mr. Winston DeCuir, Jr., General Counsel for LSU.

II. Public Comment

There were no persons registered for public comment.

III. Review of Bylaws

Mr. Winston DeCuir, Jr., provided an overview of the proposed changes for the Bylaws.

Upon motion by Mr. Ballard, seconded by Mr. Williams, the change for all current supervisors that are past chairs to serve on the presidential search committee was unanimously approved.

Upon motion by Mr. Ballard, seconded by Ms. Moran, the changes of Article VII to salary increases greater than 4%" and the parenthetical that the President shall report salary increases less than 4% to the board was unanimously approved.

Upon motion by Mr. Starns, seconded by Ms. Moran, change #11 regarding the appointment of ad hoc/advisory committees and appointments to search committees, was unanimously approved.

Upon motion by Mr. Williams, seconded by Mr. Ballard, all remaining suggested changes to be approved in globo were unanimously approved.

IV. Adjournment

Upon motion by Ms. Moran, seconded by Mr. Mallett, the meeting was adjourned.

MINUTES

LSU BOARD OF SUPERVISORS PROFESSIONAL DEVELOPMENT

Board Conference Room 104A, University Administration Building

3810 W Lakeshore Dr, Baton Rouge, LA 70808

October 10, 2024 | 9:45 a.m. or Upon Adjournment of Risk Management Committee Meeting

I. Call to Order and Roll Call

Mr. Jimmies Woods called to order the Professional Development meeting for the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College on October 10, 2024.

Present

Mr. Jimmie Woods

Mr. Patrick Morrow

Ms. Valencia Jones

Mr. Glenn Armentor

Ms. Laurie Lipsey Aronson

Mr. Scott Ballard

Mr. John Carmouche

Mr. Lee Mallett

Ms. Esperanza Moran

Mr. Randy Morris

Ms. Emily Otken

Mr. Rémy Starns

Mr. Collis Temple

Mr. James Williams

Mr. Blaise Zuschlag

Absent

Ms. Rebecca Boniol

Also participating in the meeting was Mr. Winston DeCuir, Jr., General Counsel for LSU.

II. Public Comment

There were no persons registered for public comment.

III. Tiger Athletic Foundation Overview and Update

Matthew Borman gave an overview and update on the Tiger Athletic Foundation

IV. Financial Resources optimization Presentation

Consultants from EisnerAmper gave a presentation on Financial Resources optimization.

V. Adjournment

Upon motion by Mr. Mallett, seconded by Mr. Starns, the meeting was adjourned.

MINUTES
LSU BOARD OF SUPERVISORS MEETING
*Board Room, University Administration Building
3810 West Lakeshore Drive, Baton Rouge, LA 70808
Thursday, October 10, 2024 | 12:30 p.m. CT*

I. Call to Order and Roll Call

Mr. Jimmie Woods, Chair, called to order the Regular Meeting of the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College on October 10, 2024.

Present

Mr. Jimmie Woods, Chair
Mr. Patrick C. Morrow, Vice-Chair
Ms. Valencia Sarpy Jones, Past-Chair
Mr. Glenn Armentor
Ms. Laurie Lipsey Aronson
Mr. Scott Ballard
Mr. John Carmouche
Mr. Lee Mallett
Ms. Esperanza Moran
Mr. Randy Morris
Ms. Emily Otken
Mr. Rémy Starns
Mr. Collis Temple Jr.
Mr. James Williams
Mr. Blaise Zuschlag

Absent

Ms. Rebecca Boniol

Also participating in the meeting were the following: Dr. William F Tate IV, President of LSU; Mr. Winston DeCuir, General Counsel for LSU; University officer and administrators of the campuses; faculty and staff representatives; interested citizens and representatives of the news media.

II. Invocation and Pledge of Allegiance

The LSU Chapter of the Pershing Rifles presented the Colors.

The invocation was offered by Juliette LeRay, Reigning 2023 Homecoming Queen, and the pledge given by Brian Gage, Paradise Kellem, Madeline Le, Emma Long, Payton Manuel, and Mason Pfeffer, the 2024 LSU Homecoming Court Seniors.

Dr. Brandon Common, Vice President of Student Affairs, and Caitlyn Morrison, Manager - Campus Events, delivered a preview for Homecoming Week.

Dr. Joe W. Ramos, Director of LSU Health - LCMSC Health Cancer Center, delivered an informative presentation on LSU's current NCI designation progress.

III. Public Comment

There were not any individuals registered for public comment.

IV. Committee Meetings

Mr. Woods requested a motion to recess the regular meeting to convene the committee meetings. Motioned by Mr. Ballard and seconded by Mr. Morrow.

4.A. **Research & Agricultural Extension Committee**

Present for the Research and Agricultural Extension Committee were Mr. Temple, Mr. Morris, Mr. Armentor, Ms. Moran, Mr. Mallett, Ms. Otken, and Mr. Starns.

4.A.1 Robotic Concrete Construction: Transforming Louisiana One Layer at a Time Presentation

Dr. Ali Kazemian, Assistant Professor in the Bert S. Turner Department of Construction Management, delivered an informative presentation on Robotic Concrete Construction.

No action needed on this item.

4.B. **Academic Committee**

Present for the Academic Committee were Mr. Armentor, Ms. Jones, Mr. Mallett, Mr. Morrow, Ms. Otken, Mr. Starns, Mr. Temple, and Mr. Williams.

4.B.1 Request from LSU A&M for Initial Designation of the Equine Health and Sports Performance Center of Excellence

Upon motion by Ms. Otken, seconded by Mr. Morrow, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU A&M for initial designation of the Equine Health and Sports Performance Center of Excellence

4.B.2 Request to Amend Article II, Section 6 of the Regulations of the Board from Louisiana State University

Upon motion by Ms. Otken, seconded by Mr. Morrow, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby approve the amendment to Article II, Section 6. of the Regulations, as indicated; and

BE IT FURTHER RESOLVED that the Board endorses a revision to Permanent Memorandum 23 reflective of these changes and supports each LSU institution to implement policies compliant with these Regulations and with respect to unique institutional missions.

4.B.3 Request to Amend Article III, Section 1 of the Regulations of the Board from Louisiana State University

Upon motion by Ms. Otken, seconded by Mr. Morrow, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby approve the amendment to Article III. Section 1. of the Regulations, as indicated; and

BE IT FURTHER RESOLVED that the Board endorses a revision to Permanent Memorandum 12 reflective of these changes and supports each LSU institution to implement sabbatical policies compliant with these Regulations and with respect to unique institutional missions.

4.B.4 Consent Agenda

There were two items on the consent agenda.

Upon motion by Ms. Otken, seconded by Mr. Morrow, the following items were unanimously approved.

Request from LSU Health Sciences Center - Shreveport for Continued Authorization of the Center for Brain Health

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU Health Sciences Center-Shreveport for the continued authorization of the Center for Brain Health.

Request from LSU A&M to Concert the Paul M. Horton Chair in Chemical Engineering to Professorships

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby approve the request to convert the Paul M. Horton Chair in Chemical Engineering to two endowed professorships; and

BE IT FURTHER RESOLVED that the two endowed professorships be named the Paul M. Horton Professorship in Chemical Engineering #1 and the Paul M. Horton Professorship in Chemical Engineering #2.

4.C. Finance Committee

Present for the Finance Committee were Mr. Mallett, Mr. Ballard, Ms. Aronson, Mr. Carmouche, Ms. Moran, Mr. Morris, Mr. Morrow, Mr. Williams, and Mr. Zuschlag.

4.C.1 Request to Approve Differential Tuition and Mandatory Fee Amounts Pursuant to the Authority Granted in Act 790 of the 2024 Regular Session of the Louisiana Legislature

Motion by Mr. Williams, seconded by Ms. Aronson; Substitute motion by Ms. Moran requesting the President issue a report to the Board about future tuition increase. Substitute motion failed for lack of a second. Main motion by Mr. Williams was approved.

WHEREAS La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 of the 2024 Regular Session of the Louisiana Legislature authorizes the Board to establish differential tuition for graduate, professional, specialized, or undergraduate high-cost programs; and

WHEREAS La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 authorizes the Board to establish mandatory fee amounts for all programs and control and consolidate separate fees; and

WHEREAS La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 requires the Board establish a process for providing adequate notice to students of tuition and fee amounts, the criteria for waivers in cases of financial hardship, and to make information regarding such waivers available to all students.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College that the Board approves the implementation of the proposed differential tuition and mandatory fee increases at Louisiana State University and Agricultural & Mechanical College, LSU Paul M. Hebert Law Center, LSU School of Veterinary 4 Medicine, LSU of Alexandria, LSU in Eunice, LSU Health Sciences Center in New Orleans, and LSU Health Sciences Center in Shreveport; and

BE IT FURTHER RESOLVED by the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College that each campus shall have in a place a procedure for waivers for cases of financial hardship, awards of scholarships or waivers of tuition and fees, and compensation packages for graduate assistants; and

BE IT FURTHER RESOLVED that effective with the Fall 2025 semester, the President is authorized by this Board to set the differential tuition amount for students at Louisiana State University and Agricultural & Mechanical College, LSU Paul M. Hebert Law Center, LSU School of Veterinary Medicine, LSU of Alexandria, LSU in Eunice, LSU Health Sciences Center in New Orleans, and LSU Health Sciences Center in Shreveport by an amount not to exceed ten percent over a two-year period, pursuant to La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 of the 2024 Regular Legislative Session; and

BE IT FURTHER RESOLVED that effective with the Fall 2025 semester, the President is authorized by this Board to set the mandatory fees for each campus by an amount not to exceed the ten percent (10%) over a two-year period and consolidate required fees approved herein pursuant to La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 of the 2024 Regular Legislative Session; and

BE IT FURTHER RESOLVED by the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College that the President of LSU, or his designee, is hereby authorized to make any adjustments necessary in finalizing and implementing these differential tuition and mandatory fee increases within the maximum tuition and mandatory fee amounts presented and authorized for each campus in this item, in accordance with La. R.S. 17:3351(A)(5)(a) as enacted by Act 790 of the 2024 Regular Legislative Session.

4.D. Property & Facilities Committee

Present for the Property & Facilities Committee were Ms. Aronson, Mr. Morrow, Mr. Ballard, Mr. Mallett, Mr. Morris, Ms. Otken, and Mr. Zuschlag.

4.D.1 Request from LSU A&M to Approve an Act 959 Project for the Headhouse Renovations

Upon motion by Mr. Morris, seconded by Mr. Zuschlag, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College hereby authorizes the President of LSU, or his designee, to approve the following project and process the project through the appropriate administrative channels of review and approval, namely, the Board of Regents, the Division of the

Administration, Office of Facility Planning and Control, and the Joint Legislative Committee on the Budget, pursuant to Act 959 of the 2003 Regular Legislative Session enacting R.S. 39:128(B)(4) as amended pursuant to Act No. 78 of the 2006 Regular Legislative Session and Act No. 395 of the 2023 Regular Legislative Session:

Headhouse Renovations Estimated total project cost is \$5,700,000.

BE IT FURTHER RESOLVED, that the President of LSU, or his designee, is duly authorized by and empowered for and on behalf of and in the name of the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College to approve the plans and specifications for the proposed improvements and to approve cost increases up to 20% of the amount approved to accommodate unforeseen conditions.

BE IT FURTHER RESOLVED, that the LSU President for Louisiana State University, or his designee, is duly authorized by and empowered for and on behalf of and in the name of the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College to take such action the he may deem in the best interest of the Board of Supervisors to process and obtain administrative approvals for this project.

- 4.D.2 Request from LSUA Foundation to Accept Donation of Vacant Lot at 925 Jackson Street, Alexandria, Rapides Parish, Louisiana

Upon motion by Mr. Morris, seconded by Mr. Zuschlag, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby find an Appropriate University Purpose for the LSUA Foundation to accept the donation of a vacant lot at 925 Jackson Street, Alexandria, Rapides Parish, Louisiana, provided that the Foundation shall not formally accept the donation until it has received written authorization from the President of LSU following review of the final legal documents by the appropriate LSU officials, including the Office of General Counsel.

- 4.D.3 Request from LSU Health Sciences Center – Shreveport to Approve a Project to Expand Research Space

Upon motion by Ms. Otken, seconded by Mr. Ballard, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby authorizes the Chancellor of LSUHSC-Shreveport to work with the LSU Health Sciences Foundation in Shreveport and appropriate University officers and departments to prepare a business plan and a proposed lease of space for the former Mall St. Vincent Sears building and related space, with such business plan and proposed lease to be presented to this Board for further consideration prior to execution; and

BE IT FURTHER RESOLVED that the Board authorizes the President of LSU to find an Appropriate University Purpose, as provided for in the Uniform Affiliation Agreement, for the LSU Health Sciences Foundation to purchase, with the Foundation’s own funds, the former Mall St. Vincent Sears building and related space.

- 4.D.4 Request from LSU to Approve the Schematic Design for the Julian T. White Hall

Upon motion by Ms. Otken, seconded by Mr. Ballard, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby approve the Schematic Design of the new exterior envelope for the Julian T. White Hall.

4.E. **Athletics Committee**

Present for the Athletics Committee were Mr. Ballard, Ms. Aronson, Mr. Carmouche, Mr. Morris, Mr. Starns, and Mr. Zuschlag.

4.E.1 Request from LSU Athletics to Increase Softball Season Ticket Prices and Tradition Fund

Upon motion by Mr. Morris, seconded by Mr. Carmouche, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College (the "Board") does hereby approve the amendment to the LSU Athletic Ticket, Parking, and Tradition Fund Policy in Schedule C for LSU Softball season ticket pricing as presented on October 10, 2024.

4.G. **Risk Management Committee** (Thursday, October 10, 2024 | 9:00 a.m. CT | UAB – Room 104)

Present for the Risk Management Committee were Mr. Starns, Ms. Aronson, Mr. Ballard, Mr. Carmouche, Ms. Jones, Mr. Mallett, Ms. Moran, Mr. Morris, Ms. Otken, Mr. Temple, Mr. Zuschlag, and Mr. Woods.

Also present were Mr. Chad Brackin, Chief Internal Auditor, and Ms. Stephanie Rhodes.

4.G.1. FY 2024 Annual Report

Upon motion by Ms. Moran, seconded by Ms. Otken, the report was unanimously approved.

4.G.2. LSU Health Sciences Center – Update on Shreveport Health Sciences Center Accreditation

No action needed for this item.

4.G.3. Adjournment

Upon motion by Ms. Moran, seconded by Mr. Carmouche, the Risk Management Committee meeting was adjourned.

V. Reconvene Board Meeting

The regular meeting was called back to order and roll call conducted.

Present

Mr. Jimmie Woods, Chair
Mr. Patrick C. Morrow, Vice-Chair
Mr. Glenn Armentor
Ms. Laurie Lipsey Aronson
Mr. Scott Ballard
Mr. John Carmouche

Mr. Lee Mallett
Ms. Esperanza Moran
Mr. Randy Morris
Ms. Emily Otken
Mr. Rémy Starns
Mr. Blaise Zuschlag

Absent

Ms. Valencia Sarpy Jones, Past-Chair
Ms. Rebecca Boniol
Mr. Collis Temple Jr.
Mr. James Williams

VI. Approval of Meeting Minutes

- A. Approval of Meeting Minutes from the September 5, 2024 Board Professional Development
- B. Approval of Meeting Minutes from the September 5, 2024 Executive Committee Meeting
- C. Approval of Meeting Minutes from the September 5, 2024 Healthcare and Medical Education Committee Meeting
- D. Approval of Meeting Minutes from the September 6, 2024 Board Meeting (*subject to a correction showing Ms. Aronson was present for the Athletics Committee Meeting*)

Upon motion by Mr. Starns, seconded by Mr. Ballard, the minutes were unanimously approved.

VII. Personnel Actions Requiring Board Approval

Upon motion by Mr. Ballard, seconded by Mr. Morrow, the actions were unanimously approved.

VIII. Approval of Committee Recommendations

Upon motion by Mr. Ballard, seconded by Mr. Morrow, all committee recommendations with the exception of the Finance Committee were unanimously approved.

Upon motion by Mr. Morrow, seconded by Mr. Ballard, the Finance Committee's recommendations were approved. Ms. Otken registered an objection to the Finance Committee's recommendations.

IX. Resolution Regarding Impact of *Student for Fair Admissions v. Harvard, et al.*

Upon motion by Mr. Mallett, seconded by Mr. Ballard, the resolution was unanimously approved.

X. Reports to the Board

Upon motion by Mr. Mallett, seconded by Mr. Ballard, the Reports to the Board were unanimously received.

XI. Reports from Faculty and Staff Advisors

Dr. Daniel Tirone provided an informative report on behalf of the Faculty Advisors.

Ms. Olivia Phelps, LSU A&M Staff Senate President, provided an informative report on behalf of the Staff Advisors.

XII. President's Report

The president provided an informative report.

XIII. Chairman's Report

Chairman Woods provided an informative report.

XIV. Adjournment

Upon motion by Mr. Morrow, seconded by Ms. Moran, the meeting was adjourned.

MINUTES
LSU BOARD OF SUPERVISORS MEETING
*Board Room, University Administration Building
3810 West Lakeshore Drive, Baton Rouge, LA 70808
Friday, September 6, 2024 | 9:00 a.m. CT*

I. Call to Order and Roll Call

Mr. Jimmie Woods, Chair, called to order the Regular Meeting of the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College on September 6, 2024.

Present

Mr. Jimmie Woods, Chair
Ms. Valencia Sarpy Jones, Past-Chair
Ms. Laurie Lipsey Aronson
Mr. Scott Ballard
Ms. Rebecca Boniol
Mr. Carmouche
Mr. Lee Mallett
Ms. Esperanza Moran
Mr. Randy Morris
Ms. Emily Otken
Mr. Rémy Starns
Mr. Collis Temple Jr.
Mr. Blaise Zuschlag

Absent

Mr. Patrick C. Morrow, Vice-Chair
Mr. Glenn Armentor
Mr. James Williams

Also participating in the meeting were the following: Dr. William F Tate IV, President of LSU; Mr. Winston DeCuir, Jr., General Counsel for LSU; University officer and administrators of the campuses; faculty and staff representatives; interested citizens and representatives of the news media.

II. Invocation and Pledge of Allegiance

The LSU Chapter of the Pershing Rifles presented the Colors.

The invocation was offered by Kennedy Guidry, an LSU A&M Junior, and the pledge given by our University Lab School 1st graders in Ms. Day's class.

III. Oaths of Office

Mr. Blaise Zuschlag was sworn in by Monica Zuschlag as a supervisor member at large.

IV. Public Comment

There were not any individuals registered for public comment.

Aimee Simon, Founder of Bengal Belles, delivered an informative presentation on the Bengal Belles, a woman-led LSU booster organization.

V. Committee Meetings

Mr. Woods adjourned the regular meeting to convene the committee meetings.

5.A. Research & Agricultural Extension Committee

Present for the Research and Agricultural Extension Committee were Mr. Temple, Mr. Morris, Ms. Boniol, Ms. Moran, Mr. Mallett, Ms. Otken, and Mr. Starns.

5.A.1 Forecasting Compound

Dr. George Xue, Professor in the Department of Oceanography & Coastal Sciences, delivered an informative presentation on forecasting compound flooding.

No action needed on this item.

5.B. Academic Committee

Present for the Academic Committee were Ms. Boniol, Ms. Jones, Mr. Mallett, Ms. Otken, Mr. Starns and Mr. Temple.

5.B.1 Request from LSU A&M to Establish a Bachelor of Arts in Energy, Environment & Sustainability

Upon motion by Mr. Mallett, seconded by Ms. Otken, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU A&M to establish the Bachelor of Arts in Energy, Environment & Sustainability.

5.B.2 Request from LSU A&M to Establish a Bachelor of Science in Fire & Emergency Management Administration.

Upon motion by Mr. Mallett, seconded by Mr. Starns, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU A&M to establish the Bachelor of Science in Fire & Emergency Management Administration

5.B.3 Request from LSU Health Sciences Center – Shreveport to Establish the Jonathan Glass, MD and Cherie-Ann Nathan, MD Endowed Professorship in Otolaryngology/Head and Neck Surgery

Upon motion by Ms. Jones, seconded by Mr. Starns, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors does hereby approve the request from LSU Health Sciences Center in Shreveport to establish the Jonathan Glass, MD & Cherie-Ann Nathan, MD Endowed Professorship in Otolaryngology/Head and Neck Surgery

5.C. Finance Committee

Present for the Finance Committee were Mr. Mallett, Mr. Ballard, Ms. Aronson, Ms. Boniol, Mr. Carmouche, and Mr. Morris.

5.C.1 Recommendation to Approve the Fiscal Year 2024-2025 Operating Budget

Upon motion by Mr. Ballard, seconded by Mr. Morris, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the operating budget for the fiscal year ending June 30, 2025, providing:

(a) Final approval and commitment authorization of funds for unrestricted educational and general, medical, and related expenses in the amount of \$1,397,142,621 for the campuses shown below.

LSU A&M
LSU Agricultural Center
LSU Alexandria
LSU Eunice
LSU Shreveport
LSU Health Sciences Center, New Orleans
LSU Health Sciences Center, Shreveport
LSU Pennington Biomedical Research Center
The Hospital and Central Office of the LSU Health Care Services Division

(b) Commitment authorizations for auxiliary enterprises, grants and contracts, and other restricted funds estimated to be \$2,289,371,008.

(c) Transactions included or referred to in the operating budget that otherwise require Board approval are not approved by mere inclusion in the operating budget.

BE IT FURTHER RESOLVED that each campus shall prepare a semi-annual financial report. The format of the report will include the following:

1. Budget and actual for unrestricted revenues by source of funds
2. Actual for unrestricted expenditures by object and by function
3. Beginning account balances and actual revenues and expenditures/transfers for restricted operations
4. Any significant changes in the budget that should be brought to the attention of the President and Board
5. An explanation of any significant reduction in anticipated revenues or significant increase in expenditures

Any subsequent modification to the reporting format will be approved by the President with notification to the Board.

5.D. **Property & Facilities Committee**

Present for the Property & Facilities Committee were Ms. Aronson, Mr. Ballard, Mr. Boniol, Mr. Mallett, Mr. Morris, and Ms. Otken

5.D.1 Request for Approval of the FY 2025-2026 Five-Year Capital Outlay Budget Request and First Year Prioritized List for Louisiana State University

Upon motion by Mr. Ballard, seconded by Mr. Mallett, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College that the following list of projects to be submitted to the Division of Administration in accordance with the provisions of La. R.S. 39:101 et seq. and first year prioritized project list is approved and;

BE IT FURTHER RESOLVED, that the President of Louisiana State University, or his or her designee, be and he is hereby authorized to make adjustments as necessary in this request as circumstances dictate, including technical corrections, increasing or decreasing the amount requested for individual projects by not more than twenty percent (20%) of the amount approved in this resolution, combining or renaming projects and/or changing sources of funds and to add self-generated projects with individual project costs of less than \$1 million without further approval by the Board, provided, however, that such project additions be reported to the Board.

BE IT FURTHER RESOLVED that transactions included or referred to in the capital outlay request that otherwise require Board approval are not approved by inclusion in the capital outlay request per Article VII, Section 2, A of the Bylaws.

5.D.2 Recommendation from LSU A&M to Authorize the President to Execute a Lease with Tiger Athletic Foundation for Resurfacing Portions of Bernie Moore Track Stadium

Upon motion by Mr. Ballard, seconded by Ms. Otken, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board authorizes William F. Tate IV, in his capacity as President of LSU, to execute a lease to Tiger Athletic Foundation in order to facilitate improvements Bernie Moore Track Stadium, including resurfacing of certain portions of the artificial track surfaces, and to execute related agreements as may be reasonably necessary to facilitate the project;

BE IT FURTHER RESOLVED that the Board, pursuant to the Uniform Affiliation Agreement between it and the Tiger Athletic Foundation, finds an acceptable University purpose for Tiger Athletic Foundation to enter into the proposed lease, and any related or ancillary contracts and agreements reasonably necessary for the project; and,

BE IT FURTHER RESOLVED that William F. Tate IV, in his capacity as President of LSU, or his designee, is hereby authorized by and empowered for and on behalf of and in the name of the Board of Supervisors, to include in the lease any and all provisions and stipulations that he deems in the best interest of the Board of Supervisors.

5.D.3 Request from LSU A&M to Approve Delta Zeta House and New Lease

Upon motion by Mr. Mallett, seconded by Mr. Ballard, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College hereby authorizes the President of LSU or designee to execute: (1) an Amended and Restated Lease Agreement with Delta Zeta National Housing Corporation or such other related entity designed by Delta Zeta, and (2) any other agreements, consents, approvals, or other documents needed to effectuate this transaction, with all

leases, agreements, consents, approvals, and other documents to contain such terms and conditions as the President, in consultation with the General Counsel, deems to be in the best interests of LSU; and

BE IT FURTHER RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College approves the construction of capital improvements in an amount exceeding \$1 million at the Delta Zeta House, subject to final reviews, approvals, and authorizations to proceed issued by the appropriate LSU officials in accordance with law, policy, and established practices; and

BE IT FURTHER RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College does hereby acknowledge that the schematic designs for the new Delta Zeta House are in general compliance with the Campus Design Guidelines and hereby delegates the approval of the detailed plans and specifications to the appropriate and customary LSU Office responsible for reviewing and approving such plans and specifications.

5.D.4 Request to Acknowledge and Authorize the Fifth Amendment to the Amended and Restated Master Hospital Lease

Upon motion by Mr. Mallett, seconded by Mr. Ballard, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College hereby authorizes the President of LSU or designee to execute the Fifth Amendment to the Amended and Restated Hospital Lease between LSU, the University Medical Center Management Corporation, and the State of Louisiana, through the Division of Administration, with such amendment to contain such terms and conditions as the President, in consultation with the General Counsel, deems to be in the best interests of LSU.

5.D.5 Request from LSU A&M to Approve Lease of Space for LSU Online

Upon motion by Mr. Mallett, seconded by Ms. Otken, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College hereby authorizes the President of LSU or designee to execute (i) a lease with Twelve United Plaza, LLC and the Division of Administration for office space in United Plaza XII, (ii) a termination of the lease with the LSU Research Foundation for the LSU Online space in the LETC building, and (iii) any other requests, 3 agreements, consents, approvals, or other documents needed for this transaction, with all leases, agreements, consents, approvals, and other documents to contain such terms and conditions as the President, in consultation with the General Counsel, deems to be in the best interests of LSU.

5.E. **Athletics Committee**

Present for the Athletics Committee were Ms. Aronson, Mr. Ballard, Ms. Jones, Ms. Boniol, Mr. Carmouche, Mr. Morris, Mr. Starns, and Mr. Temple.

5.E.1 Request from LSU Athletics to Approve New Employment Agreement for Men's Basketball Assistant Coach

Upon motion by Mr. Starns, seconded by Mr. Carmouche, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College approves the Employment Agreement for Casey Long as described in this item and authorizes President William F. Tate IV to execute the Employment Agreement in consultation with the Office of General Counsel.

- 5.E.2 Request from LSU Athletics to Approve New Employment Agreement for Women's Golf Head Coach

Upon motion by Ms. Jones, seconded by Mr. Carmouche, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College approves the Employment Agreement for Garrett Runion as described in this item and authorizes President William F. Tate IV to execute the Employment Agreement in consultation with the Office of General Counsel.

- 5.E.3 Request from LSU A&M to Approve First Amendment to Employment Agreement for Men's and Women's Track & Field Head Coach

Upon motion by Mr. Starns, seconded by Mr. Morris, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College authorizes President William F. Tate IV, or his designee, to execute the First Amendment to Employment Agreement for Dennis Shaver as described in this item, in consultation with General Counsel.

- 5.E.4 Request from LSU Shreveport to Approve New Employment Agreement for Women's Basketball Head Coach

Upon motion by Ms. Jones, seconded by Mr. Temple, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College approves the Employment Agreement for Timothy Hayes as described in this item and authorizes the Chancellor of LSUS to execute the Employment Agreement in consultation with the Office of General Counsel.

- 5.E.5 Request from LSU Shreveport to Approve New Employment Agreement for Athletics Director

Upon motion by Mr. Temple, seconded by Mr. Morris, the item was unanimously approved.

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College approves the Employment Agreement for Lucas Morgan as described in this item and authorizes the Chancellor of LSUS to execute the Employment Agreement in consultation with the Office of General Counsel.

5.G. **Risk Management Committee**

Present for the Risk Management Committee were Mr. Starns, Ms. Aronson, Mr. Ballard, Ms. Boniol, Mr. Carmouche, Mr. Mallett, Ms. Moran, Mr. Morris, Ms. Otken, Mr. Temple, and Mr. Zuschlag.

Also present were Mr. Chad Brackin, Chief Internal Auditor, and Ms. Stephanie Rhodes.

5.G.1 FY 2024 4th Quarter Audit Summary

Upon motion by Mr. Temple, seconded by Ms. Moran, the item was unanimously approved.

5.G.2 Affiliates Update

No action needed on this item.

5.G.3 LSU Health Science Center – Shreveport Accreditation Preparation Update

No action needed on this item.

5.G.4 Adjournment

Upon motion by Mr. Ballard, seconded by Mr. Morris, the Risk Management Committee was adjourned.

VI. Reconvene Board Meeting

The regular meeting was called back to order and roll call conducted.

Present

Mr. Jimmie Woods, Chair
Ms. Valencia Sarpy Jones, Past-Chair
Ms. Laurie Lipsey Aronson
Mr. Scott Ballard
Ms. Rebecca Boniol
Mr. John Carmouche
Mr. Lee Mallett
Ms. Esperanza Moran
Mr. Randy Morris
Ms. Emily Otken
Mr. Rémy Starns
Mr. Collis Temple Jr.
Mr. Blaise Zuschlag

Absent

Mr. Patrick C. Morrow, Vice-Chair
Mr. Glenn Armentor
Mr. James Williams

VII. Approval of Meeting Minutes

- A. Approval of Meeting Minutes from the June 27, 2024 Board Professional Development
- B. Approval of Meeting Minutes from the June 28 Board Meeting
- C. Approval of Meeting Minutes from the July 18, 2024 Finance Committee Meeting
- D. Approval of Meeting Minutes from the July 18, 2024 Executive Committee Meeting
- E. Approval of Meeting Minutes from the August 9, 2024 Finance Committee Meeting
- F. Approval of Meeting Minutes from the August 9, 2024 External Affairs Committee Meeting

Upon motion by Mr. Mallett, seconded by Mr. Ballard, the minutes were unanimously approved.

VIII. Reports to the Board

Upon motion by Mr. Temple, seconded by Ms. Aronson, the Reports to the Board were unanimously received.

IX. Reports from Faculty and Staff Advisors

Dr. Daniel Tirone provided an informative report on behalf of the Faculty Advisors.

Ms. Olivia Phelps, LSU A&M Staff Senate President, provided an informative report on behalf of the Staff Advisors.

X. President's Report

The president provided an informative report.

XI. Approval of Committee Recommendations

Upon motion by Mr. Morris, seconded by Ms. Jones, the item was unanimously approved.

XII. Chairman's Report

Chairman Woods provided an informational report.

XIII. Adjournment

Upon motion by Ms. Moran, seconded by Ms. Jones, the meeting was adjourned.



Board of Supervisors

REPORTS TO THE BOARD

Personnel Actions Information Report
Reporting Period: July 2024 - September 2024

LSU A&M						
Honorifics						
Name	Effective Date	Academic Rank/Title	Allowance	Named Professorship		Transaction
Brannon W Costello	8/15/2024	Professor	\$5,000	Barbara Womack Alumni Professorship		Add Honorific
Brendan Harmon	8/15/2024	Assistant Professor	\$5,000	Jon Emerson/Wayne Womack Design Professorship in the School of Landscape Architecture		Add Honorific
Brent Russell Fortenberry	7/1/2024	Associate Dean of Major Academic Area	\$10,000	Dr. Robert S. Reich Teaching Professorship in Landscape Architecture		Add Honorific
Carlota Toledo	7/1/2024	Assistant Professor-Professional Practice	\$0	Professional Ethics Professorship		Add Honorific
Chunmin Lang	8/14/2024	Associate Professor	\$0	RJ Eugene East Bujol Alumni Association Department Professor		Add Honorific
Dan H Rice	7/1/2024	Associate Professor	\$5,000	Herbert Huey McElveen Professorship for Developing Scholars; Leslie and Dal Miller Professorship #1		Add Honorific
Darius A Spieth	8/15/2024	Professor	\$25,000	Erich and Lea Sternberg Honors Professorship #1; San Diego Alumni Association Chapter Alumni Prof		Add Honorific
Del Wright	7/1/2024	Professor	\$0	Vinson & Elkins Professorship		Add Honorific
	8/15/2024	Department Head/Chair	\$0	Dr. Robert T. Bob Justis/T. J. Moran Distinguished Professorship in the E. J. Ourso College of Business; E. J. Ourso Professorship in Information Systems and Decision Sciences #1; James C. and Cherie H. Flores University Professorship of MBA Studies #1; James E. Curtis, Jr. Professor in Entrepreneurial Management; Ourso Professorship of Entrepreneurial Education #1		Add Honorific
Edward Fisk Watson III	7/1/2024	Dean of Major Academic Area	\$0	Janice Harvey Pelliar Endowed Chair; Paula G. Manship Professorship for Excellence in Music #1 & #7; Penniman Family Professorship in the College of Music and Dramatic Arts		Add Honorific
Eric Corey Lau	8/15/2024	Professor	\$0	Edward G. Schlieder Endowed Chair of Information Sciences; J.W. Annison Family Alumni Professor		Add Honorific
Gabriele Piccoli	9/9/2024	Professor	\$4,033	Richard J. Russell Louisiana Studies Professorship		Add Honorific
Helen A Regis	9/26/2024	Associate Professor	\$9,489	George H. Lowery, Jr. Professorship		Add Honorific
Jacob A Esselstyn	7/1/2024	Professor	\$18,798	E. J. Ourso Professorship in Marketing Strategy		Add Honorific
Jianan Wu	8/15/2024	Assistant Professor	\$0	Julian R. and Sidney Nicolle Carruth Professorship in the College of Music and Dramatic Arts		Add Honorific
Johanna Yarbrough	8/15/2024	Associate Professor	\$0	Jacques Arnaud Professorship		Add Honorific
Katelyn Elizabeth Knox	7/1/2024	Associate Professor	\$0	Byron R. Kantrow Professorship; Wedon T. Smith Professorship in Civil Law #2		Add Honorific
Kenya J. Smith	7/1/2024	Assistant Professor	\$8,000			Add Honorific
Kris Lindsey Hall	7/1/2024	Assistant Professor	\$0	Picadilly, Inc Business Partnership Professor; William A. Copeland Professorship in Business Administration		Add Honorific
Nikolaos A. Davrados	7/1/2024	Assistant Professor	\$0	Curry Family Professorship; Henry Plauche Dart Endowed Professorship		Add Honorific
Philip Marx	7/1/2024	Department Head/Chair	\$0	Gulf Coast Coca Cola Bottling Co., Inc. Professorship of Business Administration		Add Honorific
				Hermann Moyses, Jr / Louisiana Bankers Association Professorship in Financial Services; Janet I. and E. Robert Theriot Professorship #1		Add Honorific
Rajesh P Narayanan	7/1/2024	Associate Professor	\$0	Burlington Resources Professorship in Environmental Law		Add Honorific
Ryan B. Stoa	7/1/2024	Assistant Professor	\$0	Cynthia F. Fayard Professorship of Law; Professional Ethics Professorship #4		Add Honorific
Summer Chandler	7/3/2024	Professor	\$0	Alvin C. Copeland Professorship of Business #1 & #2		Add Honorific
Theodore Leonard Waldron	8/1/2024	Dean of Major Academic Area	\$0	Bert S. Turner Chair in Engineering; Bert S. Turner Professorship in Engineering #1- #10		Add Honorific
Vicki Colvin	8/15/2024	Associate Professor	\$5,500	Darlene and Thomas O. Ryder Professorship #5; Shell Ogden Honors College Professorship #4		Add Honorific
Will Mari	8/15/2024	Professor	\$0	Sheldon Beychok Endowed Professorship		Add Honorific

Personnel Actions								
Name	Effective Date	Academic Rank/Title	Tenure Status	Previous Salary	New Salary	% Net Change	Allowance Plan	Transaction
Adam Forte	8/15/2024	Associate Professor	Tenured	\$87,342	\$95,956	10%		\$0 Academic Promotion to New Rank
Alexander Orwin	8/15/2024	Associate Professor	Tenured	\$74,762	\$82,495	10%		\$0 Academic Promotion to New Rank & Tenured
Alica LeGaye Benton	8/15/2024	Associate Professor-Professional Practice	N/A	\$66,733	\$72,904	9%		\$0 Academic Promotion to New Rank
Aliya N Magee	7/1/2024	Associate Professor - Clinical	N/A	\$141,827	\$154,955	9%		\$0 Academic Promotion to New Rank
Amirhosein Jafari	8/15/2024	Associate Professor	Tenured	\$110,488	\$120,722	9%		\$0 Academic Promotion to New Rank
Andrea E Morris	8/15/2024	Professor	Tenured	\$72,725	\$81,316	12%		\$0 Academic Promotion to New Rank
BeiBei Guo	8/15/2024	Professor	Tenured	\$95,373	\$105,549	11%		\$0 Academic Promotion to New Rank
Bijoyaa Mohapatra	8/15/2024	Associate Professor	Tenured	\$77,948	\$85,904	10%		\$0 Academic Promotion to New Rank & Tenured
Brandi Conrad	7/1/2024	Associate Professor-Professional Practice	N/A	\$80,256	\$87,374	9%		\$0 Academic Promotion to New Rank
Brendan Harmon	8/15/2024	Associate Professor	Tenured	\$78,709	\$86,719	10%		\$0 Academic Promotion to New Rank
Brian A Irving	8/15/2024	Professor	Tenured	\$91,383	\$101,280	11%		\$0 Academic Promotion to New Rank
Bryan McCann	8/15/2024	Professor	Tenured	\$85,722	\$95,223	11%		\$0 Academic Promotion to New Rank
Charles T McCauley	7/1/2024	Associate Professor - Clinical	N/A	\$135,200	\$147,864	9%		\$0 Academic Promotion to New Rank
Christine Lattin	8/15/2024	Associate Professor	Tenured	\$93,201	\$102,225	10%		\$0 Academic Promotion to New Rank
Christopher Kent Rovee	8/15/2024	Professor	Tenured	\$82,501	\$91,776	11%		\$0 Academic Promotion to New Rank
Claire Zvosec	8/15/2024	Associate Professor	Tenured	\$80,808	\$88,965	10%		\$0 Academic Promotion to New Rank
Craig Plaisance	8/15/2024	Associate Professor	Tenured	\$116,564	\$127,223	9%		\$0 Academic Promotion to New Rank
Daniel E Sheehy	8/15/2024	Professor	Tenured	\$109,000	\$120,130	10%		\$0 Academic Promotion to New Rank
Daniel Holstein	8/15/2024	Associate Professor	Tenured	\$93,046	\$102,059	10%		\$0 Academic Promotion to New Rank
Daniel Kuroda	8/15/2024	Professor	Tenured	\$103,700	\$114,459	10%		\$0 Academic Promotion to New Rank
David Shea Vela-Vick	8/15/2024	Professor	Tenured	\$101,192	\$111,775	10%		\$0 Academic Promotion to New Rank
Edward Allen Gibbons	7/1/2024	Associate Professor-Professional Practice	N/A	\$92,250	\$99,368	8%		\$12,000 Academic Promotion to New Rank
Erin McKinley	7/1/2024	Associate Professor	Tenured	\$105,264	\$115,482	10%		\$5,000 Academic Promotion to New Rank
Eugene Alan Geist	8/15/2024	Professor	Tenured	\$83,600	\$92,952	11%		\$0 Academic Promotion to New Rank
Grace H Barry	8/14/2024	Professor-Professional Practice	N/A	\$106,907	\$115,890	8%		\$0 Academic Promotion to New Rank
Hannah Pearce Plauche	8/15/2024	Associate Professor - Research	N/A	\$71,958	\$78,495	9%		\$0 Academic Promotion to New Rank
Hans Christian Rasmussen	7/1/2024	Department Head/Chair	Tenured	\$79,812	\$88,389	11%		\$3,000 Academic Promotion to New Rank
Heidi Thompson	8/14/2024	Professor-Professional Practice	N/A	\$97,442	\$105,763	9%		\$0 Academic Promotion to New Rank
Helen A Regis	8/15/2024	Professor	Tenured	\$92,056	\$102,000	11%		\$0 Academic Promotion to New Rank
Hyojung Park	8/15/2024	Associate Dean of Major Academic Area	Tenured	\$96,723	\$106,994	11%		\$0 Academic Promotion to New Rank
Hyunju Chung	8/15/2024	Associate Professor	Tenured	\$80,291	\$88,411	10%		\$0 Academic Promotion to New Rank & Tenured
Ivan Agullo	8/15/2024	Professor	Tenured	\$112,000	\$123,340	10%		\$0 Academic Promotion to New Rank
Jahanna Bailey	7/1/2024	Associate Professor-Professional Practice	N/A	\$80,604	\$87,746	9%		\$0 Academic Promotion to New Rank
Jeffrey C Brooks	8/14/2024	Professor-Professional Practice	N/A	\$118,752	\$128,565	8%		\$0 Academic Promotion to New Rank
Jennifer J Baumgartner	8/15/2024	Professor	Tenured	\$85,424	\$94,904	11%		\$0 Academic Promotion to New Rank
Jill C Trepanier	8/15/2024	Department Head/Chair	Tenured	\$98,425	\$108,290	10%		\$75,000 Academic Promotion to New Rank
Junbo Wang	8/15/2024	Associate Professor	Tenured	\$230,074	\$248,679	8%		\$0 Academic Promotion to New Rank
Katherine Stamps Mitchell	8/15/2024	Professor-Professional Practice	N/A	\$72,548	\$79,126	9%		\$0 Academic Promotion to New Rank
Kathleen Searles	8/15/2024	Professor	Tenured	\$100,000	\$110,500	11%		\$0 Academic Promotion to New Rank
Kathryn Flynn Simino	8/14/2024	Professor-Professional Practice	N/A	\$92,039	\$99,982	9%		\$0 Academic Promotion to New Rank
Kenneth Andrew Lopata	8/15/2024	Professor	Tenured	\$103,700	\$114,459	10%		\$0 Academic Promotion to New Rank
Kevin Smiley	8/15/2024	Associate Professor	Tenured	\$79,344	\$87,398	10%		\$0 Academic Promotion to New Rank & Tenured
Kris Lindsey Hall	8/15/2024	Associate Professor	Tenured	\$170,613	\$185,056	8%		\$0 Academic Promotion to New Rank
Lisa Avalos	8/15/2024	Professor	Tenured	\$135,500	\$148,310	9%		\$2,500 Academic Promotion to New Rank

Logan Mclwain	7/1/2024	Associate Professor-Professional Practice	N/A	\$80,256	\$87,374	9%	\$0 Academic Promotion to New Rank
Ludovico Geymonat	8/15/2024	Associate Professor	Tenured	\$65,000	\$72,050	11%	\$0 Academic Promotion to New Rank
Luke Hendrik Cashen	8/15/2024	Senior Instructor	N/A	\$23,998	\$115,000	480%	\$0 Academic Promotion to New Rank
Maheshi Dassanayake	8/15/2024	Professor	Tenured	\$113,044	\$124,457	10%	\$0 Academic Promotion to New Rank
Marlene Maria Krousel	8/14/2024	Professor-Professional Practice	N/A	\$99,733	\$108,214	8%	\$0 Academic Promotion to New Rank
Maurice Ruffin	8/15/2024	Associate Professor	Tenured	\$71,826	\$79,354	10%	\$0 Academic Promotion to New Rank & Tenured
Michael Dance	8/15/2024	Associate Professor	Tenured	\$90,364	\$99,189	10%	\$0 Academic Promotion to New Rank
Michael Johnson	8/15/2024	Associate Professor	Tenured	\$176,712	\$191,582	8%	\$0 Academic Promotion to New Rank
Nawar Chaker	8/15/2024	Associate Professor	Tenured	\$191,043	\$206,916	8%	\$0 Academic Promotion to New Rank
Nicholas Bryner	8/15/2024	Professor	Tenured	\$133,000	\$145,810	10%	\$0 Academic Promotion to New Rank
Noemie Elgrishi	8/15/2024	Associate Professor	Tenured	\$92,706	\$101,695	10%	\$0 Academic Promotion to New Rank
Oliver Crocco	8/15/2024	Associate Professor	Tenured	\$84,100	\$92,487	10%	\$0 Academic Promotion to New Rank
Paul Soto	8/15/2024	Associate Professor	Tenured	\$80,423	\$88,553	10%	\$0 Academic Promotion to New Rank & Tenured
Raymond J Pingree	8/15/2024	Professor	Tenured	\$88,533	\$98,230	11%	\$0 Academic Promotion to New Rank
Rhett Whitman Stout	7/1/2024	Director of Academic Area (AP)	N/A	\$202,804	\$220,000	8%	\$20,000 Academic Promotion to New Rank
Rhonda Guy Norwood	7/1/2024	Associate Professor-Professional Practice	N/A	\$80,604	\$87,746	9%	\$0 Academic Promotion to New Rank
Rockford Sansom	8/15/2024	Associate Professor	Tenured	\$65,200	\$72,264	11%	\$0 Academic Promotion to New Rank
Ryan Michael Hill	8/15/2024	Associate Professor	Tenured	\$83,900	\$92,273	10%	\$0 Academic Promotion to New Rank & Tenured
Stephen C Finley	8/15/2024	Department Head/Chair	Tenured	\$83,711	\$93,071	11%	\$0 Academic Promotion to New Rank
Summer Chandler	8/15/2024	Associate Professor	Tenure Track	\$125,000	\$136,250	9%	\$0 Academic Promotion to New Rank
Sunyoung Park	8/15/2024	Professor	Tenured	\$92,622	\$102,606	11%	\$0 Academic Promotion to New Rank
Traci Birch	8/15/2024	Associate Professor	Tenured	\$84,002	\$92,382	10%	\$0 Academic Promotion to New Rank
Will Mari	8/15/2024	Associate Professor	Tenure Track	\$84,584	\$93,005	10%	\$0 Academic Promotion to New Rank
Yann P Kerevel	8/15/2024	Professor	Tenured	\$85,077	\$94,532	11%	\$0 Academic Promotion to New Rank
Yongchan Kwon	8/15/2024	Associate Professor	Tenured	\$99,271	\$108,720	10%	\$0 Academic Promotion to New Rank
Z. George Xue	8/15/2024	Professor	Tenured	\$119,863	\$130,353	9%	\$20,000 Academic Promotion to New Rank
Bin Zhang	8/15/2024	Assistant Professor - Research	N/A	\$61,204	\$63,000	3%	\$0 Academic Promotion to New Track
Brent Stanfield	8/15/2024	Assistant Professor	N/A	\$76,320	\$95,000	24%	\$0 Academic Promotion to New Track
Brian P Briggs	8/15/2024	Professional In Residence	N/A	\$7,599	\$76,000	950%	\$0 Academic Promotion to New Track
Chin-Chi Liu	7/1/2024	Assistant Professor - Research	N/A	\$65,520	\$75,000	14%	\$0 Academic Promotion to New Track
Francisco Jose Morales Yniguez	7/16/2024	Assistant Professor	Tenure Track	\$20,000	\$125,000	525%	\$0 Academic Promotion to New Track
Jodi Manton	8/15/2024	Associate Professor-Professional Practice	N/A	\$14,999	\$72,500	506%	\$0 Academic Promotion to New Track
Jonathan W Gardner	8/15/2024	Instructor	N/A	\$52,990	\$52,990	0%	\$0 Academic Promotion to New Track
Lindsay Schellhaas	8/15/2024	Lab School Instructor	N/A	\$39,528	\$58,474	47%	\$0 Academic Promotion to New Track
Michael J Ardoline	8/15/2024	Assistant Professor	Tenure Track	\$19,998	\$68,000	240%	\$0 Academic Promotion to New Track
Michael Paul St Blanc	7/15/2024	Assistant Professor - Clinical	N/A	\$40,000	\$125,000	212%	\$0 Academic Promotion to New Track
Nadia Richmond	8/26/2024	Assistant Professor	N/A	\$60,000	\$155,000	158%	\$0 Academic Promotion to New Track
Nathaniel Carson Gilbert	8/15/2024	Assistant Professor	Tenure Track	\$72,722	\$100,000	38%	\$0 Academic Promotion to New Track
Nicole Watson Hazard	8/12/2024	Associate - Teaching 3	N/A	\$19,998	\$42,211	110%	\$0 Academic Promotion to New Track
Tracy Leigh Norton	8/5/2024	Assistant Professor	N/A	\$100,325	\$121,500	21%	\$0 Academic Promotion to New Track
Vanessa Uhlig	8/15/2024	Assistant Professor	Tenure Track	\$61,000	\$66,000	8%	\$0 Academic Promotion to New Track
Cecelia Kang	8/14/2024	Associate Professor	Tenured	\$78,359	\$78,359	0%	\$0 Tenured
John Miles	7/1/2024	Associate Librarian	Tenured	\$82,764	\$82,764	0%	\$0 Tenured
Kimberly Sparr	8/14/2024	Associate Professor	Tenured	\$75,002	\$75,002	0%	\$0 Tenured
P Raymond Lamonica	7/1/2024	Professor	Tenured	\$0	\$0	0%	\$0 Emeritus
Kristina Dimitrova Launey	8/15/2024	Associate Professor	Tenured	\$103,434	\$103,434	0%	\$0 Sabbatical Leave
Lisa Avalos	8/15/2024	Professor	Tenured	\$145,810	\$145,810	0%	\$0 Sabbatical Leave
Jimmy Butts	7/1/2024	Director of Academic Area	Tenured	\$99,783	\$99,783	0%	\$0 Sabbatical Leave
Kevin L Cope	8/15/2024	Professor	Tenured	\$116,340	\$116,340	0%	\$0 Sabbatical Leave
Emily Marie Elliott	8/15/2024	Professor	Tenured	\$115,040	\$115,040	0%	\$0 Sabbatical Leave
Stephen D Beck	7/1/2024	Associate Vice President	Tenured	\$168,649	\$168,649	0%	\$0 Sabbatical Leave
SeYeon Chung	8/15/2024	Associate Professor	Tenured	\$100,652	\$100,652	0%	\$0 Sabbatical Leave
Guoxiang Gu	8/15/2024	Professor	Tenured	\$162,141	\$162,141	0%	\$0 Sabbatical Leave
Ipsita Gupta	8/15/2024	Associate Professor	Tenured	\$125,207	\$125,207	0%	\$0 Sabbatical Leave
Chuanlan Liu	8/15/2024	Professor	Tenured	\$107,690	\$107,690	0%	\$0 Sabbatical Leave
Shyam K Menon	8/15/2024	Associate Professor	Tenured	\$120,000	\$120,000	0%	\$0 Sabbatical Leave
Tyree Mitchell	8/15/2024	Associate Professor	Tenured	\$97,599	\$97,599	0%	\$0 Sabbatical Leave
Supratik Mukhopadhyay	8/15/2024	Professor	Tenured	\$140,691	\$140,691	0%	\$0 Sabbatical Leave
Brannon W Costello	8/15/2024	Professor	Tenured	\$97,036	\$97,036	0%	\$0 Sabbatical Leave
Willis Lane Delony	8/15/2024	Boyd Professor	Tenured	\$156,516	\$156,516	0%	\$0 Sabbatical Leave
Yong-Hwan Lee	8/15/2024	Associate Professor	Tenured	\$94,538	\$94,538	0%	\$0 Sabbatical Leave
Alexander Orwin	8/15/2024	Associate Professor	Tenured	\$82,495	\$82,495	0%	\$0 Sabbatical Leave
Ken J Reichelt	8/15/2024	Professor	Tenured	\$227,000	\$227,000	0%	\$0 Sabbatical Leave
Jas Michael Sullivan	8/15/2024	Professor	Tenured	\$144,000	\$144,000	0%	\$0 Sabbatical Leave
Joyce Marie Jackson	8/15/2024	Professor	Tenured	\$98,153	\$98,153	0%	\$0 Sabbatical Leave
Jonathan H Earle	8/15/2024	Dean of Major Academic Area	Tenured	\$172,023	\$172,023	0%	\$0 Sabbatical Leave
Tracy Quirk	8/15/2024	Associate Professor	Tenured	\$99,800	\$99,800	0%	\$0 Sabbatical Leave
Kim Skinner	8/15/2024	Associate Professor	Tenured	\$81,807	\$81,807	0%	\$0 Sabbatical Leave
Paul Soto	8/15/2024	Associate Professor	Tenured	\$88,553	\$88,553	0%	\$0 Sabbatical Leave
Martin Mihaylov Tzanov	8/15/2024	Associate Professor	Tenured	\$108,570	\$108,570	0%	\$0 Sabbatical Leave
Seungwon Yang	8/15/2024	Associate Professor	Tenured	\$81,686	\$81,686	0%	\$0 Sabbatical Leave
Hongchao Zhang	8/15/2024	Professor	Tenured	\$111,011	\$111,011	0%	\$0 Sabbatical Leave
Jiuyi Zhu	8/15/2024	Associate Professor	Tenured	\$100,050	\$100,050	0%	\$0 Sabbatical Leave
Michael Steven Mazzola	7/19/2024	Executive Director-Nonacademic Area	N/A	\$0	\$275,000	100%	\$0 Hire
Vicki Colvin	8/1/2024	Dean of Major Academic Area	N/A	\$0	\$410,000	100%	\$60,000 Hire
Brian Paul Broussard Jr.	8/5/2024	Executive Director-Nonacademic Area	N/A	\$108,150	\$165,000	52%	\$56,850 Change Job Details - Interim
Cliff Gillio	8/1/2024	Manager-Physical Plant Operation/Facility Services	N/A	\$148,295	\$158,295	7%	\$0 Change Job Details
Gerald Sansoni Jr.	8/1/2024	Executive Director-Nonacademic Area	N/A	\$115,360	\$142,000	23%	\$26,640 Change Job Details - Interim
Taylor R Jacobs	7/1/2024	Associate Athletic Director	N/A	\$140,400	\$150,400	7%	\$9,600 Change Job Details
Alissa St. Blanc	7/1/2024	Assistant Professor - Clinical	N/A	\$150,000	\$155,100	3%	Merit Increase
Brian F Broussard	7/1/2024	Associate Athletic Director	N/A	\$147,000	\$151,400	3%	\$9,600 Merit Increase

Charles T McCauley	7/1/2024	Associate Professor - Clinical	N/A	\$147,864	\$151,560	2%	\$0 Merit Increase
Chris Kees	8/15/2024	Associate Professor	Tenured	\$144,544	\$151,111	5%	\$0 Merit Increase
Christopher Drew	8/15/2024	Professional In Residence	N/A	\$148,454	\$154,762	4%	\$0 Merit Increase
Clare Michelle Scully	7/1/2024	Associate Professor - Clinical	N/A	\$146,321	\$151,150	3%	\$240 Merit Increase
Courey Elliott	7/1/2024	Developer	N/A	\$150,000	\$157,500	5%	\$0 Merit Increase
Danny Mahaffey	7/1/2024	Assistant Vice President Property, Facilities & Administration	N/A	\$146,148	\$150,533	3%	\$0 Merit Increase
Darrell J Henry	8/15/2024	Department Head/Chair	Tenured	\$146,450	\$153,772	5%	\$0 Merit Increase
Dr. Olalekan Michael Ogundele	7/1/2024	Associate Professor	Tenured	\$149,810	\$158,799	6%	\$0 Merit Increase
Eric Joseph Pergola	7/1/2024	Director - Data Processing/Computer Services	N/A	\$148,283	\$152,731	3%	\$0 Merit Increase
Jeremy Redmond	7/1/2024	Assistant Professor - Clinical	N/A	\$141,500	\$151,055	7%	\$5,000 Merit Increase
Jerry T Monier Jr.	7/1/2024	Associate Director-Nonacademic Or Service Area	N/A	\$147,638	\$152,067	3%	\$480 Merit Increase
John Papp	7/1/2024	Director - Finance/Budget/Operations	N/A	\$150,000	\$154,500	3%	\$0 Merit Increase
Jonathan Shi	8/15/2024	Professor	Tenured	\$146,032	\$150,414	3%	\$0 Merit Increase
Joomyeong Kim	8/15/2024	Professor	Tenured	\$148,990	\$152,714	2%	\$0 Merit Increase
Juan Jose Martinez	8/15/2024	Professor	Tenured	\$148,122	\$151,084	2%	\$0 Merit Increase
Katie Bouey	7/1/2024	Director - Data Processing/Computer Services	N/A	\$145,855	\$150,231	3%	\$0 Merit Increase
Kayla Lewko Mike	7/1/2024	Executive Director - Student Services	N/A	\$147,446	\$151,869	3%	\$0 Merit Increase
Laurie F Braden	7/1/2024	Executive Director-Nonacademic Area	N/A	\$145,600	\$149,968	3%	\$0 Merit Increase
Leonard M Aparcar	8/15/2024	Professional In Residence	N/A	\$148,352	\$153,475	3%	\$27,793 Merit Increase
Lisa J Gillen	7/1/2024	Director - HRIS	N/A	\$144,048	\$152,453	6%	\$3,960 Merit Increase
Marshall Scott Walters	7/1/2024	Chief - Campus Police/Security	N/A	\$150,000	\$154,500	3%	\$0 Merit Increase
Mauricio Aguiar Almeida	8/15/2024	Professional In Residence	N/A	\$147,866	\$151,370	2%	\$0 Merit Increase
Mette B Gaarde	8/15/2024	Professor	Tenured	\$147,666	\$151,486	3%	\$6,200 Merit Increase
Morteza Naraghi-Pour	8/15/2024	Professor	Tenured	\$147,179	\$150,123	2%	\$0 Merit Increase
Murad Yusuf Abu-Farsakh	7/1/2024	Professor - Research (RP)	N/A	\$148,722	\$153,184	3%	\$0 Merit Increase
Neal F Pendleton	7/1/2024	Manager-Physical Plant Operation/Facility Services	N/A	\$146,169	\$150,555	3%	\$0 Merit Increase
Nikolaos A. Davrados	8/15/2024	Assistant Professor	Tenured	\$148,003	\$154,003	4%	\$8,003 Merit Increase
Peter Doran	8/15/2024	Professor	Tenured	\$148,356	\$152,356	3%	\$0 Merit Increase
Philip Marx	8/15/2024	Assistant Professor	Tenure Track	\$146,833	\$151,792	3%	\$0 Merit Increase
Pilar Camacho	7/1/2024	Assistant Professor - Clinical	N/A	\$145,608	\$150,268	3%	\$0 Merit Increase
Rob Lyles	7/1/2024	Assistant Dean of Major Academic Area	N/A	\$145,412	\$151,349	4%	\$0 Merit Increase
Samba Dieng	7/1/2024	Executive Director-Academic Area	N/A	\$149,261	\$155,231	4%	\$0 Merit Increase
Shisheng Li	8/15/2024	Professor	Tenured	\$148,108	\$152,181	3%	\$0 Merit Increase
Todd Monroe	8/15/2024	Professor	Tenured	\$149,087	\$154,037	3%	\$6,280 Merit Increase
Wen Jin Meng	8/15/2024	Professor	Tenured	\$148,000	\$151,700	2%	\$0 Merit Increase
Ali Ahmed	8/15/2024	Assistant Professor	Tenure Track	\$0	\$184,800	100%	\$0 Hire
Del Wright	8/5/2024	Professor	Tenured	\$0	\$162,000	100%	\$0 Hire
Theodore Leonard Waldron	8/15/2024	Professor	Tenured	\$0	\$265,000	100%	\$0 Hire
Lori Ann Davis	7/1/2024	Manager - Operations	N/A	\$128,027	\$179,238	40%	\$0 Compensation Change > Retention
Adam Clay	8/15/2024	Associate Professor	Tenured	\$0	\$95,000	100%	\$0 Hire
Agostino Buono	7/15/2024	Assistant Professor	Tenure Track	\$0	\$150,000	100%	\$0 Hire
Brianna Escoe	8/15/2024	Assistant Professor	Tenure Track	\$0	\$185,000	100%	\$0 Hire
David Schechter	8/19/2024	Department Head/Chair	Tenured	\$0	\$220,000	100%	\$20,000 Hire
DeSha Folgar	7/29/2024	Physician	N/A	\$0	\$201,450	100%	\$0 Hire
Jonathan C. Preedom	8/15/2024	Assistant Professor	Tenure Track	\$0	\$175,000	100%	\$0 Hire
Katelyn Elizabeth Knox	8/15/2024	Associate Professor	Tenured	\$0	\$83,000	100%	\$0 Hire
Katie Campana	8/15/2024	Associate Professor	Tenured	\$0	\$97,705	100%	\$0 Hire
Lacy Alford McManus	9/23/2024	Director of Non-Academic Or Service Area	N/A	\$0	\$200,000	100%	\$0 Hire
Michael Steven Mazzola	7/19/2024	Executive Director-Nonacademic Area	N/A	\$0	\$275,000	100%	\$0 Hire
Nikolaos Artavanis	8/15/2024	Assistant Professor	Tenure Track	\$0	\$240,000	100%	\$0 Hire
Rabi Ann Musah	9/16/2024	Professor of Chemistry	Tenured	\$0	\$185,000	100%	\$0 Hire
Stephen Loy	9/30/2024	Director of Non-Academic Or Service Area	N/A	\$0	\$200,000	100%	\$0 Hire
Vicki Colvin	8/1/2024	Dean of Major Academic Area	N/A	\$0	\$410,000	100%	\$60,000 Hire
Yingmei Cheng	7/1/2024	Department Head/Chair	N/A	\$0	\$325,000	100%	\$0 Hire
Mackenzie Allyn McCarty Nelson	4/1/2024	Academic Counselor 3	N/A	\$63,470	\$63,970	1%	\$500 Retroactive > Add Allowance Plan
Patrick Joseph DiMario	4/1/2024	Professor	Tenured	\$106,447	\$121,447	14%	\$11,000 Retroactive > Permanent Increase
Chun Yang	8/15/2023	Associate Professor	Tenure Track	\$95,976	\$101,976	6%	\$6,000 Retroactive - Retention
Brant Dylan Mitchell	4/1/2024	Director of Non-Academic Or Service Area	N/A	\$202,800	\$222,800	10%	\$20,000 Retroactive > Add Allowance Plan
Angela Marie Murray	8/11/2023	Lab School Instructor	N/A	\$79,563	\$91,010	14%	\$11,447 Retroactive > Add Allowance Plan
Meghan Shara Sanders	8/15/2023	Associate Dean of Major Academic Area	Tenured	\$163,289	\$173,289	6%	\$8,130 Retroactive > Add Allowance Plan
Elaine M. Maccio	8/15/2023	Associate Professor	Tenured	\$99,752	\$104,252	5%	\$9,000 Retroactive > Corrective Adjustment
Renee Lynette Grace Lucas	1/1/2024	Academic Counselor 1	N/A	\$44,200	\$48,620	10%	\$4,420 Retroactive > Add Allowance Plan
Courtney Griffith	5/1/2024	Assistant Coach	N/A	\$50,000	\$150,000	200%	\$9,600 Retroactive > Contract
Asher Gelzer-Govatos	5/20/2024	Postdoctoral Researcher (AP)	N/A	\$0	\$0	0%	\$2,250 Retroactive > Corrective Adjustment
Joshua K Duplechain	1/1/2024	Director of Non-Academic Or Service Area	N/A	\$92,687	\$98,687	6%	\$6,000 Retroactive > Add Allowance Plan
Andrea Leah Hebert	6/1/2024	Associate Librarian	Tenured	\$68,191	\$70,191	3%	\$0 Retroactive > Equity Adjustment
Gregory Allen Burbank	5/1/2024	Manager - Data Processing/Computer Services 2	N/A	\$88,000	\$88,000	0%	\$480 Retroactive > Add Allowance Plan
Andrea Leah Hebert	6/1/2024	Associate Librarian	Tenured	\$70,191	\$73,191	4%	\$3,000 Retroactive > Add Allowance Plan
Heather Chapman Acord	4/1/2024	Assistant Director of Non-Academic Or Service Area	N/A	\$94,374	\$101,000	8%	\$0 Retroactive > Change Job Details
Tiffany Elizabeth Pasco	1/1/2024	Program/Project Manager	N/A	\$60,395	\$65,000	7%	\$0 Retroactive > Change Job Details
Merritt McCall Walker	1/1/2024	Associate - Research 4	N/A	\$51,360	\$55,000	7%	\$0 Retroactive > Change Job Details
Clarissa Herrera	4/1/2024	Information Technology Analyst 3	N/A	\$65,930	\$72,523	10%	\$0 Retroactive > Change Job Details
Vernell Dunams	4/1/2024	Manager - Data Processing/Computer Services 1	N/A	\$62,000	\$68,200	10%	\$0 Retroactive > Change Job Details

LSU Shreveport Personnel Actions								
Name	Effective Date	Academic Rank/Title	Tenure Status	Previous Salary	New Salary	% Net Change	Allowance Plan	Transaction
Jordan Schwellenbach	7/17/2024	Assistant Coach	N/A	\$0	\$43,500	100%		\$0 Hire
Aadel A Darrat	8/15/2024	Associate Professor	Tenured	\$125,340	\$133,100	6%		\$0 Academic Promotion to New Rank
Ahmet Bugra Koksai	8/15/2024	Department Head/Chair	Tenure Track	\$132,115	\$148,199	12%		\$8,000 Academic Promotion to New Rank
David Gaither	7/1/2024	Assistant Librarian	Tenure Track	\$0	\$48,500	0%		\$0 Academic Promotion to New Rank
Dr. Seth W Whiting	8/15/2024	Associate Professor	Tenure Track	\$74,375	\$84,106	13%		\$3,500 Academic Promotion to New Rank
Matthew B Pollock	8/15/2024	Department Head/Chair	Tenure Track	\$55,000	\$62,650	14%		\$6,000 Academic Promotion to New Rank
Mehdi Darban	8/15/2024	Associate Professor	Tenured	\$123,017	\$130,707	6%		\$0 Academic Promotion to New Rank
Minsun Kim	8/15/2024	Associate Professor	Tenured	\$130,845	\$138,770	6%		\$0 Academic Promotion to New Rank

Sung Ik Kim	8/15/2024	Associate Professor	Tenured	\$135,922	\$139,922	3%	\$0 Academic Promotion to New Rank
Vonny A Salim	8/15/2024	Associate Professor	Tenured	\$63,745	\$69,657	9%	\$0 Academic Promotion to New Rank
Jia Yu	7/1/2024	Department Head/Chair	Tenure Track	\$121,822	\$129,822	7%	\$8,000 Academic Promotion to New Track
Laura S Meiki	8/15/2024	Assistant Professor	N/A	\$53,000	\$56,590	7%	\$0 Academic Promotion to New Track
Sean D Miller	8/15/2024	Assistant Professor	Tenure Track	\$46,000	\$56,380	23%	\$0 Academic Promotion to New Track
Helen K Wise	7/1/2024	Associate Vice Chancellor	Tenured	\$140,434	\$151,517	8%	\$21,000 Merit Increase

LSU AgCenter

Honorifics

Name	Effective Date	Academic Rank/Title	Allowance	Named Professorship	Transaction
Adam Nicholas Famoso	7/1/2024	Associate Professor (RP)	\$65,675	H. Rouse Caffey Endowed Professorship	Add Honorific
Allen Rutherford	7/1/2024	Executive Associate Dean	\$5,140	Bryant A. Bateman Professorship in Forestry, Wildlife, and Fisheries	Add Honorific
Claudia R Husseneder	7/1/2024	Professor (RP)	\$15,890	Paul K. Adams Professorship in Urban Entomology	Add Honorific
Collins A Kimbeng	7/1/2024	Professor (RP)	\$8,819	Andrew P. Gay Professorship	Add Honorific
Don R LaBonte	7/1/2024	Professor	\$4,840	Lucien and Peggy Laborde Endowed Professorship	Add Honorific
Gina Elaine Eubanks	7/1/2024	Associate Vice President	\$1,677	Luella Dugas Chambers Distinguished Professorship	Add Honorific
Jeff S Kuehny	7/1/2024	Director of Academic Area	\$5,000	Ola Cook Holmes Professorship in Horticulture	Add Honorific
Kenneth Albert Gravois	7/1/2024	Professor (RP)	\$98,976	F. A. Eugene, Marcel and James Graugnard Professorship in Sugarcane Research at the Sugar Research	Add Honorific
Lane D Foil	7/1/2024	Professor (RP)	\$28,672	Pennington Chair for Wildlife Research	Add Honorific
Philip H Elzer	7/1/2024	Department Head/Chair	\$16,000	Mr. & Mrs. Herman E. McFatter Endowed Professorship in Animal Science	Add Honorific
Qinglin Wu	7/1/2024	Professor (RP)	\$5,129	Gordon D. Cain Endowed Chair of Agriculture; Roy O. Martin, Sr. Professorship in Composites and	Add Honorific
Rex Hall Caffey	7/1/2024	Director of Academic Area	\$6,200	Donald E. Welge Endowed Professorship	Add Honorific
Richard K Cooper (00010815)	7/1/2024	Professor (RP)	\$6,000	Doyle Chambers Professorship in Animal Science	Add Honorific
Richard P Vlosky	7/1/2024	Professor (RP)	\$9,987	Crosby Land & Resources Company Professorship in Forest Sector Business Development #1 & #2	Add Honorific
Stephen A Harrison	7/1/2024	Professor (RP)	\$5,276	Walker T. Nolin Professorship	Add Honorific
Albert Joseph Orgeron	7/1/2024	Associate Professor (RP)	\$4,829	Benjamin Legendre Sugar Professorship	Add Honorific
Kurt Myles Guidry	7/1/2024	Associate Director of Academic Area	\$12,000	Farm Bureau Professorship in Policy I	Add Honorific

Personnel Actions

Name	Effective Date	Academic Rank/Title	Tenure Status	Previous Salary	New Salary	% Net Change	Allowance Plan	Transaction
Leandro Otavio Vieira Filho	9/15/2024	Assistant Professor-Extension	Rolling Tenure		\$0	\$87,500	-	\$0 Hire
Shannon Monique Coleman	7/1/2024	Associate Professor	Tenured		\$0	\$109,500	-	\$0 Hire
Allison Elnaggar	7/1/2024	Associate Agent	N/A		\$58,762	\$64,996	11%	\$4,000 Academic Promotion to New Rank
Baoyue Zhou	7/1/2024	Assistant Professor - Research (RP)	N/A		\$42,000	\$54,000	29%	\$0 Academic Promotion to New Track

LSU Eunice

Personnel Actions

Name	Effective Date	Academic Rank/Title	Tenure Status	Previous Salary	New Salary	% Net Change	Allowance Plan	Transaction
Alan Orgain	8/1/2024	Assistant Coach	N/A		\$4,524	\$4,524	0%	40 Change Job Details
Kayla Joy Carol Schumaker	8/15/2024	Assistant Coach	N/A		\$0	\$2,500	100%	\$0 Hire
Sierra Easterwood	8/1/2024	Assistant Coach	N/A		\$2,500	\$2,500	0%	\$0 Change Job Details
Thomas Ray Goodale	8/1/2024	Assistant Coach	N/A		\$0	\$3,000	100%	\$0 Hire
Leonor Gonzalez	8/15/2024	Assistant Professor	N/A		\$41,500	\$42,500	3%	\$0 Academic Promotion to New Rank
Summer Nacoste Ford	8/15/2024	Assistant Professor	N/A		\$41,500	\$42,500	2%	\$0 Academic Promotion to New Rank
Selina L Rene	4/1/2024	Assistant Director of Student Aid	N/A		\$45,000	\$48,600	7%	\$300 Retroactive > Corrective Adjustment

Pennington Biomedical Center

Personnel Actions

Name	Effective Date	Academic Rank/Title	Tenure Status	Previous Salary	New Salary	% Net Change	Allowance Plan	Transaction
Reis D. Alsberry	8/5/2024	Director of Non-Academic Or Service Area	N/A		\$0	\$162,500	100%	\$0 Hire
Christopher Allen Keaton	7/1/2024	Director of Institutional Research/Budget Planning/Facilities Plan	N/A		\$148,526	\$151,497	2%	\$0 Merit Increase
Claire Berryman	7/1/2024	Associate Professor (RP)	Rolling Tenure		\$125,660	\$157,000	25%	\$0 Academic Promotion to New Rank
Krisztian Stadler	7/1/2024	Professor	Rolling Tenure		\$145,141	\$180,000	24%	\$0 Academic Promotion to New Rank
Yanlin He	7/1/2024	Associate Professor (RP)	Rolling Tenure		\$145,000	\$152,000	5%	\$0 Academic Promotion to New Rank

LSU Alexandria

Personnel Actions

Name	Effective Date	Academic Rank/Title	Tenure Status	Previous Salary	New Salary	% Change	Allowance Plan	Transaction
Jeannie E Harper	8/26/2024	Assistant Professor	Tenure Track		\$0	\$78,000	100%	\$0 Academic Promotion to New Track
Abbey Marie Bain	9/1/2024	Vice Chancellor For Student Affairs	N/A		\$147,283	\$154,701	5%	\$0 Merit Increase
Abbey Marie Bain	7/1/2024	Vice Chancellor For Student Affairs	N/A		\$147,283	\$148,283	1%	\$1,000 Compensation Change > Add Allowance Plan
Deron L Thaxton	7/1/2024	Vice Chancellor For Business Affairs	N/A		\$174,000	\$175,000	1%	\$1,000 Compensation Change > Add Allowance Plan
Elizabeth Milton Beard	7/1/2024	Vice Chancellor For Academic Affairs	N/A		\$190,036	\$190,286	1%	\$95,750 Compensation Change > Add Allowance Plan
Jeff A Langston	7/1/2024	Dean of Major Academic Area	N/A		\$115,000	\$150,000	30%	\$6,000 Compensation Change > Contract

LSUHSC-New Orleans

Personnel Actions

Name	Effective Date	Academic Rank/Title	Tenured Status	Previous Salary	New Salary	% Net Change	Allowance Plan	Transaction
Couk,John D	7/1/2024	CHIEF OF MEDICAL SERVICE AREA	Non Tenure Not On Track		\$376,873	\$388,180	3%	\$0 PAY Change in Pay Unclassified
Wilbright,Wayne	7/1/2024	CHIEF OF MEDICAL SERVICE AREA	Non Tenure Not On Track		\$399,672	\$411,662	3%	\$0 PAY Change in Pay Unclassified
Bruh1,Lisa	7/1/2024	HOSPITAL ADMINISTRATOR	N/A		\$162,843	\$167,728	3%	\$0 PAY Change in Pay Unclassified
Adkins,Lacey Katherine	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$105,027	\$117,263	12%	\$0 PRO Promotion in Faculty Rank
Adorno,Marie M.	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$125,686	\$138,255	10%	\$0 PRO Promotion in Faculty Rank
Aguilar,David	7/1/2024	PROFESSOR	Non Tenure On Track		\$150,000	\$155,400	4%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Aiken, James	7/1/2024	CLINICAL PROFESSOR	Non Tenure Not On Track		\$0	\$0	0%	\$0 PRO Promotion in Faculty Rank
Bennani,Yussef	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$89,599	\$89,599	0%	\$0 PRO Promotion in Faculty Rank
Benton,William Babers	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$87,867	\$98,064	12%	\$0 PRO Promotion in Faculty Rank
Bhalla,Ritu	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$117,178	\$130,817	12%	\$0 PRO Promotion in Faculty Rank
Bourgeois, Kellie	7/1/2024	CLINIAL ASSISTANT PROFESSOR	Non Tenure Not On Track		\$0	\$0	0%	\$0 PRO Promotion in Faculty Rank
Cable,Matthew G	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$93,490	\$104,371	12%	\$0 PRO Promotion in Faculty Rank
Canfield,Brian S	8/1/2024	DEPARTMENT HEAD/CHAIRMAN	Tenure		\$0	\$152,000	100%	\$0 HIR Appointment Unclassified
Chatmon,Benita Nwokolo	7/1/2024	ASSISTANT DEAN OF MAJOR ACADEM	Non Tenure Not On Track		\$145,790	\$150,893	4%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Chatmon,Benita Nwokolo	7/1/2024	ASSISTANT DEAN OF MAJOR ACADEM	Non Tenure Not On Track		\$150,893	\$165,982	10%	\$0 PRO Promotion in Faculty Rank
Chawla,Amit	7/1/2024	CLINICAL ASSOCIATE PROFESSOR	Non Tenure Not On Track		\$20,400	\$20,400	0%	\$0 PRO Promotion in Faculty Rank
Chowdry,Rajasree Pia	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$87,106	\$97,235	12%	\$0 PRO Promotion in Faculty Rank
Coleman,Charles C.	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$109,280	\$121,975	12%	\$0 PRO Promotion in Faculty Rank

Delacroix Jr.,Scott Edward	7/1/2024	PROFESSOR	Tenure		\$138,266	\$138,266	0%	\$0 DTA Tenure
Delacroix Jr.,Scott Edward	7/1/2024	PROFESSOR	Tenure		\$123,888	\$138,266	12%	\$0 PRO Promotion in Faculty Rank
Desai,Shyamal D.	7/1/2024	PROFESSOR	Tenure		\$134,290	\$146,013	9%	\$0 PRO Promotion in Faculty Rank
DSouza,Jill Noela	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$101,778	\$113,578	12%	\$0 PRO Promotion in Faculty Rank
Dupree,Peter J.	9/1/2024	133028/333028 Professorship in Comprehensive Dentistry	Non Tenure Not On Track		\$144,066	\$144,066	0%	\$0 Initial Appointment
Ehland,Elise L	7/8/2024	CLINICAL ASSISTANT PROFESSOR	Non Tenure Not On Track		\$0	\$200,000	100%	\$0 HIR Appointment Unclassified
Fairchild,Alexandra Holmsen	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$96,065	\$107,181	12%	\$0 PRO Promotion in Faculty Rank
Frazier,John	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$131,889	\$147,360	12%	\$0 PRO Promotion in Faculty Rank
Gallo III,John R	7/1/2024	DEAN DENTISTRY	Tenure		\$225,054	\$355,714	59%	\$0 PRO Promotion-Unclass/Admin Duties
Gao,Juan	7/1/2024	ASSOCIATE PROFESSOR - RESEARCH	Non Tenure Not On Track		\$89,851	\$97,756	9%	\$0 PRO Promotion in Faculty Rank
Giacona Jr.,Francis T	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$148,296	\$154,599	4%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Giffin III,Carl Joseph	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$87,867	\$98,064	12%	\$0 PRO Promotion in Faculty Rank
Greiffenstein,Patrick P	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$109,380	\$119,969	10%	\$0 PRO Promotion in Faculty Rank
Gross, Toni	7/1/2024	CLINICAL PROFESSOR	Non Tenure Not On Track		\$0	\$0	0%	\$0 PRO Promotion in Faculty Rank
Hall,Lawrence	7/15/2024	ASST DIRECTOR FACILITY SERVICE	N/A		\$0	\$145,000	100%	\$0 HIR Appointment Unclassified
Hall, Meredith	7/1/2024	CLINICAL ASSOCIATE PROFESSOR	Non Tenure Not On Track		\$0	\$0	0%	\$0 PRO Promotion in Faculty Rank
Happel,Kyle I	7/1/2024	CHIEF OF MEDICAL SERVICE AREA	Tenure		\$149,601	\$154,239	3%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Harhad,Lynda	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$144,439	\$150,578	4%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Harrell,Brian Richard	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$99,583	\$111,151	12%	\$0 PRO Promotion in Faculty Rank
Harris-Williams,Kimiyo Yuvonne	9/1/2024	Nick Gagliano Professorship in Ambulatory Pediatrics	Non Tenure Not On Track		\$92,340	\$92,340	0%	\$0 Initial Appointment
Hebert, Corey	7/1/2024	CLINICAL ASSOCIATE PROFESSOR	Non Tenure Not On Track		\$0	\$0	0%	\$0 PRO Promotion in Faculty Rank
Hernandez,Stephen Carl	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$103,458	\$115,453	12%	\$0 PRO Promotion in Faculty Rank
Herold,Brent D.	7/1/2024	EX DIR SUPLY CHAIN & AUXIL ENT	N/A		\$0	\$230,000	100%	\$0 REH Appointment Uncl
Hescock Jr.,George Caverly	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$109,453	\$122,242	12%	\$0 PRO Promotion in Faculty Rank
Hurley-Larmeu,Annette E.	7/1/2024	DEPARTMENT HEAD/CHAIRMAN	Tenure		\$157,002	\$175,347	12%	\$0 PRO Promotion in Faculty Rank
Infante,Luis Eduardo	7/15/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$0	\$145,000	100%	\$0 REH Appointment Uncl
Kee,Edwin L h	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$66,035	\$73,736	12%	\$0 PRO Promotion in Faculty Rank
Keim,Barry	9/9/2024	ENVIRONMENTAL HEALTH PROG DIR	Tenure		\$0	\$195,000	100%	\$0 HIR Appointment Unclassified
Korah-Sedgwick,Michelle M.	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$88,864	\$99,217	12%	\$0 PRO Promotion in Faculty Rank
Landreneau,Stephen W.	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$101,711	\$113,538	12%	\$0 PRO Promotion in Faculty Rank
Lauret,Dean G	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$102,056	\$113,934	12%	\$0 PRO Promotion in Faculty Rank
Lawicki,Shaun David	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$110,443	\$123,298	12%	\$0 PRO Promotion in Faculty Rank
Lechler,Michelle Knecht	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$92,060	\$102,827	12%	\$0 PRO Promotion in Faculty Rank
Lillis,Rebecca A.	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$107,772	\$120,291	12%	\$0 PRO Promotion in Faculty Rank
Liu,Bolin	7/1/2024	PROFESSOR	Tenure		\$184,439	\$184,439	0%	\$0 DTA Tenure
Mader Jr.,Edward C	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$114,109	\$127,326	12%	\$0 PRO Promotion in Faculty Rank
Maluccio,Mary Alice	7/1/2024	PROFESSOR	Tenure		\$149,290	\$154,217	3%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Maristany,Michael L	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$114,238	\$127,457	12%	\$0 PRO Promotion in Faculty Rank
Miller,Daniella	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$90,470	\$101,326	12%	\$0 PRO Promotion in Faculty Rank
Miller,Fern T.	7/1/2024	ASSISTANT DEAN OF MAJOR ACADEM	Tenure		\$149,780	\$154,273	3%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Modica,Michael David	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$79,893	\$89,201	12%	\$0 PRO Promotion in Faculty Rank
Naljayam,Mihran Vatche	7/1/2024	CLINICAL PROFESSOR	Non Tenure Not On Track		\$8,260	\$8,260	0%	\$0 PRO Promotion in Faculty Rank
Nejat,Amir Hossein	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure On Track		\$139,073	\$155,386	12%	\$0 PRO Promotion in Faculty Rank
Nunn, Melissa	7/1/2024	CLINICAL ASSISTANT PROFESSOR	Non Tenure Not On Track		\$0	\$0	0%	\$0 PRO Promotion in Faculty Rank
Palombo,Shannon Berryhill	7/1/2024	CLINICAL ASSOCIATE PROFESSOR	Non Tenure Not On Track		\$69,584	\$77,699	12%	\$0 PRO Promotion in Faculty Rank
Phillips,Amanda R.	7/1/2024	CLINICAL PROFESSOR	Non Tenure Not On Track		\$90,295	\$100,814	12%	\$0 PRO Promotion in Faculty Rank
Ramos,Mary Dioise	8/1/2024	ASSOCIATE DEAN OF MAJOR ACADEM	Non Tenure On Track		\$0	\$198,000	100%	\$0 HIR Appointment Unclassified
Reech,Angie Marshall	7/1/2024	ASSISTANT PROFESSOR - CLINICAL	Non Tenure Not On Track		\$64,537	\$72,063	12%	\$0 PRO Promotion in Faculty Rank
Rivera,Sherry Lynn	7/1/2024	PROGRAM ADVISOR	Non Tenure Not On Track		\$133,775	\$147,153	10%	\$0 PRO Promotion in Faculty Rank
Robinson,William T.	7/1/2024	PROFESSOR	Tenure		\$149,495	\$155,026	4%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Roi,Cody	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$99,296	\$110,798	12%	\$0 PRO Promotion in Faculty Rank
Roth,Christopher C	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$105,470	\$117,782	12%	\$0 PRO Promotion in Faculty Rank
Scavo,Wendy M	9/1/2024	ASSISTANT PROFESSOR - CLINICAL	Non Tenure Not On Track		\$0	\$125,000	100%	\$0 REH Appointment Uncl
Shellito,Judd E	7/1/2024	CLINICAL PROFESSOR	Non Tenure Not On Track		\$149,136	\$153,610	3%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Shen,Li	7/1/2024	PROFESSOR	Tenure		\$130,723	\$140,847	8%	\$0 PRO Promotion in Faculty Rank
Shmina,Kimberly	7/17/2024	ASSOCIATE DEAN OF MAJOR ACADEM	N/A		\$0	\$180,000	100%	\$0 HIR Appointment Unclassified
Sonnier,Stephanie L	8/1/2024	ASST DIR OFFICE RESEARCH SERV	N/A		\$0	\$127,500	100%	\$0 HIR Appointment Unclassified
Sorge, Randy	7/1/2024	CLINICAL ASSOCIATE PROFESSOR	Non Tenure Not On Track		\$0	\$0	0%	\$0 PRO Promotion in Faculty Rank
Tran,David Van	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$58,368	\$65,214	12%	\$0 PRO Promotion in Faculty Rank
Van Nuland,Sonya	7/1/2024	ASSOCIATE PROFESSOR - RESEARCH	Non Tenure Not On Track		\$109,697	\$122,366	12%	\$0 PRO Promotion in Faculty Rank
Wallace Jr.,Eric Joseph	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$95,787	\$106,947	12%	\$0 PRO Promotion in Faculty Rank
Wang,Guoshun	7/1/2024	PROFESSOR	Tenure		\$149,556	\$154,491	3%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Wang,Ping	7/1/2024	PROFESSOR	Tenure		\$148,675	\$152,689	3%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Westerman,Mary Elizabeth	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$99,638	\$111,201	12%	\$0 PRO Promotion in Faculty Rank
Winkler,Mark M	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$148,836	\$153,152	3%	\$0 PAY Sal Inc-Merit Inc/Pay Inc Uncl
Xia,Huijing	7/1/2024	ASSOCIATE PROFESSOR - RESEARCH	Non Tenure Not On Track		\$108,968	\$117,448	8%	\$0 PRO Promotion in Faculty Rank
Zabaleta,Jovanny	7/1/2024	PROFESSOR	Tenure		\$151,600	\$151,600	0%	\$0 DTA Tenure
Zabaleta,Jovanny	7/1/2024	PROFESSOR	Tenure		\$131,941	\$147,774	12%	\$0 PRO Promotion in Faculty Rank
Zaid,Waleed Y.	7/1/2024	PROFESSOR	Tenure		\$269,747	\$301,083	12%	\$0 PRO Promotion in Faculty Rank
Zea,Arnold	7/1/2024	PROFESSOR - RESEARCH	Non Tenure Not On Track		\$135,461	\$145,952	8%	\$0 PRO Promotion in Faculty Rank

LSUHSC - Shreveport

Personnel Actions									
Name	Effective Date	Academic Rank/Title	Tenure Status	Previous Salary	New Salary	% Net Change	Allowance Plan	Transaction	
Abdulsattar,Jehan A.	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$114,770	\$126,247	10%	\$0	PRO Promotion in Faculty Rank
Ahuja,Chaitanya	6/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$137,503	\$150,000	9%	\$0	PAY Change in Pay Unclassified
Anderson,Heather K.	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$89,236	\$98,160	10%	\$0	PRO Promotion in Faculty Rank
Ara,Hosne	7/1/2024	ASSISTANT PROFESSOR	Non Tenure On Track		\$61,200	\$90,000	47%	\$0	PRO Promotion in Faculty Rank
Asghar,Sheila J.	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$127,345	\$140,079	10%	\$0	PRO Promotion in Faculty Rank
Bernard,Amanda S.	7/1/2024	ASSISTANT PROFESSOR	N/A		\$99,015	\$108,917	10%	\$0	PRO Promotion in Faculty Rank
Bhuiyan,Md Shenuarin	7/1/2024	PROFESSOR	Tenure		\$148,293	\$159,924	8%	\$0	PRO Promotion in Faculty Rank
Burton,Erik V.	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$125,044	\$137,549	10%	\$0	PRO Promotion in Faculty Rank
Clawson,Rebecca E.	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track		\$112,039	\$123,243	10%	\$0	PRO Promotion in Faculty Rank
Cooper,Danielle S	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$149,598	\$152,590	2%	\$0	PAY Sal Inc - Cost of Living Uncl
Cooper,Danielle S	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$135,998	\$149,598	10%	\$0	PRO Promotion in Faculty Rank
Cooper,Paul D	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track		\$110,360	\$121,396	10%	\$0	PRO Promotion in Faculty Rank

Danzy,Jillian N.	7/1/2024	ASSISTANT PROFESSOR - CLINICAL	Non Tenure Not On Track	\$57,772	\$63,549	10%	\$0 PRO Promotion in Faculty Rank
Ding,Baojin	7/1/2024	ASSOCIATE PROFESSOR	Tenure	\$114,444	\$114,444	0%	\$0 DTA Tenure
Ding,Baojin	7/1/2024	ASSOCIATE PROFESSOR	Tenure	\$104,040	\$114,444	10%	\$0 PRO Promotion in Faculty Rank
Dobbins,Montie L.	9/1/2024	ASSOCIATE DIRECTOR OF ACADEMIC	Tenure	\$69,124	\$95,000	37%	\$0 PRO Promotion in Faculty Rank
Ferrington,Lindsay S.	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track	\$116,733	\$128,406	10%	\$0 PRO Promotion in Faculty Rank
Flowers,Daniel W.	7/1/2024	PROGRAM ADVISOR	Tenure	\$123,595	\$123,595	0%	\$0 DTA Tenure
Flowers,Daniel W.	7/1/2024	PROGRAM ADVISOR	Tenure	\$112,359	\$123,595	10%	\$0 PRO Promotion in Faculty Rank
Jones,Ryan C.	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track	\$127,318	\$140,050	10%	\$0 PRO Promotion in Faculty Rank
Kamil,Jeremy P.	7/1/2024	PROFESSOR	Tenure	\$147,297	\$162,027	10%	\$0 PRO Promotion in Faculty Rank
Korneeva,Nadejda L.	7/1/2024	ASSOCIATE PROFESSOR	Non Tenure On Track	\$70,083	\$77,091	10%	\$0 PRO Promotion in Faculty Rank
Lairmore,Terry C.	7/1/2024	PROFESSOR	Tenure	\$159,181	\$159,181	0%	\$0 DTA Tenure
Lee,Hui-Chao	7/1/2024	ASSOCIATE PROFESSOR	Non Tenure On Track	\$108,374	\$119,211	10%	\$0 PRO Promotion in Faculty Rank
Manzar,Shabih	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track	\$118,855	\$130,741	10%	\$0 PRO Promotion in Faculty Rank
Massey,Patrick A.	7/1/2024	PROFESSOR	Tenure	\$204,283	\$204,283	0%	\$0 DTA Tenure
Massey,Patrick A.	7/1/2024	PROFESSOR	Tenure	\$185,711	\$204,283	10%	\$0 PRO Promotion in Faculty Rank
McPherson,Pam K.	7/1/2024	CLINICAL ASSOCIATE PROFESSOR	Non Tenure Not On Track	\$131,590	\$161,262	23%	\$0 PAY Change in Percent of Effort
Mychaskiw II,George	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track	\$148,994	\$151,973	2%	\$0 PAY Sal Inc - Cost of Living Uncl
Porter,Mandy M.	7/1/2024	DIRECTOR OF ACADEMIC AREA	Non Tenure Not On Track	\$125,000	\$137,500	10%	\$0 PRO Promotion in Faculty Rank
Rodgers,Krista M.	7/1/2024	ASSOCIATE PROFESSOR	Tenure	\$105,060	\$105,060	0%	\$0 DTA Tenure
Rodgers,Krista M.	7/1/2024	ASSOCIATE PROFESSOR	Tenure	\$95,509	\$105,060	10%	\$0 PRO Promotion in Faculty Rank
Rom,Oren S.	7/1/2024	ASSOCIATE PROFESSOR	Tenure	\$120,166	\$120,166	0%	\$0 DTA Tenure
Rom,Oren S.	7/1/2024	ASSOCIATE PROFESSOR	Tenure	\$109,242	\$120,166	10%	\$0 PRO Promotion in Faculty Rank
Rom,Oren S.	8/15/2024	ASSOCIATE PROFESSOR	Tenure	\$122,570	\$225,000	84%	\$0 PAY Sal Inc-Higher Pos/Same Title
Scott,Louie K.	7/1/2024	PROFESSOR	Tenure	\$148,109	\$151,071	2%	\$0 PAY Sal Inc - Cost of Living Uncl
Scott,Rona S	7/1/2024	PROFESSOR	Tenure	\$148,454	\$151,423	2%	\$0 PAY Sal Inc - Cost of Living Uncl
Seidenberg,Jennifer K.	7/1/2024	CLINICAL ASSOCIATE PROFESSOR	Non Tenure Not On Track	\$78,750	\$86,625	10%	\$0 PRO Promotion in Faculty Rank
Sewell,Michael R	7/1/2024	DEPARTMENT HEAD/CHAIRMAN	Non Tenure Not On Track	\$138,150	\$151,965	10%	\$0 PRO Promotion in Faculty Rank
Shen,Xingui	7/1/2024	ASSOCIATE PROFESSOR - RESEARCH	Non Tenure Not On Track	\$81,978	\$90,176	10%	\$0 PRO Promotion in Faculty Rank
Sit,Amos L.	7/1/2024	ASSOCIATE PROFESSOR - CLINICAL	Non Tenure Not On Track	\$136,631	\$150,294	10%	\$0 PRO Promotion in Faculty Rank
Skidmore,Kimberly L.	7/1/2024	CLINICAL PROFESSOR	Non Tenure Not On Track	\$100,000	\$110,000	10%	\$0 PRO Promotion in Faculty Rank
Sun,Hong	7/1/2024	PROFESSOR	Tenure	\$125,044	\$137,549	10%	\$0 PRO Promotion in Faculty Rank
Yang,Zhiyun	7/1/2024	PROFESSOR - CLINICAL SPECIALIS	Non Tenure Not On Track	\$149,765	\$152,760	2%	\$0 PAY Sal Inc - Cost of Living Uncl
Yim,Michael T.	7/1/2024	ASSOCIATE PROFESSOR	Non Tenure On Track	\$162,365	\$175,099	8%	\$0 PRO Promotion in Faculty Rank



Finance & Administration

Report to the Board

October 31, 2024

Programs Related to Diversity, Equity, Inclusion, and Belonging Act 641 of 2024 Regular Legislative Session

Act 641 of the 2024 Regular Legislative Session requires each public postsecondary education institution to submit a written report of each campus program related to diversity, equity, inclusion, and belonging for the 2023-2024 fiscal year to its management board by October 31, 2024. A program related to diversity, equity, inclusion, and belonging is defined as any program, initiative, or office related to diversity, equity, inclusion, and belonging. Each report shall include, at minimum, the following:

- (a) The purpose and expected outcome of each program.
- (b) A brief description of each program.
- (c) The number of personnel dedicated to the program.
- (d) The total amount of state funding expended to support or implement the program, including salaries, stipends, and benefits.

Each management board shall then develop a written report containing the information reported by each institution, disaggregated by institution and by the nature of the program and the funding thereof, and shall submit its report to the Board of Regents by December 31, 2024.

The Board of Regents shall consequently develop a comprehensive written report containing the information reported by each management board, disaggregated by institution, by system, and by the nature of the program and the funding thereof, and submit its report to the House Committee on Education, Senate Committee on Education, House Committee on Appropriations, and Senate Committee on Finance by January 31, 2025.

Each public elementary and secondary school shall submit a written report of each campus program related to diversity, equity, inclusion, and belonging for the 2021-2022, 2022-2023, and 2023-2024 fiscal years to its school board by October 31, 2024.

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging

College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
Louisiana State University A&M					
College of Agriculture	Association to Advance Collegiate Schools of Business (AACSB) Diversity, Equity, Inclusion & Belonging (DEIB) Conference	The purpose of our participation in the AACSB DEIB Conference is to further our college's strategic priority of "Preparing our Graduates to Compete in a Global, International Economy." This participation also aligns with the focus of the college's specialized accreditor, AACSB, which emphasizes diversity and inclusion as core values in its 2020 business accreditation standards. The expected outcomes are to enhance inclusivity, expand opportunities for underrepresented groups, and better prepare our graduates to thrive in a diverse global marketplace.	The AACSB DEIB Conference provides tools and resources to advance DEIB efforts in higher education. Participants explore best practices, share challenges, and discuss solutions to increase accessibility and inclusivity. The conference focuses on strategies and actions to support students, faculty, and staff in fostering a more inclusive environment.	0.05 FTE	\$495.00
College of Business	Business School Diversity, Equity, and Inclusion Collaborative (BSDEIC) Membership	The purpose of our membership in the BSDEIC is to further our college's strategic priority of "Preparing our Graduates to Compete in a Global, International Economy." This membership also aligns with the focus of the college's specialized accreditor, the Association to Advance Collegiate Schools of Business, which emphasizes diversity and inclusion as core values in its 2020 business accreditation standards. The expected outcomes are to enhance inclusivity, expand opportunities for underrepresented groups, and better prepare our graduates to thrive in a diverse global marketplace.	The BSDEIC advances diversity, equity, inclusion, and belonging in higher education through hosting conferences to discuss best practices and programs, granting awards, and serving as a resource for educators and businesspeople who are interested in increasing the opportunities for historically underrepresented groups.	0	\$950.00
College of Business	National Black MBA Conference	The purpose of our participation in the annual National Black MBA Association (NBMBAA) conference is to gain access to valuable professional development, networking opportunities, and career resources. Students can participate in workshops, hear from industry leaders, engage with top employers at career expos, and connect with peers and mentors to advance their careers and leadership potential in business. The conference also fosters learning, personal growth, and the promotion of diversity and inclusion in the business community. This participation also aligns with the focus of the college's specialized accreditor, the Association to Advance Collegiate Schools of Business, which emphasizes diversity and inclusion as core values in its 2020 business accreditation standards. The expected outcomes are to enhance inclusivity, expand opportunities for underrepresented groups, and better prepare our graduates to thrive in a diverse global marketplace.	The National Black MBA Association (NBMBAA) is a professional organization dedicated to enhancing the career and leadership potential of Black professionals. Through educational programs, networking opportunities, scholarships, and annual conferences, NBMBAA supports personal and professional development in business, while promoting diversity, inclusion, and economic empowerment.	0.05FTE	\$7,783.02

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging

College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
Louisiana State University A&M					
College of the Coast and Environment	LSU Environmentors	EnvironMentors is a national science education and college access program dedicated to mentoring and inspiring high school students from underrepresented communities in the sciences. The program aims to boost students' self-confidence, deepen their understanding of science, and ultimately improve high school graduation rates among participants.	This after-school extracurricular program connects science students from Scotlandville Magnet High School with individual mentors, guest speakers, field trips, service projects, and more. Paired with LSU student mentors, these high school students undertake challenging, year-long science projects, while the LSU mentors hone their leadership and communication skills. EnvironMentors has a proven track record of fostering the next generation of environmental stewards and equipping students with the skills and confidence to achieve ambitious life goals. Ninety-eight percent of program participants have graduated from high school, with 80 percent pursuing higher education and an additional eight percent joining the military. As of June 30, 2024, the College of the Coast & Environment (CC&E) has transitioned this program to the Louisiana Sea Grant. The personnel time (0.3 FTE) is now allocated to other CC&E student engagement and advising activities.	0.3 FTE	\$9,326.00
College of Engineering	Recruiting into Engineering High Ability Engineers (REHAMS); A Residential Engineering Camp	The camp's main objective is to expose the high school students to the different career areas of engineering as well as introduce them to life as an engineering student at LSU. A pre- and post-survey is administered to participants to determine impact and outcomes including understanding engineering, increasing self- efficacy in CoE Majors and increase knowledge of LSU.	REHAMS is a 7-day residential camp designed to encourage multicultural students to pursue an engineering, computer science, or construction management degree at LSU. High school students explore, create, experiment, build, code, design, and compete in a variety of engineering and college preparatory activities. LSU College of Engineering faculty and students work together to create the ideal learning environment for attendees through information sessions, hands-on workshops, field trips and activities. Attendees also work very closely with current College of Engineering students from which they can gain first-hand insight on the life of an Engineering student. The signature event is the week-long "Design Project Competition" in which students compete to design, build, and present a multi-disciplinary engineering project. Overall fees are reduced based on sponsor donations and additional fee waivers are available with demonstrated need.	0.17 FTE	\$7,532.00
College of Engineering	LSU Halliburton eXploration Camp Inspiring Tomorrow's Engineers (XCITE); A Residential Engineering Camp	The camp's main objective is to expose high school female students to the different career areas of engineering as well as introduce them to life as an engineering student at LSU. A pre- and post-survey is administered to participants to determine impact and outcomes including understanding engineering, increasing self- efficacy in CoE Majors and increase knowledge of LSU.	The LSU Halliburton XCITE camp to encourages female students to pursue an engineering, computer science, or construction management degree. This program gives high school students the opportunity to explore, create, experiment, build, code, design, and compete in a variety of engineering and college preparatory activities. College of Engineering faculty and students host a number of hands-on workshops and activities with the purpose of introducing and/or enhancing each attendee's knowledge on the many disciplines within engineering. Program highlights include networking with Female Engineers; and a refinery field trip. Reduced fees are available with demonstrated need.	0.17 FTE	\$7,532.00
College of Engineering	Diversity Initiatives Scholars Workshop Series	Foster a culture and environment of active engagement, and provide enriching opportunities that support students' academic, professional, and personal growth, where all students, particularly those from under-resourced and under-prepared backgrounds, can thrive.	Organize ~3 workshops each semester to provide Scholars and students exposure to industry professional topics, trends and innovations. Topics vary and include leadership, teamwork, professional networking, and financial literacy. A book is selected each year for book club type discussion. Books by John Maxwell and Malcolm Gladwell have been used.	0.08 FTE	\$3,766.00
College of Engineering	NACME Scholars Block Grant Program	Increase retention and graduation rates of underrepresented minority (URM) students while providing professional development.	In order to increase engineering diversity, the NACME Block Grant supports an integrated and enhanced scholars program to support URM students throughout their academic career resulting in improving GPAs, and increasing retention and graduation rates of URM students while decreasing the time to graduation. Under this five-year grant, NACME provides financial support to the LSU College of Engineering (CoE) to fund 24 NACME scholars at an average of \$2,500 per student per year and LSU Foundation provides a 'matching' scholarship to the same students to bring the total award for each student to \$5,000 per year. NACME provides additional funds to first year scholars who complete an LSU summer bridge program. NACME Scholars participate in the LSU Diversity Workshops and NACME web-based seminars lead by national corporate leaders.	0.08 FTE	\$6,244.00

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging

College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
Louisiana State University A&M					
College of Engineering	ExxonMobil Diversity Scholars Program	Increase retention and graduation rates of URM students while providing professional development.	The ExxonMobil Diversity Scholars Program has focused on four goals: using the funds as a minority recruiting and retention tool, funding 10-15 scholars for four years in the program, developing a mentoring element, and increasing participant graduation rates. The LSU Diversity team works closely with the XOM liaison coordinating activities and scholar's engagement. Each of the goals has been met with success. Scholars participate in the Diversity Workshops.	0.08 FTE	\$6,244.00
College of Engineering	Affinity Group Student Organization Advising and Support	Affinity student organizations are supported in meeting each groups mission, developing leaders and conducting activities. Also, coordinate with companies who engage and donate funds to the organizations.	Student organizations supported: National Society of Black Engineers, Society of Hispanic Professional Engineers, Society of Women Engineers, Society of Asian Scientist and Engineers, Coalition of Black Women Engineers, Women in Computer Science, Engineering Diversity Ambassadors,	0.08 FTE	\$6,244.00
College of Engineering	EXcellence in Calculus/STEM for Engineering Leadership and Diversity (EXCELD) Tutoring Program	The EXCELD program is a tutoring initiative aimed at helping first-year engineering students excel in their foundational courses (math, chemistry, and physics). The goal of this program is to increase the retention and graduation rates of underserved and underrepresented groups in engineering at LSU.	The EXCELD program offers free tutoring to first-year students with a declared engineering major (including computer science and construction management). Freshmen must apply, and priority is given to first-generation, underrepresented minorities, women, and students with financial need. Program participants are expected to schedule at least one tutoring session per week (at a time/day of their choice using the provided scheduling software), and they have access to helpful resources in the EXCELD Moodle. Tutors are College of Engineering students who serve as role models for these freshmen. It is expected that students who participate in this tutoring program will be better prepared for their engineering curricula by creating a strong foundation in their introductory STEM courses and earning better grades, which will increase their chances of completing their engineering degrees. These freshmen will also gain a sense of community through the meaningful connections that can be made with their near peer tutors.	0.58 FTE	\$35,053.00
College of Human Sciences & Education	Call Me MISTER	Increase the number and diversity of PK-12 teachers in Louisiana Schools	The program aims to recruit males and underrepresented teachers to the teacher preparation program in the School of Education.	0.25 FTE	\$10,000.00
College of Human Sciences & Education	Ollie H. Burns Scholarship	The donors preference is the scholarship will be given to a minority student, including African American, Hispanic, Native American, and Asian Pacific Islander.	It is a scholarship that is distributed to a current School of Information Science student. The amount of the scholarship is small...not equal to the cost of a single course in the program.	0	\$0.00
College of Human Sciences & Education	People Like Me	Sharing students' stories will inspire others to overcome adversity and reach their goals.	The People Like Me Series highlights the achievements and successes of a diverse group of students. Each story features students who have experienced challenges or obstacles throughout their academic journey.	0.75 FTE	\$0.00
LSU Law Center	Cross Cultural Competency Training	Empower faculty to be better able to comply with ABA standard 303(c) "A law school shall provide education to law students on bias, cross-cultural competency, and racism: (1) at the start of the program of legal education, and (2) at least once again before graduation. For students engaged in law clinics or field placements, the second educational occasion will take place before, concurrently with, or as part of their enrollment in clinical or field placement courses."	4 hour training facilitated by Jamila Jefferson discussed the cultural proficiency continuum and diversity cultural competence checklist.	0	\$0.00

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging

College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
Louisiana State University A&M					
LSU Law Center	Accreditation	Compliance with ABA standard 303 (c) which provides that "A law school shall provide education to law students on bias, cross-cultural competency, and racism: (1) at the start of the program of legal education, and (2) at least once again before graduation. For students engaged in law clinics or field placements, the second educational occasion will take place before, concurrently with, or as part of their enrollment in clinical or field placement courses."	Training provided by Zafar Brooks during 1L orientation that focuses on bias, cross-cultural competency, and racism.	0	\$0.00
LSU Law Center	Committee for Belonging, Community, and Engagement	This is an ad hoc committee appointed by the dean. The purpose of the committee is to engage all stakeholders to build a stronger and happier law center community.	<p>1.Evaluate and Improve the Teaching Evaluation Form: relevance: Ensure that questions are directly related to teaching effectiveness. Clarity: Evaluate whether the questions are clear and unambiguous. Inclusivity: Consider including questions related to classroom climate and belonging, student engagement, disabilities, and the inclusion of a variety of perspectives.</p> <p>2.Review and Respond to the LSSSE Report. Review the Law School Survey of Student Engagement (LSSSE) report. Propose recommendations based on the findings to enhance the student experience and address identified issues.</p> <p>3.Community Building Events Plan two events in the spring aimed at fostering community within the law school. Utilize \$1000 from the Dean's Council funds for each event to ensure successful execution and engagement.</p> <p>4.□3L Graduation Awards: Create 3 awards for graduating seniors. The committee should create criteria and voting/nomination process. One award should be primarily academic, one award should focus on service/citizenship, and one award should focus on leadership. I will fund them at \$500 each through Dean's Council.</p> <p>5.The Faculty Scholarship Awards Policy:</p> <ul style="list-style-type: none"> - □The policy currently provides that a selection panel be comprised of 2 judges, 2 lawyers, and 2 academics. - Additionally, the selection panel suggested that one award be given for Louisiana/Civilian Scholarship and one award be given for common law/nationally focused scholarship. 	0.5 FTE	\$0.00
LSU Libraries	Library Diversity Committee	This group of about eight employees works to help make the Libraries a more welcoming and inclusive environment.	The group organizes occasional events and displays, and interacts with student and LSU staff groups.	0	\$0.00
Manship School of Mass Communication	LSU Reilly Center for Media & Public Affairs Programming, particularly Racism: Dismantling the System series	The LSU Reilly Center's Racism: Dismantling the System series served to uplift and amplify the voices of community advocates, academics, journalists and more working for racial justice in the nation and beyond. It will focus on solution-oriented action toward equal opportunity and justice in our communities. The expected outcome was to bring attention to issues facing our nation and reinforce the Center's commitment to continue working toward a more just and equitable world. [The last episode of the series was in September 2023. There have been no new episodes since that time.]	In Fall 2020, the Reilly Center for Media & Public Affairs launched Racism: Dismantling the System, a series of conversations focused on structural racism and solution-oriented action. The series was established in partnership with the following entities: Southern University and A&M College's Nelson Mandela College of Government and Social Sciences, formerly named Louisiana Budget Project (now Invest in Louisiana), NAACP Louisiana State Conference and LSU's Division of Engagement, Civil Rights & Title IX). NOTE: We use soft money (\$250 per person) to pay Reilly Center panelists -- the funds are from the Reilly Center Endowment (LSU Foundation). Most of the Reilly Center's programming in FY '23-'24 was not DEI related, but there was an episode of the Racism: Dismantling the System series in Sept. '23, titled "Equity at the Ballot Box: Discriminatory Obstacles to Voting." State funding = salaries of program coordinator and director. *Program coordinator did not work full year, but her full year's salary is included here.	2 FTE	\$180,054.00

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging

College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
Louisiana State University A&M					
Manship School of Mass Communication	ACEJMC (Accrediting Council on Education in Journalism and Mass Communications) Accreditation Maintenance	Standard 4 of the Accrediting Council on Education in Journalism and Mass Communications (ACEJMC), which is the Manship School's accrediting body, focuses on "Diversity and Inclusiveness." The description of this standard is as follows: "The unit demonstrates it has a diverse and inclusive program that embodies domestic and global diversity and that empowers those traditionally disenfranchised in society, especially as grounded in race, ethnicity, gender, ability and sexual orientation." The Manship School was officially reaccredited in May 2023, following a November 2022 site visit. Part of the School's efforts to maintain this accreditation center on DEI-focused curriculum, programming, recruitment and student and faculty engagement. As such, the School's website contains language related to support of diversity and inclusiveness efforts in its mission and vision statements, as well as statistics related to our student and faculty diversity. The School also supports initiatives from student organizations (National Association of Black Journalists or NABJ) and faculty (Dr. Tina Harris is the School's Endowed Chair in Race, Media and Cultural Literacy) that promote exposure to diverse perspectives in media and intercultural relationships.	Here are the indicators for ACEJMC's Diversity and Inclusiveness" standard: (a) The unit has a written diversity plan that has been implemented and discussed annually, for achieving an inclusive curriculum, a diverse, culturally proficient faculty, staff and student population, and a supportive climate for working and learning and for assessing progress toward achievement of the plan. The diversity plan should focus on domestic minority groups and, where applicable, international groups. The written plan must include the unit's definition of diversity, identify under-represented groups and articulate key performance indicators upon which the unit intends to focus and improve. The unit posts its diversity plan in a prominent, easy-to-find place on its website. (b) The unit's curriculum creates culturally proficient communicators capable of learning with, working on and advancing the value of diverse teams. The unit's curriculum includes instruction on issues and perspectives relating to mass communications across diverse cultures in a global society. (c) The unit demonstrates effective efforts to enhance all faculty members' understanding of diversity, equity, inclusion and ability to develop culturally proficient communicators capable of learning with, working on and advancing the value of diverse teams. The unit also demonstrates intentional efforts to recruit and retain faculty and professional staff who are from demographics that are historically, domestically marginalized. (d) In alignment with the institution's mission, the unit demonstrates effective efforts to help recruit, retain and graduate a student population reflecting the diversity of the population the institution aims to serve. (e) The unit demonstrates that it has an inclusive climate, free of harassment and all forms of discrimination, in keeping with the acceptable cultural practices of the population it serves, accommodates the needs of those with disabilities, and values the contributions of all forms of diversity. It is difficult to quantify the amount of state funding associated with this as it encompasses a portion of what we do. This involves faculty, and their lines are state-funded.	1 FTE	*N/A
Manship School of Mass Communication	The Storytellers Lab at LSU	The Storytellers Lab is comprised of scholars, community members and leaders, students and friends who use interpretative and arts-based qualitative methods to shed light on identity, culture, and society through diverse perspectives and stories. These stories are shared through various methods in order to impact our local, cultural, and regional knowledge.	Assistant Professor Asha Winfield is the founder and director of the research group, The Storyteller's Lab at LSU. This group of academic storytellers utilizes qualitative research (community-based, participatory, photovoice and video voice research) in concert with documentary filmmakers to share the cultural and historical narratives of everyday people in different contexts. NOTE: State Funding = Salary of ft faculty member; this is not broken down by teaching of this class only.	1 FTE	\$82,246.00
College of Music and Dramatic Arts	Office of Access and Engagement	This office and its programs are focused on the following goals: (a) Design curricular and co-curricular initiatives which better reflect the wide array of experiences of our students. (b) Foster greater respect and thoughtfulness among faculty and students. (c) Create processes for better communication specific to the uniqueness of a performing arts education.	The Office of Access and Engagement includes a Associate Dean (.25 FTE). In 2023-24 the Office hosted a Culturally Responsive Teaching workshop for interested faculty and graduate students.	0.25 FTE	\$22,100.00
College of Music and Dramatic Arts	Inclusive Repertory Initiative	To generate additional compositions from underrepresented composers to be performed and recorded by the LSU School of Music ensembles.	The School of Music's Department of Bands issued a call for scores by underrepresented composers. Submitted scores were reviewed by members of the LSU faculty/staff and selected pieces were programmed throughout the year. Cash prizes were awarded.	0	\$883.00
College of Science	Office of Diversity and Inclusion	As dean, I established this office to foster exemplary educational and professional opportunities that would support individuals from all backgrounds, regardless of race, class, gender, ethnicity, religion, accessibility, or socioeconomic status.	This office is no longer operational. It was closed at the end of 2023 (half way through last academic year). Over the years, we organized a number of activities including workshops to prepare students for applying to medical and dental school, outreach to the community about STEM education and careers, and mentoring workshops for faculty and graduate students.	0.1 FTE	\$30,000.00
Office of Engagement, Civil Rights, & Title IX	Department Student Organizations	Department Student Organizations help improve retention, graduation, and participation rates for undergraduate students through mentoring, leadership development, and academic support, while connecting these students with faculty, staff, and the campus community. The expected outcome is that students can successfully navigate college academically and socially, are engaged with the campus community, and are prepared for the workforce, graduate school or professional school.	<ul style="list-style-type: none"> · Black Male Leadership Initiative (BMLI) is a cohort model department student organization that focuses on programming for BMLI members and the LSU student community on specific focus areas to increase retention and persistence. · Black Women's Empowerment Initiative (BWEI) is a cohort model department student organization that focuses on programming for BWEI members and the LSU student community on specific focus areas to increase retention and persistence. 	0.398 FTE	\$11,450.40

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging

College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
Louisiana State University A&M					
Office of Engagement, Civil Rights, & Title IX	Engagement Celebrations	Engagement Celebrations allow LSU students, faculty, and staff to increase their social awareness through annual celebrations focused on engagement. The Engagement Celebrations are planned for the LSU community to learn more about others and themselves in an academic setting.	<ul style="list-style-type: none"> · Black History Month showcases Black and African American culture, tradition, and experience. A series of events held included a Kick-off, dance night, movie, Black inventors & scientists museum, art show, and keynote. · MLK Unity Celebration brings together the three institutions of higher education in Baton Rouge. Administrators, faculty, and students from Louisiana State University, Southern University, and Baton Rouge Community College participate in a program to reaffirm their collective commitment to work together on education, research, and service. · Women's History Month allows LSU students and members of the LSU community to participate in the celebration, recognition, and upliftment of the trailblazers, visionaries, and creative forces whose impact has shaped our world. Women's History Month consisted of a Karaoke Night, Women in the Arts Night, and Movie Night. The monthlong celebration also included You're the best recognitions to celebrate those who are making an impact at LSU. □ · MLK Legacy Day held on the observance of the federal holiday honoring Dr. Martin Luther King, Jr. provides students with an opportunity to give back to the community by participating in improvement projects with local community organizations. · Juneteenth is an annual celebration recognizing the federal holiday that commemorates the ending to slavery in the United States · Transgender Day of Celebration provides educational resources and the opportunity to build community through celebrating a common cause. The program celebrates transgender people and raises awareness about people who are transgender. · Transgender Day of Remembrance commemorates lives lost to violence against transgender people. The event includes a vigil and ceremony for the LSU community to attend and provides learning opportunities on how to support LGBTQ+ individuals. · National Coming Out Day is celebrated on October 11th as part of LGBTQ+ Month to show support for members of the LGBTQ+ community. 	0.403 FTE	\$18,528.64
Office of Engagement, Civil Rights, & Title IX	Health, Safety, Wellness & Prevention Programming	Health, Safety, Wellness & Prevention programs are designed to help students make informed decisions around personal and group safety, educate on healthy choices, and increase their overall health and wellness. Students can use insights from programming while at LSU and as they begin their professional careers.	<ul style="list-style-type: none"> · Period Project provides free emergency menstruation products to LSU students at various locations around LSU. □ · Safer Sex Supplies are distributed on campus to increase the practice of healthy sexual behaviors and practices. The LSU Women's Center is an approved condom distribution site for the Louisiana Department of Health. · Black HIV/AIDS Awareness Day Testing site for free campus-wide HIV testing initiative. · Candy, Condoms, & Consent provides prevention education on consensual relationships and consensual sexual interactions. □ · Pregnancy Tests provides anonymous pregnancy test packets to students to ensure that LSU students can access health supplies when needed. · Safe Space Trainings is a two-track model that incorporates a self-paced Moodle course (track one) and a four hour in-person workshop (track two). LSU faculty and staff participants are eligible to become Safe Space trained at the conclusion of track two. · Bisexuality Visibility Celebration-Bingo is an annual program held in September for Bisexuality Visibility Day. The LGBTQ+ Center hosts an interactive activity and provides refreshments and networking opportunities for students. □ · Women's Center Study Hall provides an on-campus and safe alternative for students to study for final exams. □ 	0.379 FTE	\$21,864.25
Office of Engagement, Civil Rights, & Title IX	Graduation Celebrations	The purpose of the Graduation Celebrations are to celebrate undergraduate and graduate students who complete their academic journey at LSU. The expected outcome is a connection academic and co-curricular experiences as well as instilling a sense of pride and accomplishment as an LSU alumnus.	<ul style="list-style-type: none"> · Robing Ceremony celebrates the academic achievements of students graduating from LSU who identify as African American/Black. This program does not replace the students' commencement. · Lavender Graduation is to celebrate LGBTQ+ undergraduate and graduate students who complete their academic journey at LSU. This program does not replace the students' commencement. · Multicultural Graduation celebrates undergraduate and graduate students who complete their academic journey at LSU who are Latinx/Hispanic/Latin American, Native American, and Asian/Asian American & Pacific Islander. This program does not replace the students' commencement. 	0.2967 FTE	\$12,167.90
Enrollment Management & Student Success	The ROAR Experience	Recruitment of historically underrepresented students who have been admitted to LSU with the goal of improving conversion from admitted to enrolled students.	Add-on event for admitted students from historically underserved backgrounds who attended Destination LSU open houses. Students from first generation and/or low income (Pell eligible) backgrounds, and students of color have lower college participation rates than their peers. These three events served 189 admitted students from those backgrounds, leading to 134 enrollments (a 48% higher conversion than non-attendees). 71.6% of enrolling students were from outside of Louisiana, resulting in a strong ROI in terms of net tuition revenue.	0	\$4,500.00

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging

College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
Louisiana State University A&M					
Enrollment Management & Student Success	Summer Scholars	Summer Scholars is a six-week summer bridge program that prepares under-represented students to make a successful transition from high school to LSU. Students take 6-hours of coursework with an expectation that they earn six hours in English and Math with at least a 2.3 GPA.	This summer experience offers students the opportunity to become adjusted to the academic, personal, and social challenges they may encounter at LSU. Students are provided with a structured environment conducive to building the fundamental skills necessary to enhance the likelihood of successful completion of a baccalaureate degree. In addition to tutoring, students will attend academic and leadership development workshops, receive extensive academic counseling, and participate in social and cultural activities. Students are provided with on-campus housing, which relieves the financial burden of paying for living expenses, while also offering valuable opportunities to develop essential life skills, independence, and the ability to navigate the campus environment effectively.	0	\$71,428.00
University Recreation	Black History Month Kickoff, Turn Up Dance Class - February 1, 2024	Participate as part of campus initiatives for Black History Month	A group fitness class, open to all, specifically acknowledging Black History Month.	0.05 FTE	\$0.00
University Recreation	Women's Lift Night for International Women's Day – March 6, 2024	Provide an event on International Women's Day	A program to showcase international women's day, open to all, where participants lift weights	0.05 FTE	\$0.00
University Recreation	Women's History Month Dive in Movie 3/22/2024	Event to celebrate women's history month.	An event open to all where we invite students to see a movie while sitting in or by the LSU Leisure Pool.	0.05 FTE	\$0.00
University Recreation	Dancing Queens, Turn Up Dance Class for International Women's Day – March 7, 2024	Provide an event for International Women's Day	A program to showcase international women's day, open to all, where participants dance and do fitness activities	0.05 FTE	\$0.00
University Recreation	Pride Ride, cycle class for Pride Month – June 11, 2024	Provide an event for Pride Month	A cycling class during Pride Month, open to all, celebrating pride.	0.05 FTE	\$0.00
University Recreation	Rainbow Flow, yoga class for Pride Month – June 27, 2024	Provide an event for Pride Month	A yoga class during Pride Month, open to all, celebrating pride.	0.05 FTE	\$0.00
University Recreation	Summers Scholars Teambuilding (6/11/2024) and Climbing Wall (6/13/2024)	LSU University College's Summer Scholars is a seven-week summer bridge program that prepares under-represented students to make a successful transition from high school to the University. We host two events, at cost to the Enrollment Mgt. & Student Success (EM&SS) for these students	In partnership with EM&SS we host these events which facilitate team building and connection to each other and UREC for summer scholar participants.	0.05 FTE	\$0.00
University Recreation	Bike to Coffee with African American Cultural Center 6/27/2024	Engage students who may use the AACC but are less inclined to participate in UREC bike to coffee programs.	In partnership with AACC, we host one of our bike to coffee trips. These monthly events are open to all and this one was promoted intentionally by the AACC.	0.05 FTE	\$0.00
University Recreation	Culture, Community & Belonging Committee (CCBC)	Culture, Community and Belonging Committee aims to provide resources and education for residential life staff. The committee assists with identifying needs to create a safe, engaging, and supportive work environment .	The CCBC committee is comprised of a representative from each Residential Life unit and works collaboratively to address the following charge: (1) Promote the divisional priorities and goals of the department. (2) Provide support or organize initiatives to address employee needs. (3) Review policies and procedures to ensure relevancy and alignment with goals/priorities in relation to department and employee success. (4) Identify areas of improvement and make recommendation to the Executive Director Residential Life and department leadership.	0.02 FTE	\$0.00
University Recreation	Geaux Diva Live (annual event)	The event is theatre performance in which an opportunity is provided to entertain the audience.	The event is an opportunity to showcase artists and their performances. Providing an opportunity for the audience to immerse themselves into the live performance. Allowing the actors/characters to interact and engage with the audience through various forms of interaction (storytelling, dance, and interpretation).	0.05 FTE	\$0.00

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging					
College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
LSU Agricultural Center					
LSU Ag Center	Council for Diversity, Inclusion, Equity and Change	The Joint Council will represent the faculty, staff, and students as a whole including extension, research, teaching, departments, research stations, and disciplines on matters related to diversity and inclusion.	The LSU Agricultural Center and College of Agriculture Diversity, Inclusion, Equity and Change Council provides a formalized structure for faculty, staff and student input within the LSU Ag Center and College of Agriculture by serving as a communication liaison between the administration and the faculty, staff and students.	0	\$743.98
LSU Ag Center	ASPIRE Internship Program	The ASPIRE Project engages undergraduates in agricultural-related internships in research, extension, and teaching, with mentorship from faculty in LSU AgCenter and the LSU College of Agriculture.	The goals of this 10-week paid summer internship program include: -Offering opportunities for undergraduates to develop their knowledge and skills in agricultural research and outreach -Expand the diversity of the talent pool in the agricultural workforce Students from all ethnicities and backgrounds are encouraged to apply. Placement is open to everyone, and the program prioritizes recruiting and mentoring underrepresented and disadvantaged students. The internships focus on the six US Farm Bill priority areas. Partner institutions include LSU Alexandria, LSU Eunice, Southern University, Delta Community College and Baton Rouge Community College.	0	\$0.00
LSU - Alexandria					
LSU Alexandria	LGBTQ+ Books (July 31, 2023)	Create an inclusive and supportive space for students in the LGBTQ+ community to engage with literature that reflects their voices and experiences. Provide acceptance and representation for LGBTQ+ students while also building a strong, supportive community that enhances their college experience. 1. Increased representation and visibility on campus through literature that resonates with their identities and experiences. 2. Supportive network for LGBTQ+ students and allies, providing a safe space for meaningful connections and shared experiences. 3. Strategies for navigating college life, addressing identity-related challenges, and enriching their overall college experience.	Through curated readings and discussions, the club fosters understanding, representation, and connection within the campus community. It offers LGBTQ+ students a platform to see their identities reflected in literature, gain insights into navigating college life, and build supportive networks, all while promoting broader awareness and understanding of LGBTQ+ issues.	0.5 FTE	\$531.84
LSU Alexandria	Hispanic and Latino Heritage Month (Sept. 12, 2023)	Recognize and honor the culture, history, and contributions of Hispanic and Latino communities. Enrich the campus community's understanding of Hispanic heritage and foster greater cultural awareness and appreciation for Hispanic and Latino communities. 1. Growth in cultural competency among students, faculty, and staff. 2. Foster a deeper sense of belonging and community connection as the Hispanic population in higher education continues to grow. 3. Expand opportunities for Hispanic and Latino students to engage in academic and professional development and increased participation in initiatives that support their educational and career goals.	Engaging experience that highlights the diverse culture and history of Hispanic and Latino communities. Through a keynote speaker and panel discussion, the event provides valuable insights into cultural perspectives, strengthens connections among students, and equips faculty and staff with strategies to support the success of growing Hispanic and Latino student populations.	1.25 FTE	\$2,683.30
LSU Alexandria	Sisters Like Me: Black Girl Magic (Oct. 18, 2023)	Empower and support Black women students by addressing isolation, fostering belonging, and impacting graduation rates and academic progress. 1. Increased retention and graduation rates. 2. Decrease feelings of isolation and strengthen sense of community and belonging. 3. Increased participation in campus events and activities.	This initiative elevates the college experience by providing a supportive environment through community-building, mentorship, and academic resources. It focuses on leadership development, personal and academic growth, and preparing students for meaningful roles. Features a keynote speaker, speed mentoring, mentor match, open dialogue, and panel discussions.	2.75 FTE	\$4,312.08

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging					
College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
LSU - Alexandria					
LSU Alexandria	Black Women's Empowerment Initiative (Oct. 19, 2023)	<p>Address the unique challenges Black women face in higher education by enhancing their academic and professional success through mentorship, leadership development, and resources, while also creating a pipeline of qualified Black female students prepared for advanced studies and professional careers.</p> <p>To address the unique challenges Black women face in higher education and enhance their academic and professional success through mentorship, leadership development, and resources. Additionally, create a pipeline of qualified Black female students prepared for advanced studies and professional careers.</p> <ol style="list-style-type: none"> 1. Improved academic performance and higher retention rates among Black women students. 2. Greater access to leadership roles and professional career pathways for Black women. 3. A robust pipeline of Black female students progressing to advanced degrees and professional careers. 	This program empowers students with skills for academic and professional success while connecting them to advanced study and career opportunities. It fosters a supportive environment through leadership workshops, helping to attract and retain Black women students, and driving enrollment growth.	0.3 FTE	\$508.01
LSU Alexandria	LSUA International Education Week (Nov. 13-17, 2023)	<p>Celebrate the benefits of international education and embrace cultural diversity with a week full of inspiring activities.</p> <ol style="list-style-type: none"> 1. Increase Study Abroad awareness and encourage more students to take advantage of global learning opportunities 2. Gain a better understanding of cultural diversity and enhance cultural competence 3. Showcasing the achievements of international students and study abroad programs. 	IEW is an annual celebration to promote International Programs and Study Abroad. A week of celebration includes various activities and events to prepare students for a global environment and welcome international students from abroad to exchange cultural experiences. Note: This consists of ordering and handling supplies for the event.	2.75 FTE	\$618.88
LSU Alexandria	Black History Month Scholarship Luncheon (Feb. 1, 2024)	<p>Honor the academic excellence of Black students and celebrate the profound contributions of Black people, uniting the community in a powerful demonstration of solidarity and shared purpose.</p> <ol style="list-style-type: none"> 1. Enhanced student retention of students in underrepresented populations. 2. Increased student engagement and participation among students in underrepresented populations. 3. Stronger sense of community and solidarity. 	This program recognizes and celebrates the academic achievements of Black students while honoring the rich cultural heritage of Black Americans. By providing financial support and fostering a sense of community, the program helps students succeed in their academic pursuits and empowers them to reach their full potential. Note: This consists of copying and duplicating flyers and forms and processing the keynote speaker's fee and forms.	1.75 FTE	\$1,100.00
LSU - Eunice					
N/A	N/A	N/A	N/A	N/A	N/A
LSU - Shreveport					
LSU Shreveport	Diversity Inclusion Community Engagement Center (Disbanded effective June 30, 2024)	<p>Purpose: To establish a foundation of knowledge and understanding of diversity by providing programs to promote awareness and videos that underscore our commitment to disrupting barriers to student success.</p> <p>Expected Outcome: To build healthy lines of communication and relationships that establish and maintain LSUS as an educational institution providing access, opportunity, and resources to pilot dreams and serve the educational needs of our communities.</p>	The Diversity Inclusion Community Engagement Center (Disbanded effective June 30, 2024) led and coordinated university-wide initiatives fostering and sustaining a diverse, inclusive and welcoming environment for all students, staff, faculty, alumni and community partners.	Assistant Vice Provost for Diversity, Inclusion and Community Engagement, Administrative Assistant & Students	\$190,874.46

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging

College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
LSU - Health Sciences Center New Orleans					
School of Medicine	School of Medicine Office of Diversity and Community Engagement	This office has many functions. 1. Their major purpose is to support, implement and teach curricula related to health equity in the medical student program and our residency programs. 2. This office also develops and implements several community engagement programs that are geared toward stimulating an interest in science and medicine among local high school and college students. 3. A small percentage of their effort (approximately 20%) is spent supporting and advising students who are underrepresented in medicine. The initiatives of this program are integral to the accreditation process by the Liaison Committee on Medical Education (LCME). The LCME requires medical schools to have policies and practices in place which are essential for preparing future physicians to practice in a diverse society ensuring they are trained in culturally competent healthcare, recognizing healthcare disparities, and developing solutions to address these issues.	1. Addressing health equity is an important and required aspect of a medical school or residency curriculum. This office works with the school of medicine curriculum office, along with many of our 70 residency and fellowship training programs to provide direct teaching as well as curriculum development. 2. Community engagement programs include a Summer Science program that is open to high school students in New Orleans, and a Tiger Scholars program that is also open to high school students in New Orleans. These programs interest local students in a career in medicine or science. The office also oversees a prematriculation program which is open to all incoming first year medical students. This program provides instruction to students before they begin medical school so that they have a better idea of what to expect when they do begin. 3. Office personnel also advise and counsel students who are underrepresented in medicine, and this includes serving as advisors for the local chapters of national student organizations such as the Student National Medical Association (SNMA) and Latino Medical Student Association (LMSA).	3.5 FTE	\$238,808.00
School of Nursing	School of Nursing Office of Diversity, Equity, and Inclusion	This office is responsible for the administration and promotion of all diversity, equity and inclusion initiatives and programs within the School of Nursing to cultivate an environment of diversity, equity and inclusion best practices for Nursing students, faculty, staff and community partners. The initiatives of this program are integral to the accreditation process by the American Association of Colleges and Nursing (AACN).	Provide programs & services that support the recruitment, admission, retention and graduation of racial and ethnic minority students. Provide tools, techniques and training programs based on current evidence-based research and best practices that address issues of diversity, equity & inclusion in higher education, to include multi-cultural sensitivity training to students, faculty & staff in the School of Nursing. Provide controls designed to promote adherence with accreditation agency requirements regarding diversity & inclusion.	1 FTE	\$228,926.00
Pipeline Programs	Jumpstart	The expected outcome is an increase in the percentage of	The Jumpstart Summer Enrichment Program (JSEP) targets high school students interested in	Three full-time	\$54,280.00
Pipeline Programs	UGRAP	The expected outcome is an increase in the percentage of college students underrepresented in medicine, allied health, and research who will apply and enroll in one of the institution's education programs.	The Undergraduate Research Apprenticeship Program (UGRAP) targets college students interested in Medicine, Biomedical Research, or Allied Health Professions. UGRAP allows area college students to participate in eight weeks of hands-on research activities mentored by LSU Health Shreveport faculty. Students present the results of their research projects at a poster session, demonstrating their scientific writing skills and ability to evaluate scientific data.	Three full-time employees and full-time student workers	\$42,560.00
Pipeline Programs	MCAT	Expected outcomes: increase in the participant's MCAT score; the participant will apply and enroll in our medical education program.	This is a 6-week online prep course for the Medical College Admission Test (MCAT). The course facilitators are employed by KAPLAN. Requirements for the program are a 3.5 grade point average and a previous MCAT score of at least a 496. The purpose of the program is to assist prospective students with improving their MCAT score to submit with their medical school application.	Three full-time employees and full-time student workers	\$25,200.00
Pipeline Programs	PEP	The expected outcome is to improve the academic success of the incoming medical students.	The Pre-matriculation Enrichment Program (PEP) is a six-week course designed to help incoming first-year students prepare for the rigorous course work offered in the institution's medical school curriculum and to increase retention of students who self-identify belonging to the institution's diversity categories from year one to year two of medical school. Each participant receives a stipend and housing.	Three full-time employees and full-time student workers	\$0.00

Act 641: Programs Related to Diversity, Equity, Inclusion, and Belonging					
College or Department Name	Program Name	Program Purpose and Expected Outcome	Program Description	Program Personnel	State Funding
LSU - Health Sciences Center Shreveport					
Community Engagement	LAPREP	The LaPREP program is designed to provide information about our educational programs with middle school students. The expected outcome is that the participants will enroll with other pipeline programs and eventually apply to one of our educational programs.	The program director for LaPREP will identify up to 30 students who are interested in the fields of Medicine, Research or Allied Health Professions. Students who participate in this activity will gain knowledge and become familiar with the academic and non-academic requirements and expectation to become future physicians, researchers, or allied health professionals. Participants will spend a half-day on our campus.	Three full-time employees and up to 30 students	\$1,415.27
Community Engagement	Cultural Festival	To bring together the LSU community together and share traditions and cultures. The expected outcome is that faculty, staff, and students will gain knowledge about other cultures that will build stronger work relationships.	The Cultural Festival aims to bring together faculty, staff, and students to celebrate the many different cultures that represent their unique backgrounds and experiences. Share the traditions of your culture with our LSUHS family through clothing, art, music, dance, cuisine, and more. Celebrating diversity brings cultural awareness and a sense of belonging. This festival aims to educate, entertain, and connect people from all walks of life.	Four full time employees and 200 participants	\$5,279.59
Community Engagement	Mardi Gras	The purpose is to build relationships during Mardi Gras season and help students, staff and faculty feel a sense of belonging on the LSUHS campus.	This activity is designed as festivities to make the institution a more welcoming, inclusive place with the goal of developing broader respect and understanding across cultural divides.	Three full-time employees and 150 participants	\$1,915.00
Community Engagement	Pride Month	The purpose of this activity is to improve knowledge regarding LGBTQIA health care issues. The expected outcomes is that the participants will be able to describe practical approaches to address specific needs of this community.	LSU Health Shreveport hosted a PRIDE Month Celebration in the medical school auditorium. This activity brought together thoughtful minds united by their passion to improve healthcare outcomes for patients, learning outcomes for students, and work performance among faculty and staff. The content of this conference includes a speaker series designed to stimulate new thinking and inspires action.	Three full-time employees and 75 participants	\$3,120.00
Community Engagement	Women's Month	The purpose of this activity is to recognize women in the community who are at the forefront of designing programs that promote inclusion. The expected outcome is that participants will explore opportunities for how to make our campus more engaging.	In the month of March, emphasis is placed on empowering our female medical students, residents, faculty members, and physicians. LSU Health Shreveport identifies a Keynote Speaker based on the women's month theme from the National Women's History Alliance (NWHHA) group, to speak to the campus and encourage them to perform at their personal best.	Three full -time employees and 150 participants	\$2,843.00
Community Engagement	Virtual Chats	The purpose of this activity is to provide a virtual space for our students to gain cultural competence. The expected outcome is the participants will take the information and apply it in their daily interactions with others to build stronger relationships.	These bite-sized cultural competence seminars are designed to serve as a co-curricular learning opportunity for all students. The virtual meetings will be held monthly from 6:00pm-7:00pm during the months of September-May. The target audience is residents, fellows, medical students, graduate students, and allied health students.	Three full time employees and up to 200 faculty, staff, and students.	\$15,003.00
Pennington Biomedical Research Center					
Pennington Biomedical Research Center	DEI Workgroup	Work within NIH research requirements to enhance creativity and innovation, foster good decision-making, and increase employee engagement to advance research productivity.	Data-driven assessment & improvement (e.g., SWOT analysis, internal survey) -Provide a forum for communication & discussion of ideas and concerns. -Develop processes to improve (e.g. training, outreach, etc.)	Various personnel meet to discuss this program and its efforts.	\$0.00

Act 641: Disclosure of funding and personnel; programs related to Diversity, Equity, Inclusion, and Belonging Report

LSU Laboratory School

			2021-2022		2022-2023		2023-2024	
Program Name	Program Purpose and Expected Outcome	Program Description	FTE	State Funding	FTE	State Funding	FTE	State Funding
Black Student Union	The Black Student Union (BSU) is a student organization for students of color and allies interested in improving the quality of life for students.	Promotes academic leadership skills among its members Provide information through educational, cultural, historical, societal, and community programming that reflects African-American student life Promote unity and communication among students, faculty, staff, and administrators of color and improve the retention of a diverse student body at ULS Support the local black community through service projects.	0.01 FTE	\$ 700.00	0.01 FTE	\$ 700.00	0.01 FTE	\$ 700.00
PRISM Club	The PRISM club serves as a support group for the lesbian, gay, bisexual, transgender, and other queer identities at U-High and their straight allies.	PRISM exercises the task of being a cultural bridge between the stated individuals and their peers by uplifting and encouraging a healthy and positive lifestyle for its members, raising awareness of LGBTQ + civil rights issues, and striving to help students in this group reach higher levels of academic excellence.	0.01 FTE	\$ 701.00	0.01 FTE	\$ 701.00	0.01 FTE	\$ 701.00



Finance & Administration

Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

Certification Statement

Revision Date 10/7/2024

CERTIFICATION STATEMENT OF

LSU Board of Supervisors (LSU System)

to

Louisiana Board of Regents

Act 641: Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

FOR THE PERIOD ENDING

for the Reporting Year Ended June 30, 2024

Name of Preparer Kimberly Lewis

Title Executive Vice President & Chief Administrative Officer, LSU

Phone Number 225-578-0222

I hereby attest that the information submitted in the reports herein is current, complete and accurate to the best of my knowledge.

Failure to sign a Certification Statement will result in BoR non acceptance of the attached reports.

10/31/2024

(Date Signed)

Signature

Executive Vice President &
Chief Administrative Officer

Title

Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

Deron Thaxton

Certification Statement

Revision Date 10/7/2024

CERTIFICATION STATEMENT OF

Deron Thaxton

to

Louisiana Board of Regents

Act 641: Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

FOR THE PERIOD ENDING

for the Reporting Year Ended June 30, 2024

Name of Preparer Deron Thaxton, with data provided by Connie Cooper

Title Executive Vice Chancellor for Administration

Phone Number 318 473-6409

I hereby attest that the information submitted in the reports herein is current, complete and accurate to the best of my knowledge.

Failure to sign a Certification Statement will result in BoR non acceptance of the attached reports.

10/18/2024

(Date Signed)



Signature

Executive Vice Chancellor for Administration

Title

Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

Louisiana State University at Eunice

Certification Statement

Revision Date 10/7/2024

CERTIFICATION STATEMENT OF

Louisiana State University at Eunice

to

Louisiana Board of Regents

Act 641: Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

FOR THE PERIOD ENDING

for the Reporting Year Ended June 30, 2024

Name of Preparer Audwin Donatto

Title Interim Assoc Vice Chancellor of Business Affairs

Phone Number 337-550-1416

I hereby attest that the information submitted in the reports herein is current, complete and accurate to the best of my knowledge.

Failure to sign a Certification Statement will result in BoR non acceptance of the attached reports.

10/16/2024

(Date Signed)


Signature

Interim Assoc. Vice Chancellor of Business Affairs
Title

Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

LSU in Shreveport

Certification Statement

Revision Date 10/7/2024

CERTIFICATION STATEMENT OF

LSU in Shreveport

to

Louisiana Board of Regents

Act 641: Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

FOR THE PERIOD ENDING

for the Reporting Year Ended June 30, 2024

Name of Preparer Shelby Keith
Title VC for Finance & Administration
Phone Number 318-797-5111

I hereby attest that the information submitted in the reports herein is current, complete and accurate to the best of my knowledge.

Failure to sign a Certification Statement will result in BoR non acceptance of the attached reports.

10/28/2024

(Date Signed)

Shelby Keith VC Finance & Administration
Signature Title

Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

LSU Health Sciences Center - New Orleans

Certification Statement

Revision Date 10/7/2024

CERTIFICATION STATEMENT OF

LSU Health Sciences Center - New Orleans

to

Louisiana Board of Regents

Act 641: Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

FOR THE PERIOD ENDING

for the Reporting Year Ended June 30, 2024

Name of Preparer Ben Lousteau

Title Interim Vice Chancellor for Administration and Finance

Phone Number 504-568-5135

I hereby attest that the information submitted in the reports herein is current, complete and accurate to the best of my knowledge.

Failure to sign a Certification Statement will result in BoR non acceptance of the attached reports.

10-17-24
(Date Signed)

 Interim Vice Chancellor for Admin & Finance
Signature Title

Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

Certification Statement
Revision Date 10/7/2024

CERTIFICATION STATEMENT OF

Act 641 Reporting - LSUHSC-S

to

Louisiana Board of Regents
Act 641: Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

FOR THE PERIOD ENDING

for the Reporting Year Ended June 30, 2024


Name of Preparer Toni Thibeaux
Title Assistant Vice Chancellor
Phone Number 318-675-5050

I hereby attest that the information submitted in the reports herein is current, complete and to the best of my knowledge.

Failure to sign a Certification Statement will result in BoR non acceptance of the attached re

10/17/2024 | 5:11 PM CDT

(Date Signed)

Signed by

28060C3B2584480
Signature

Assistant Vice Chancellor
Title

Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

LSU Agricultural Center

Certification Statement

Revision Date 10/7/2024

CERTIFICATION STATEMENT OF

LSU Agricultural Center

to

Louisiana Board of Regents

Act 641: Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

FOR THE PERIOD ENDING

for the Reporting Year Ended June 30, 2024

Name of Preparer Ashley Gautreaux on behalf of VP Matthew R. Lee

Title Assistant Vice President HRM

Phone Number 225-578-4640

I hereby attest that the information submitted in the reports herein is current, complete and accurate to the best of my knowledge.

Failure to sign a Certification Statement will result in BoR non acceptance of the attached reports.

10/23/24
(Date Signed)

Matthew V.P.
Signature Title

Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

Pennington Biomedical Research Center

Certification Statement

Revision Date 10/7/2024

CERTIFICATION STATEMENT OF

Pennington Biomedical Research Center

to

Louisiana Board of Regents

Act 641: Disclosure of funding and personnel; programs related to diversity, equity, inclusion, and belonging

FOR THE PERIOD ENDING

for the Reporting Year Ended June 30, 2024

Name of Preparer Christopher Keaton

Title Director of Institutional Research

Phone Number 225-763-2822

I hereby attest that the information submitted in the reports herein is current, complete and accurate to the best of my knowledge.

Failure to sign a Certification Statement will result in BoR non acceptance of the attached reports.

10/16/2024

(Date Signed)

Christopher A. Keaton

Signature

Director of Institutional Research

Title






Act 641 DEI BOR Report final

Final Audit Report

2024-10-31

Created:	2024-10-31 (Central Daylight Time)
By:	Brandi Roberts (brobert1@lsu.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAOCvYleWNrw86XImi2H_GJKxmlgEQPrma

"Act 641 DEI BOR Report final" History

-  Document created by Brandi Roberts (brobert1@lsu.edu)
2024-10-31 - 2:06:47 PM CDT- IP address: 97.79.186.3
-  Document emailed to Kimberly Lewis (kjlewis@lsu.edu) for signature
2024-10-31 - 2:07:32 PM CDT
-  Email viewed by Kimberly Lewis (kjlewis@lsu.edu)
2024-10-31 - 2:13:11 PM CDT- IP address: 130.39.240.173
-  Document e-signed by Kimberly Lewis (kjlewis@lsu.edu)
Signature Date: 2024-10-31 - 3:56:23 PM CDT - Time Source: server- IP address: 130.39.240.173
-  Agreement completed.
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Board of Supervisors

PRESIDENTIAL EVALUATION



Board of Supervisors

LOUISIANA STATE UNIVERSITY BOARD OF SUPERVISORS

PRESIDENTIAL EVALUATION POLICY

June 28, 2019

Louisiana Constitution, Article VIII, Section 7, creates the LSU Board of Supervisors which “shall supervise and manage the institutions, statewide agricultural programs, and other programs administered, through its system.” The uncommonly broad grant of constitutional authority allows the LSU Board of Supervisors to exercise broad jurisdiction, control, and authority over each and every aspect of the LSU System, including the structure, organization, personnel, assets, and activities of the University. The interpretation of when and how to exercise this authority is determined by each Supervisor, acting as a Board. Fifteen Supervisors are selected by the Governor and confirmed by the Louisiana Senate, and one seat is reserved for a student elected from among the various student bodies. The sixteen members of the LSU Board of Supervisors represent the various districts of the state and are professionally engaged in activities of commerce and labor in addition to their roles as Supervisors. While they individually may be far from any campus, they are close to the constituents for which the University is meant to serve.

Since 1859, the LSU Board has employed a singular leader of the University, starting with Col. William T. Sherman. The LSU Presidency has been marked by social and academic forces, such as the Civil War, Reconstruction, the Hatch Act, the opening of graduate and professional schools, the admission of women, two world wars, integration, a massive expansion of satellite campuses to bring higher education to the people of Louisiana when there were no other options, and most recently, the assumption of public hospitals followed by the privatization of health care. The Presidency is the longest existing public university executive office in Louisiana, and it is a proud tradition carried on today.

The position of LSU President is unusual in American higher education. Typically, the head of a system does not serve as the head of an institution. However, this speaks to the unusual division of the LSU System into sets of colleges, universities, and a set of specialty institutions. The LSU President is the chief executive officer of the LSU system and the chief executive officer of the flagship campus. The consolidated role of LSU President began in 2012 and F. King Alexander was the first permanent chief executive officer to hold the office. The evaluation of the LSU President is comprised of two major divisions: as CEO of the system and as CEO of the flagship institution.

■ PURPOSES OF EVALUATION

The Board’s evaluation of the President is intended to ensure a clear communication of the Board’s intentions and aligning mutual expectations, to assess the President’s performance in leading the institution, and to maintain accountability for legal, regulatory, and ethical compliance. As the head of the LSU System, the Board will annually use the evaluation process to check the compliance with the Bylaws, Regulations, and resolutions; gauge the working relationships with and management of the President’s Leadership Council and the multiple campuses; assess the President’s representations as the leader of the System; ensure financial responsibility of the System; and, maintain the viability of the indigent care system.

As chief executive officer of Louisiana State University and Agricultural & Mechanical College, the state’s flagship institution, the President is to annually be evaluated for performance in leading the campus. As participants in the accreditation process, the presidential evaluation conforms to the Southern Association of Colleges and Schools Commission on College’s Principles of Accreditation (Sections 4 and 5). Within the accreditation context, the Board has provided the Presidency the authority to manage the educational and fiscal programs of the institution, as well as appropriate oversight of athletics and philanthropy. The evaluation process should include conformity with the accreditation standards for the institution. The evaluation will also include factors beyond the minimum standard, such as effective leadership of the campus, appropriate asset management, helpful community relationships, and improvement of LSU’s national reputation.

PROCEDURES FOR EVALUATING THE PRESIDENT

The evaluation of the President will be conducted on an annual basis, and shall consist of a planning session and an evaluation session, a self-assessment, a Board assessment of the President, and may from time to time include an opportunity for members of the internal or external community to provide information. At the conclusion, the evaluation should reflect performance separately as the head of the system and as head of the flagship campus.

Step 1. Planning Session

Annually, the President shall submit to the Board of Supervisors a set of goals for the ensuing year in a format to be indicated by the Board. The goals should be parsed according to system and campus, and should include expectations related to leadership of the academic and research enterprise, student enrollment and success, faculty and staff development, financial management, external relationships, athletics, and philanthropy.

Step 2. Self-Assessment

Prior to the evaluation session, the President shall provide a summary of the past year's activities in relation to the objectives provided in the planning session. The format and receipt will be at the discretion of the Board. This step should be conducted generally two months prior to the evaluation session.

Step 3. Board Assessment and Preparation for the Evaluation Session

After the President's summary has been submitted, the Board should have the opportunity to review the contents. An assessment instrument shall be distributed to collect the Board's perspective. The Board, or their designee, will collect the assessments and generate an analysis.

Step 4. Evaluation Session

The Board shall annually engage in an evaluation session to discuss with the President the outcome of the Board assessment, the community assessment if undertaken, and discuss the President's self-evaluation. The Board should then indicate its disposition on the President's performance as it relates to both the system role and campus role.

Step 5. Reporting of Evaluation

The Board shall direct the format of any report that may be provided to the President or placed within a personnel file. For accreditation purposes, the evaluation outcome as it relates to the chief executive of the campus should be reported at a Board meeting and entered into the minutes of the meeting.

Optional Step. Community Assessment

From time to time, the Board may choose to conduct a community assessment. The Board or their designee will develop an information collection instrument consistent with the goals of the evaluation process and conduct information gathering. The community assessment should include representatives of students, faculty/staff, community/opinion leaders, and supporters of the University.

ANNUAL APPRAISAL FORM
OF THE PRESIDENT'S PERFORMANCE AND EFFECTIVENESS
LOUISIANA STATE UNIVERSITY

LEADERSHIP ABILITY

	Poor	Fair	Good	Excellent	Not Observed
Provides leadership in developing, communicating, and implementing.	1	2	3	4	N
Inspires others to do their best.	1	2	3	4	N
Delegates authority and responsibilities appropriately.	1	2	3	4	N
Builds teamwork among colleagues and subordinates.	1	2	3	4	N
Provides sound fiscal management.	1	2	3	4	N
Keeps current regarding trends and issues in higher education.	1	2	3	4	N
Contributes to developing and enhancing the academic quality of the university.	1	2	3	4	N

ADDITIONAL COMMENTS

DECISION MAKING AND PROBLEM SOLVING

	Poor	Fair	Good	Excellent	Not Observed
Consults with appropriate individuals before making decisions.	1	2	3	4	N
Gathers information needed for sound decision making.	1	2	3	4	N
Considers alternative solutions to problems before making a decision.	1	2	3	4	N
Makes sound decisions in a timely manner.	1	2	3	4	N

ADDITIONAL COMMENTS

CONCERN FOR FACULTY AND STAFF

	Poor	Fair	Good	Excellent	Not Observed
Recognizes and awards accomplishments of outstanding faculty and staff.	1	2	3	4	N
Creates a climate of respect and high morale.	1	2	3	4	N
Facilitates employees' professional development.	1	2	3	4	N
Listens carefully and asks questions when needed.	1	2	3	4	N
Is accessible to faculty and staff.	1	2	3	4	N
Responds to issues of concern to faculty.	1	2	3	4	N

ADDITIONAL COMMENTS

CONCERN FOR STUDENTS

	Poor	Fair	Good	Excellent	Not Observed
Communicates well with students.	1	2	3	4	N
Promotes an environment which nourishes individual student growth and achievement.	1	2	3	4	N
Assists faculty and staff in developing student leaders.	1	2	3	4	N
Puts students first and wants students to succeed.	1	2	3	4	N

ADDITIONAL COMMENTS

MANAGEMENT

	Poor	Fair	Good	Excellent	Not Observed
Assigns work effectively and fairly.	1	2	3	4	N
Arranges/manages resources as to facilitate the accomplishment of work.	1	2	3	4	N
Sets priorities for action.	1	2	3	4	N
Communicates performance expectations clearly.	1	2	3	4	N
Provides feedback to subordinates.	1	2	3	4	N

Effectively recruits and selects appropriately qualified staff.	1	2	3	4	N
Provides for meaningful staff orientation and professional development.	1	2	3	4	N
Evaluates staff effectively and fairly.	1	2	3	4	N
Oversees legal affairs function.	1	2	3	4	N

ADDITIONAL COMMENTS

EXTERNAL RELATIONS

	Poor	Fair	Good	Excellent	Not Observed
Portrays a progressive and professional image of the university.	1	2	3	4	N
Relates to and communicates with the external community.	1	2	3	4	N
Is accessible to and involved with the community.	1	2	3	4	N
Encourages partnerships with the community, business, industry, and other educational institutions.	1	2	3	4	N
Is politically astute.	1	2	3	4	N
Exhibits good media presence.	1	2	3	4	N

ADDITIONAL COMMENTS

FISCAL LEADERSHIP

	Poor	Fair	Good	Excellent	Not Observed
Works to increase state appropriations for the university.	1	2	3	4	N
Works with businesses, corporations, and individuals to create new revenue sources	1	2	3	4	N
Works to increase funds generated by external grants and contracts.	1	2	3	4	N
Supports the development of ideas into fundable opportunities.	1	2	3	4	N

ADDITIONAL COMMENTS

BOARD RELATIONS

	Poor	Fair	Good	Excellent	Not Observed
Keeps all of the Supervisors timely informed of pressing issues.	1	2	3	4	N
Keeps all of the Supervisors timely informed of future issues.	1	2	3	4	N
Maintains a good relationship with members of the Board of Supervisors.	1	2	3	4	N
Facilitates the proper relationship between the Board of Supervisors and the Administration.	1	2	3	4	N
Seeks guidance from the Board timely on important issues when necessary.	1	2	3	4	N

ADDITIONAL COMMENTS

OVERALL PERFORMANCE AND EFFECTIVENESS

	Poor	Fair	Good	Excellent	Not Observed
Overall, rate the performance and effectiveness of the President.	1	2	3	4	N

ADDITIONAL COMMENTS ON OVERALL PERFORMANCE

LSU

BREAKING
RECORDS

EDUCATING
LEADERS

**WE
BUILD
TEAMS THAT WIN
IN LOUISIANA, FOR THE WORLD**

SAVING LIVES

MAKING
DISCOVERIES

CREATING
SOLUTIONS

**POWERING SOLUTIONS
FOR LOUISIANA**

\$488 MILLION*

LSU SYSTEMWIDE RECORD IN TOTAL
RESEARCH ACTIVITY ADDS

\$1.3 BILLION

TO THE LOUISIANA ECONOMY

*Based on FY23 research activity



Letter From the President

Dear LSU Community,

Over the past year, our collective teamwork at LSU has led to unprecedented success. It is a testament to our dedication to excellence and collaboration, and I am honored to update you on our progress as a university. Across our eight campuses, with more than 60,000 students, we continue to set new benchmarks in research, innovation, and economic contribution to make a profound impact on Louisiana's future.

Together, we have driven \$488 million in research activity in the past year, a 14 percent increase from the year before for the LSU family, surpassing the university's aspirational goal of growing its collaborative research enterprise 10 percent year-to-year. This is research that is innovating the state's critical industries and bolstering the economy by protecting and creating jobs, training the current and future workforce, and returning Louisiana's investment in the university several times over.

In the following pages, you will discover the remarkable accomplishments of our determined teams of researchers and scholars at each campus. From pioneering advancements in agriculture, biomedicine, coastal studies, defense, and energy to remarkable triumphs in athletics and beyond, we embody a culture of shared achievement here. At the heart of our success lies our unwavering commitment to our students and the broader community — a commitment that is reinforced by your steadfast support.

I take immense pride working alongside each of you to ensure that our wealth of knowledge, research breakthroughs, and innovative spirit reaches every corner of our incredible state and serves as an example of what's possible for the larger world. As you review the following pages, I hope you will celebrate not only your collective successes but also the role you played in helping LSU achieve such great heights.

Sincerely,

A handwritten signature in black ink, appearing to read 'W. F. Tate IV'. The signature is stylized and fluid, with a long horizontal line extending from the end.

William F. Tate IV
LSU President

2023

July 13, 2023

LSU Health Nursing was awarded \$2.6 million from the Health Resources and Services Administration (HRSA) to improve primary care, mental health, and maternal care to underrepresented populations in rural, urban, tribal, and underserved areas across the state. The project will establish new partnerships, provide tuition support to a diverse group of students, and enhance the curriculum.

August 21, 2023

LSU Health New Orleans' School of Allied Health Professions received the 2023 ASAHP Award for Institutional Excellence and Innovation in Interprofessional Education (IPE) and Collaborative Health Care from the Association of Schools Advancing Health Professions (ASAHP).

September 19, 2023

LSU received its official designation as a National Center of Academic Excellence in Cyber Operations at the National Security Agency's annual cybersecurity education colloquium.

September 27, 2023

The LSU National Center for Biomedical Research and Academy for Counter-Terrorist Education, or LSU NCBRT/ACE, was awarded a \$22 million grant from the U.S. Department of Homeland Security. The center will deliver emergency preparedness training to emergency responders at state, local, tribal, and territorial levels at no cost to participants.

October 23, 2023

LSU beat out nearly 400 schools and regions to secure a Tech Hubs designation for Louisiana from the U.S. Economic Development Administration.

October 30, 2023

LSUA, LSU Health Shreveport, and LSU Health New Orleans announced partnership to boost medical careers in Central Louisiana.

November 14, 2023

LSU Health New Orleans celebrated 90 years of nursing excellence.

November 30, 2023

Pennington Biomedical Research Center and Vanderbilt University Medical Center received \$13.8 million for five years of research funding to study the ideal "dose" of behavioral interventions to treat childhood obesity in rural and minority communities across Louisiana and Tennessee.

December 11, 2023

LSU Health Shreveport opened the Center for Medical Education.



2024

March 7, 2024

Dr. Steve Nelson was named Chancellor of LSU Health New Orleans.

March 12, 2024

LSU Health New Orleans' ALS Clinic recognized as an ALS Center of Excellence.

March 14, 2024

Pennington Biomedical was named a spoke in both the Customer Experience and Investor Catalyst Hubs of ARPA-H, a nationwide health innovation network headquartered in the Department of Health and Human Services in Washington, D.C.

March 15, 2024

LSU broke ground on the Our Lady of the Lake Health Interdisciplinary Science Building.

April 2, 2024

LSU of Alexandria, Shreveport, and Eunice were honored as military friendly schools.

April 20, 2024

The LSU gymnastics team won the program's first national championship.

July 26, 2024

LSUE broke ground on the new Bengals baseball stadium.

January 14, 2024

The LSU Tiger Girls won Hip Hop National Championship.

February 27, 2024

LSU and President Tate hosted representatives from the White House, the National Science Foundation, Shell, ExxonMobil, and Baker Hughes to showcase the LSU-led FUEL partnership's grant, the largest-ever awarded through the NSF Engines program.



THANK YOU, GOVERNOR LANDRY AND THE LOUISIANA STATE LEGISLATURE, FOR YOUR CONTINUED SUPPORT.

Funding from the Louisiana State Legislature this year supported graduate assistantships, campus safety and security improvements across the LSU System, faculty startup packages at Pennington Biomedical, equipment upgrades at LSU AgCenter and LSU Health New Orleans, LSU Health Shreveport Center for Medical Education, mandated cost increases system-wide, deferred maintenance of infrastructure renovations and repairs, and over \$180 million toward LSU construction projects across the state.

Funding by campus includes:

LSU Flagship

- Our Lady of the Lake Health Interdisciplinary Science Building
- Strategic Capital Plan — Deferred Maintenance for Infrastructure, Renovations, and Streets
- Student Learning Commons

LSU Shreveport

- Building Exterior Walls and Bridge Replacement
- HPE Renovation for Student Wellness Facility and Campus Repairs

LSU of Alexandria

- Student Success Center
- Downtown Health Services Center

LSU Eunice

- Manuel Hall Exterior Wall/Roof Repair
- Athletic Complex Facility

LSU Health New Orleans

- Medical Education Building
- Laboratory Renovation Phase I

LSU Health Shreveport

- Gross Anatomy Lab Expansion and Modernization
- Center for Medical Education & Wellness

LSU AgCenter

- Animal and Food Science Facilities Renovations and Modernization Phase II
- Food Innovation Center

Pennington Biomedical Research Center

- Replacement of Underground Chilled Water and Hot Water Piping
- Over \$180 Million Toward LSU Construction Projects Across the State



STRATEGIC FRAMEWORK AIMS FOR INCREASED NATIONAL PROMINENCE



DRIVE NATIONAL PROMINENCE

INDIVIDUAL DISTINCTION

The effort of the individual or the unit. Each unit will strive to be the best among its peers.

WINNING TEAMS

People working together in a multidisciplinary, cross-mission effort supporting areas most critical to Louisiana's future.

ENGAGE THROUGH THE MISSION

STUDENT SUCCESS

Improve the educational experience, increasing progression and preparing students for success in future endeavors.

SCHOLARSHIP & DISCOVERY

Expand research while targeting the Pentagon Priorities.

ENGAGEMENT

Share knowledge, ideas, and resources with more people in service to the state.

BUILD THE FOUNDATION

TALENT

Assemble the best faculty, staff, and students.

TOOLS

Supply the talent with the best facilities, equipment, and libraries.

CULTURE

Set the expectation that every interaction contributes to the scholarly culture.



Mechanical Engineering Assistant Professor Christopher Marvel receiving ASM International's 2023 Bronze Medal Award

In July, President Tate released *Scholarship First: The Strategic Framework*, a guide for strategic plan development at all LSU institutions. This is the first time in LSU history that a system-wide planning document has been developed. Leadership at each campus and center will establish mileposts to measure future success against goals outlined within the framework document. Through collective efforts, these goals will help drive LSU's national prominence by empowering individuals and teams who, in turn, advance discoveries and fuel the state's economic growth and prosperity.

The framework outlines the values, vision, and mission of "The Statewide University," comprising all of LSU's programs, campuses, and entities across Louisiana, within the context of President Tate's Scholarship First Agenda and Pentagon Priorities of agriculture, biomedical/health, coast, defense, and energy. Throughout 2024-2025, each campus will develop a strategic plan that calls forth their strengths and abilities to make advancements across the state that will, in time, benefit the whole of humankind.



FUELING THE FUTURE OF ENERGY IN LOUISIANA, FOR THE WORLD

The National Science Foundation announced in January that a statewide team led by LSU was awarded a transformative NSF Engines grant to help create jobs in the energy sector, develop innovative solutions to energy challenges, and train the world's energy workforce.

Future Use of Energy in Louisiana (FUEL)

Future Use of Energy in Louisiana is a team of universities, community and technical colleges, state agencies, and industry and capital partners with an aligned vision for positioning the state to lead the global energy expansion.

“Leading the FUEL team and being selected for this transformational grant affirms what we already knew — that LSU is one of the nation’s premier research universities, poised to change the lives of the people of Louisiana and the world,” LSU President William F. Tate IV said. “By teaming up with our partners across the state in education, industry, and government, we are leveraging the intellectual capital of our state’s best and brightest to make a difference for the energy industry and for the people of every parish in Louisiana.”



FUEL's Mission

The largest and most competitive grant ever awarded by the NSF — up to \$160 million over the next 10 years — will support FUEL's mission to address emerging challenges in:

- Carbon capture, transport, and storage
- Hydrogen technology
- Utilization of carbon dioxide for low-carbon fuels and essential carbon-based products
- Water use and management
- Sustainable manufacturing
- Policy development

The focus of the grant is the energy transition and decarbonization of Louisiana's industrial corridor. Louisiana is a world leader in energy expertise and solutions, with more than 250,000 people working in the energy, chemical, and petrochemical industries.

The grant will allow FUEL partners to:

- advance the nation's capacity for energy innovation through research and development that will impact everyday lives;
- foster workforce development to protect current jobs and create new ones;
- accelerate technology commercialization that will transform ideas into products for the marketplace.

State Support and Economic Impact

Louisiana Economic Development is supporting the initiative with an additional \$67.5 million over the next decade. These funds will help build a world-class team to convert groundbreaking research into practical, impactful solutions, amplifying the economic benefits statewide.

This grant is more than an investment in energy; it is an investment in Louisiana's future, ensuring that our state remains at the forefront of global energy innovation.

BUILDING THE NATION'S BEST CYBERSECURITY PROGRAM

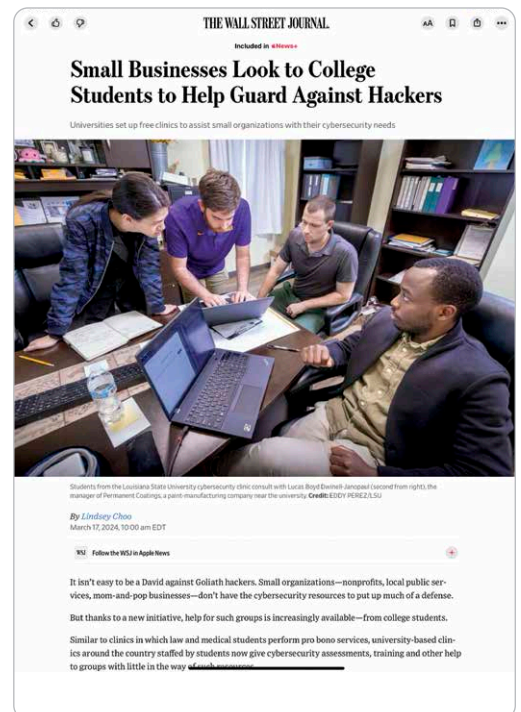
Under President William F. Tate IV's leadership, LSU has made serious strides toward becoming the foremost cybersecurity program in the nation, including becoming one of 20 universities nationwide designated as a National Center of Academic Excellence in Cyber Operations by the National Security Agency, which has enabled and supported a cascade of additional cybersecurity wins.

Protecting Small Businesses

LSU was recently chosen by the National Security Agency as the first university in the country to create and pilot a Cybersecurity Clinic to help Louisiana small businesses — which are often used by cyber criminals as stepping-stones to hack and attack larger organizations — prevent, detect, and respond to cyberattacks at no cost to the business. LSU Associate Professor of Computer Science and Cybersecurity Clinic Director Aisha Ali-Gombe is partnering with Adam McCloskey, director of the Louisiana Small Business Development Center, along with cybersecurity students and faculty in engineering, business, and law to develop a comprehensive list of services to protect these small businesses. Konda Mason, leader of Jubilee Justice, a nonprofit that supports a network of Black farmers developing a more climate-friendly way of growing rice, has already connected with the Cybersecurity Clinic. “We’re interested in working with the LSU Cybersecurity Clinic because anything happening to Jubilee Justice would just be devastating,” Mason said. “After all, this is the world we live in, and we’ve got to know it.”

Students Defending Universities Across Louisiana

Louisiana universities are now receiving vital cyber protection through LSU's groundbreaking Security Operations Center (SOC), which is backed by a \$7.5 million state legislative investment. With the LSU Shreveport and Baton Rouge SOCs operational, this collaborative effort, involving industry leaders TekStream and Splunk, trains students from various disciplines to manage cyber threats, serves as a blueprint for up to 40 Louisiana institutions to enhance their cybersecurity defenses, and helps the state save resources. Additionally, LSU's Chief Information Officer Craig Woolley was selected by Splunk for The Champion award, which celebrates executives who are





10X INCREASE

**IN THE FLAGSHIP
CYBERSECURITY
CONCENTRATION
ENROLLMENT IN
THREE YEARS**

committed to innovation, teamwork, and results. Woolley was the only nominee working in higher education. LSU's innovative model is setting a national standard and aims to address the critical shortage of cyber talent nationwide.

Educating Cyber Talent for National Security

Federal funding for LSU's Scholarship for Service CyberCorps program was increased an additional \$600,000 by the National Science Foundation to grow a bigger, better cyber workforce for Louisiana and the U.S. The program — which focuses on teaching students specialized cybersecurity skills, including memory forensics, malware analysis, and machine learning — is one of the largest in the country, having already secured \$3.7 million for the students and the state. All students receive free tuition and scholarships in return for some government service after graduation. Six SFS students have already graduated from LSU with bachelor's, master's, and doctoral degrees, and most of them are now working for federal agencies and national labs. LSU also doubled its Scholarship for Student cohort of students from 12 to 25. The surge in program enrollment mirrors the rising student interest in cybersecurity, marking a ten-fold increase in three years in the cybersecurity concentration within the LSU Division of Computer Science & Engineering.



3X INCREASE IN COMPUTER SCIENCE ENROLLMENT ON THE FLAGSHIP CAMPUS SINCE 2013

Securing Research Funding for Frontier Projects

In the past year, LSU secured more than \$13 million in research funding from national security, intelligence, law enforcement, and defense agencies to tackle cyber and security problems, including \$1 million from the U.S. Department of Homeland Security through the Criminal Investigations and Network Analysis Center for two separate research projects involving memory forensics. Memory forensics is a frontier field in digital investigations to recover elusive evidence of criminal activity on computers and digital devices. The LSU team's growing collaborations and partnerships with state and federal agencies and leading security and defense organizations are partly based on its expert memory forensics capabilities and driven by the increasing need around the world to gather digital evidence to fight online crime and international cyberattacks and terrorism. Additionally, LSU's recent designation as a Center of Academic Excellence in Cyber Operations by the National Security Agency was contingent on its cybersecurity team's ability to teach hands-on memory forensics.

LSU and NATO Team Up on Cyber Defense Training

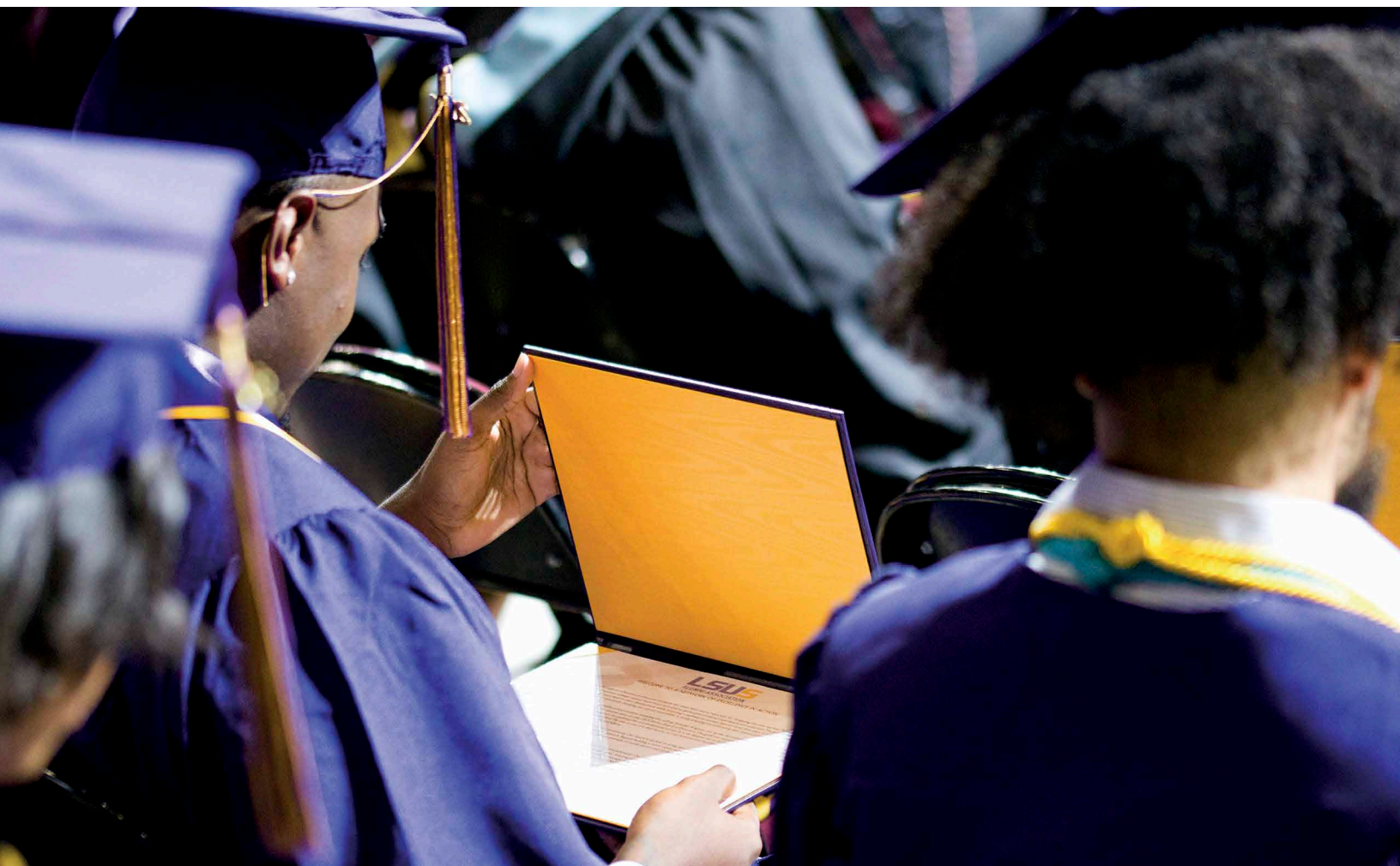
LSU cybersecurity researcher Elias Bou-Harb, associate professor of computer science, and his team of students are working with NATO Allied Command Transformation to develop innovative training scenarios to help strengthen NATO cyber defense capabilities during NATO's annual Cyber Coalition training exercise, which involves about 1,200 participants from the 32 member nations. In the fall, Bou-Harb's team will stage a hypothetical healthcare cyber assault in a NATO cyber range in Estonia to enhance collaboration and cyber preparedness across the NATO countries, ensuring NATO can respond to cyberattacks regardless of individual members' expertise and resources. Securing healthcare infrastructure is critical, since a cyberattack could have far-reaching consequences for both civilian and military patients, hospitals, emergency response capabilities, and national security.



FROM INCOMING FRESHMEN
TO GRADUATING SENIORS,

LSU CAMPUSES REACH NEW HEIGHTS IN ENROLLMENT & STUDENT SUCCESS

LSU's family of campuses across Louisiana continued to attract and retain highly accomplished students in impressive and, in many cases, record numbers during the 2023-24 school year. In the fall, overall enrollment surpassed 60,000 students across the system.





RECORD-SETTING FRESHMAN CLASS

In fall 2023, LSU celebrated continued academic excellence through a record-setting incoming freshman class of 7,494 students, up from the previous record of 7,367 in fall 2022.

It's also LSU's most accomplished freshman class ever, with a record-high average ACT superscore of 26.5 and a record-high average GPA of 3.82.

“Our ability to recruit and retain students of this academic caliber is due to the quality and talent of our faculty and staff,” LSU President William F. Tate IV said. “While other universities are struggling with recruiting, an LSU education remains a competitive driver that keeps Louisiana talent here at home while attracting intellectually gifted students from around the nation.”





“Over the last few years, we have completely changed the way we meet our students’ needs ... and the results are proving that it works.”

Chancellor Dr. Nancee Sorenson
LSU Eunice.

STUDENTS

BOOMING ENROLLMENT

Bucking national trends, LSU’s campuses reported healthy increases, records, and milestones in overall enrollment for 2023-24.

At LSU Shreveport, Chancellor Robert Smith reflected on the university’s success in crossing the 10,000-student mark in enrollment for the first time in the school’s history.

“This is the result of hard work on behalf of everyone on campus as LSUS continues to focus on the success of our students, recruiting students, and working to retain them through graduation,” he said. “This is also the result of LSUS developing programs that are meeting student interests as well as contemporary workforce needs.”

In the 2023-24 school year:

- LSU’s flagship campus in Baton Rouge reported a record-setting total fall enrollment of 39,419, ahead of the previous record of 37,354 in fall 2022.
- LSU Shreveport saw a record spring enrollment of 10,214, topping the previous LSUS record of 9,955 in fall 2020 and crossing the 10,000-student mark for the first time.
- LSU Health Shreveport welcomed a record 1,045 students for the 2023-24 school year, boosted by three new degree programs designed to address nursing shortages.
- LSU of Alexandria reached its enrollment goal of 5,000 students at LSUA well ahead of its 2025 timeline. As of the fall 2023 semester, the university proudly served 5,104 students, further cementing its status as the fastest-growing public university in Louisiana.
- LSU Eunice saw a record enrollment of 3,623 for the fall semester, a 5.6% increase over the previous semester record, set in fall 2010.

RECORD-SIZED GRADUATING CLASSES

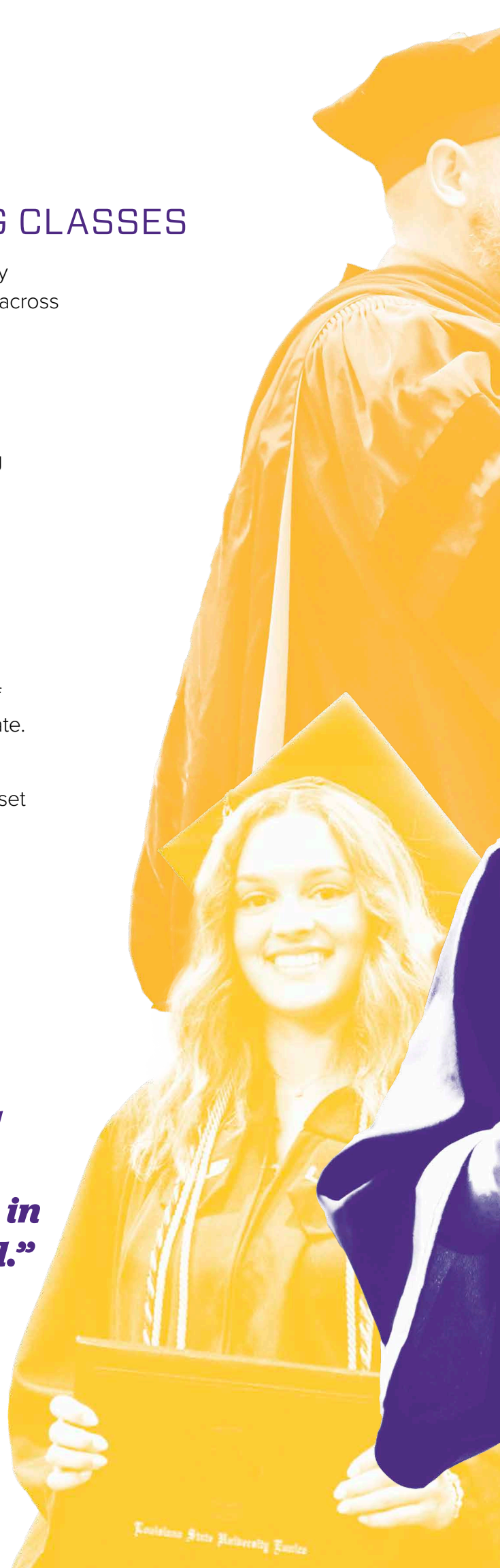
LSU campuses wrapped up the 2023-24 school year by awarding record numbers of degrees to students from across Louisiana, the United States, and the world.

Spring 2024

- LSU awarded a record 4,949 degrees during the university's 313th commencement exercises, topping the previous record of 4,563 in spring 2022.
- LSU Shreveport conferred degrees to a record-breaking 1,355 students, topping the institution's previous record of 1,344 students in the summer of 2021 and topping 1,000 graduates for the 13th consecutive year.
- LSU of Alexandria celebrated the commencement of 438 graduates, LSUA's largest graduating class to date.
- LSU Eunice awarded 470 degrees and certificates, smashing the spring 2023 record of 259. LSUE also set a new school high mark for honor graduates.

“Graduating from college reflects the sacrifices, dedication, and hard work you have invested in your future. We celebrate those accomplishments and extend our heartfelt thanks to everyone who supported you in achieving this incredible goal.”

Chancellor Paul Coreil, PhD
LSUA May commencement





ACADEMIC

LSU's Peter Kelly named **2024 Udall Scholar**

LSU's Harper Doerr named **2024 Schwarzman Scholar**, the first LSU recipient of this graduate fellowship

Dr. Laura T. Hetzler, LSU Health New Orleans Vice Chair of the Department of Otolaryngology-Head and Neck Surgery and Director of the Division of Facial Plastic and Reconstructive Surgery, honored with the **2023 Rosalind Franklin Society Award in Science**

LSU's Tiernan Dautle and Peter Vallet named **2024 Astronaut Scholars**

LSU's Rachael Coates, Iyana Oliviel, and Abigail Randolph named **2024 National Science Foundation Graduate Research Fellowship Program awardees**

LSU's Chen Wang, Corina Barbalata, Jimmy Lawrence, Kevin Smiley, and Hai Lin received **National Science Foundation CAREER Awards**

LSUS professor Alexander Mikaberidze won "**Golden Bee**" literary **prize** for his Polish translation of *The Napoleonic Wars: A Global History*

LSU's Sophie Warny, Joseph Giaime, Edward Laws, and LSU Health Shreveport's Christopher Kevil named **fellows of the American Association for the Advancement of Science**

LSU Law Professor Lisa Avalos selected for **Fulbright U.S. Scholar Program award**

ALL STARS

Pennington Biomedical's Dr. Leanne Redman received the **2023 TOPS Research Achievement Award** from The Obesity Society

LSU instructor Raquel Robvais named a **2024 American Council of Learned Societies fellow**

LSU's Kam-Biu Liu received the **Lifetime Achievement Award from the American Association of Geographers**

LSU Health New Orleans' Dr. Demetrius Porche selected for **Friends of the National Institute of Nursing Research Ambassador Cohort**

LSU Professor Emeritus Robin McCarley and former LSU Associate Professor of Mechanical Engineering Kevin Kelly elected as **fellows of the National Academy of Inventors**

LSU Professor Kermit Murray named **senior member of National Academy of Inventors**

LSU Health New Orleans' Dr. Angela Johnson appointed **board chair of the American College of Physicians**

LSU postdoctoral researcher Beatriz Elizaga Navascués won **Bronstein Prize in Loop Quantum Gravity**

Seven LSU Health Shreveport faculty received **Healthcare Research All-Star Awards from Avant-Garde Health** for research in their respective areas: Dr. Cherie-Ann Nathan, Dr. Brian Willis, Dr. Ameya Asarkar, Dr. Alexander Gomelsky, Dr. Tarek Helmy, Dr. Nazih Khater, and Dr. John Pang



IMPROVING STEM CELL DELIVERY

Mandi Lopez, director of the LSU School of Veterinary Medicine's Laboratory for Equine and Comparative Orthopedic Research, developed a new syringe that improves the delivery of adult stem cells to treat tendon injuries. The syringe stores and delivers stem cells directly, reducing contamination and cell loss during transfer and transport. The innovation aims to enhance the effectiveness of stem cell therapy, speeding up recovery for both humans and animals.



SAVING THE LOWER MISSISSIPPI RIVER DELTA

Researchers at LSU and Tulane University were awarded \$22 million by the National Academies of Sciences, Engineering, and Medicine to lead a 15-member consortium that will chart a new course for the future of the fragile Lower Mississippi River Delta. The Mississippi River Delta Transition Initiative, or MissDelta, as the consortium is known, will include a team of 38 investigators working with the National Academies' Gulf Research Program. The group will begin engaging stakeholders this year as they work to project the evolution of the disappearing delta through the year 2100 and assess how interventions would lead to different and better outcomes for that area.

\$16 MILLION FOR NEW CONSTRUCTION BUILDING

LSU alumnus Art Favre committed \$15 million in support of the LSU Construction & Advanced Manufacturing Building. His leadership generosity catalyzed momentum toward the \$75 million fundraising target for the new building, envisioned as a \$107 million, three-floor complex that will expand space for labs and research faculty – cornerstones of the Scholarship First Agenda. Favre was one of the first graduates of LSU's construction management program and co-founded Performance Contractors, now a leading full-service industrial construction company.

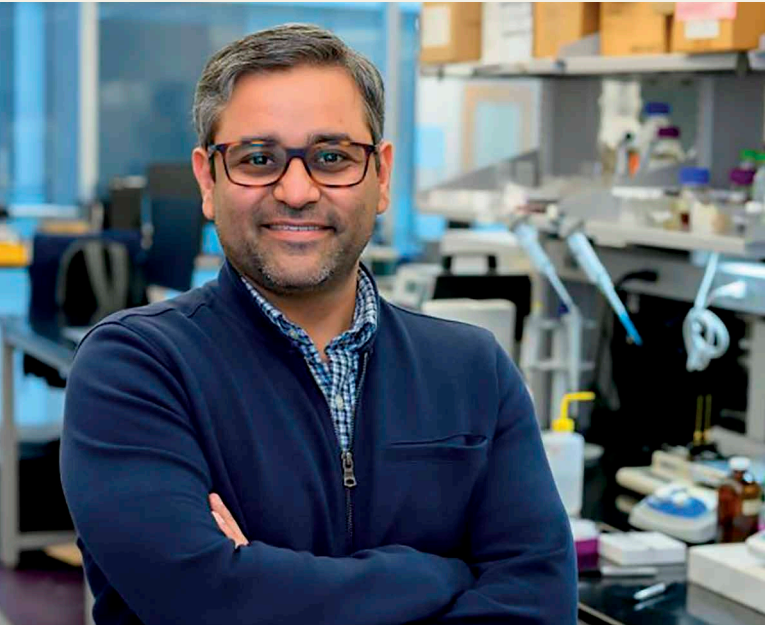
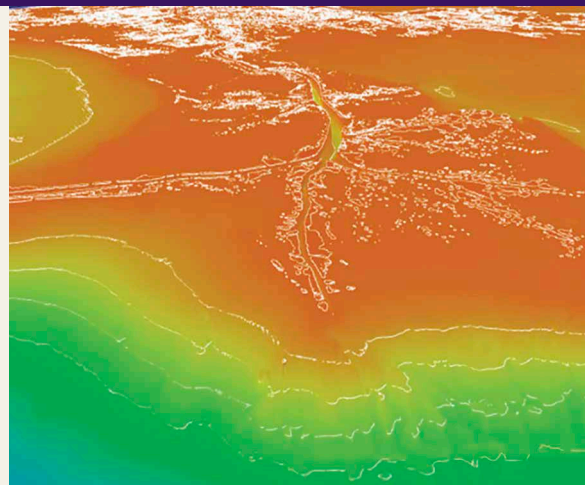
SAVING U.S. CATTLE INDUSTRY \$1 BILLION ANNUALLY

LSU researcher Shafiqul Chowdhury, a professor of veterinary medicine, has developed a new vaccine against bovine respiratory disease and related illnesses that kill around 8 million calves each year and cost the U.S. cattle industry more than \$1 billion. With Chowdhury's vaccine, there is no chance for the virus to spread and circulate in the cattle population. Chowdhury took bovine herpes virus type 1 and genetically modified it to provide the protective proteins of other bovine respiratory viruses.



PROVIDING BETTER DATA FROM THE GULF COAST

LSU received \$5 million from the National Oceanic and Atmospheric Administration (NOAA) to install up to eight high-frequency radar systems along the Louisiana coastline. Spearheaded by LSU Department of Oceanography & Coastal Sciences Professor Kevin Xu and LSU Department of Geology & Geophysics Professor Sam Bentley, this radar system will allow near-real-time monitoring of the speed and direction of ocean surface currents.



TRANSFORMING OIL SPILL MANAGEMENT

LSU Chemical Engineering Associate Professor Bhuvesh Bharti and his former graduate student Jin Gyun Lee received a patent for their new technology using lignin nanoparticles to provide an eco-friendly method for oil spill cleanup. Currently, silicone-based surface-active agents, or surfactants, are commercially used as “oil herders.” Their design and poor biodegradability, however, have raised concerns about their release into the environment and health impacts. Bharti’s technology combines lignin — a complex organic polymer found in wood and plants — with alcohol to form a solution that shrinks the film of spilled oil into a small region where it can be more easily removed.

\$5 MILLION FOR LEARNING COMMONS

Roger and Jill Jenkins’ \$5 million leadership gift in support of the new LSU Library Learning Commons is the largest gift to the project to date. Roger is the current chair of the LSU Foundation Board of Directors. Elite spaces that reflect LSU’s Scholarship First mindset are requisite to attracting and retaining elite students and faculty. The LSU Library Learning Commons will relocate LSU’s library — the largest public research library in Louisiana — to a welcoming and inspiring destination, forming a new center of campus, and will be competitive with the libraries of fellow Research 1-designated universities. The projected 198,000-square-foot space will empower innovation in research and learning by providing next-generation services, technologies, and collections within a vibrant, inclusive, and adaptable space.

DRIVING WORKFORCE INNOVATION

LSUA is at the forefront of aligning academic programs with the evolving demands of the workforce. The university combines advanced technology, career-focused education, and collaboration with community partners to drive innovation, stimulate economic growth, and create positive social impact across the state. To directly address critical workforce shortages, LSUA has partnered with multiple universities and organizations to launch programs that provide top-tier educational experiences to prepare graduates for immediate success.

Recognizing the importance of technology in the modern workplace, LSUA has significantly expanded its technological capabilities. Students can now access cutting-edge tools like virtual reality (VR), drones, cybersecurity technologies, and a makerspace equipped with 3D printers and laser-cutting machines. The investment in technology modernizes the learning environment and ensures students are well-prepared for the technological demands of their future careers.



EXCELLENCE IN TEACHER TRAINING

LSUA is making a significant impact on K-12 teacher training in Central Louisiana, shaping the future of education in the region. Three hundred future educators participated in the 5th Cenla Educators Rising Convention. The university's School of Education has earned national recognition for excellence in science and reading instruction, further solidifying its reputation as a top-tier educator preparation provider. LSUA's commitment to educational excellence is also demonstrated by its inclusion among 38 educator prep providers recognized nationally for their outstanding programs.

100% PASS RATE ON CERTIFICATION TESTS

100% of LSUA School of Nursing fall 2023 graduates passed the National Council Licensure Examination (NCLEX). This accomplishment marks the second time in six years that LSUA has seen all students in a cohort pass the NCLEX on their first attempt, underscoring the school's commitment to excellence in nursing education and preparation. In addition, 100% of Radiologic Technology graduates passed the American Registry of Radiologic Technologists (ARRT) certification exam. The program has also accepted the largest class in its history.

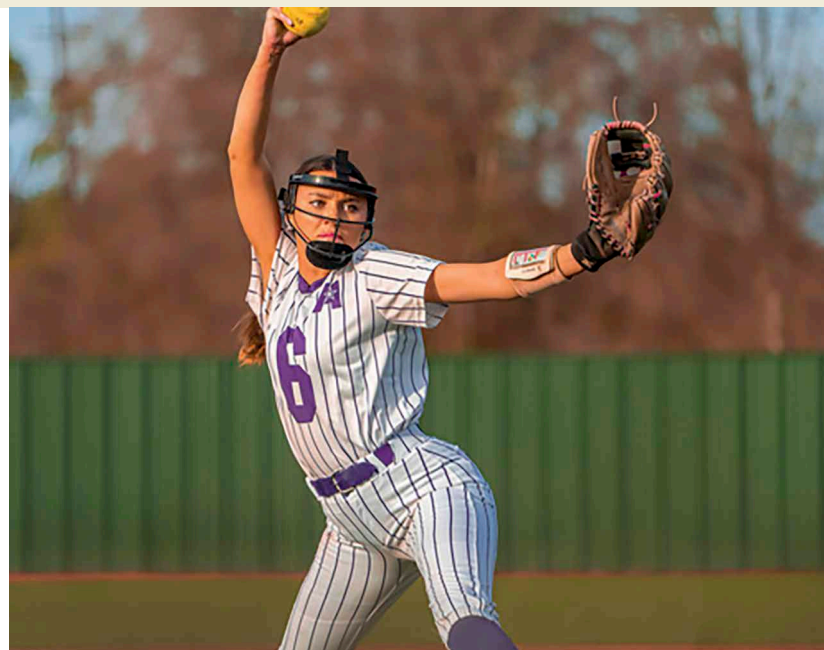
ENHANCED PATHWAYS FOR STUDENTS

LSUA is forging robust pathways for students to transition into professional degrees, effectively serving as a pipeline to LSU.

- Through a partnership with LSU Health New Orleans, LSUA launched the first dental hygiene program in Central Louisiana, a two-year Bachelor of Science curriculum that graduates students from LSU Health New Orleans School of Dentistry.
- An agreement between LSUA and LSU streamlines the path to engineering careers, allowing students to complete pre-engineering coursework and an Associate of Science at LSUA before transferring to LSU for their Bachelor of Science in various engineering fields.
- A new partnership with the LSU School of Veterinary Medicine further enhances this pipeline, offering an early admission pathway for LSUA graduates specializing in rural and agricultural veterinary practices aimed at bolstering expertise in food animal and production medicine sectors.
- In a move to enhance health care accessibility and quality in Louisiana, LSU introduced the innovative Interdisciplinary Pre-Med Program (IPP) to bolster local health care through partnerships with LSU Health Sciences Centers in New Orleans and Shreveport. This pioneering initiative combines coursework from various disciplines to provide a comprehensive pre-med education, preparing students for medical school and diverse health care careers. The IPP is designed to address regional health care needs by equipping students with a broad skill set and fostering a strong foundation in medical sciences, ultimately enhancing health care services in Central Louisiana. The partnership is also aimed at creating a robust pipeline of medical professionals, ensuring LSUA graduates with qualifying MCAT scores earn guaranteed admissions interviews at either of the LSU medical schools in New Orleans and Shreveport.

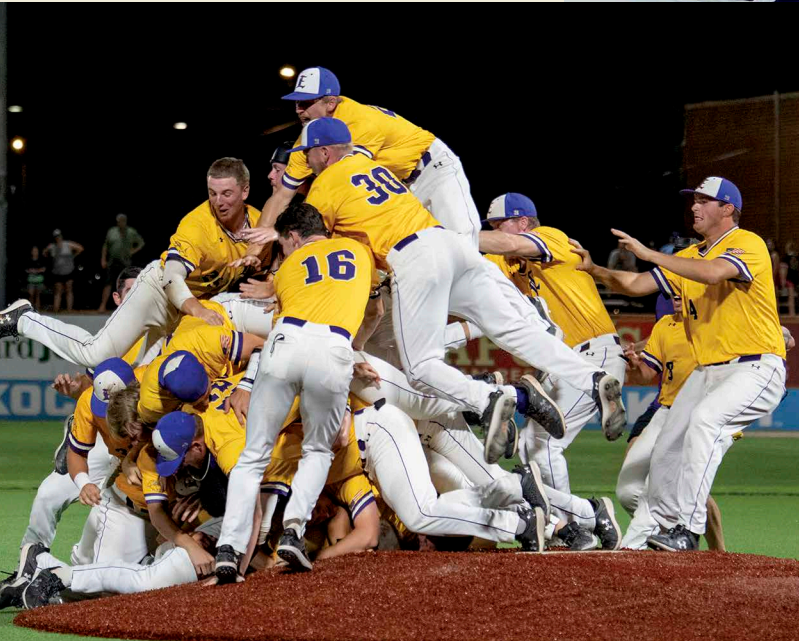
ATHLETIC ACHIEVEMENTS

LSUA celebrated a remarkable year of athletic achievements, marked by significant victories and academic excellence. The Generals clinched Conference Championships in women's soccer, men's basketball, and softball. In addition, LSUA athletes recorded the highest GPAs in the program's history. Multiple athletes from women's tennis, softball, and men's basketball were named All-Americans. LSUA coaches earned top recognition in the Red River Athletic Conference (RRAC). Billy Perkins was named RRAC Coach of the Year for women's basketball, while Dimario Jack, in his first year as the Generals' head coach, earned the same honor for men's basketball.



LSUE

EUNICE



BASEBALL WINS 8TH NATIONAL CHAMPIONSHIP

LSU Eunice Baseball continued its championship dynasty, winning its 8th NJCAA National Championship. The Bengals defeated Brunswick CC 9-3, capping off a 56-8 record. The eight National Titles are the most in NJCAA Division II history and the second most in NJCAA Baseball. A homegrown team, with 31 of its 36 members hailing from the Bayou State, saw Ruston's Dawson Willis named the World Series Most Valuable Player alongside All-Tournament Team members Blake Lobell (Springfield), Teddy Johnson (Kenner), Weston Fulk, and Liam Watt. NJCAA and ABCA Hall of Fame head coach Jeff Willis captured his 1,000th career win, all at LSUE, during the championship season, becoming one of the youngest and quickest to ever reach the milestone.

FEDERAL FUNDING FOR STEAM CENTER

LSU Eunice was the recipient of \$3.25 million in federal funding earmarked for the upcoming STEAM Innovation Center. The support is the latest investment into the game-changing upgrades for the current Science Building and the largest commitment either publicly or privately. The STEAM Innovation Center is the renovation and reimagining of the first building erected on the campus in 1967. It will serve as a hub for academic and economic change in the area, providing a first-class facility with the classroom and laboratory space needed in today's academic environment.

‘EARN WHILE YOU LEARN’ RESPIRATORY THERAPY PROGRAM

LSU Eunice has partnered with Ochsner Lafayette General and Acadiana Workforce Solutions for a Respiratory Therapy Apprenticeship Customized Training Program. The joint effort affords students a unique chance to “earn while they learn” through a paid apprenticeship at Ochsner Lafayette General in the Respiratory Therapy department while pursuing an Associate of Science in Respiratory Care at LSUE. As the need for qualified respiratory therapists increases following the COVID-19 pandemic, this alliance seeks to help lower-income students accomplish their goals by providing a work/study environment in a growing health care field.



ACADEMIC MILESTONES ACHIEVED

LSU Eunice accomplished several milestones in the academic arena during the 2023-24 year. LSUE completed its 10-year SACSCOC accreditation renewal this fall, while also earning continuing accreditation for Diagnostic Medical Sonography (Commission on Accreditation of Allied Health Education Programs) and Nursing (Accreditation Commission for Education in Nursing), as well as a Fire and Emergency Services Higher Education (FESHE) recognition for our Fire and Emergency Services department. Individually, Assistant Professor Rachel Andrus was awarded Recreator of the Year by the Louisiana Association of Health, Physical Education, Recreation, and Dance (LAHPERD).

NATIONALLY RECOGNIZED PROGRAM

The LSU Eunice Fire and Emergency Services program has received the Fire and Emergency Services Higher Education (FESHE) Recognition by the United States Fire Administration. LSUE is one of only seven institutions nationwide that carry the FESHE Recognition certificate at the associate degree level. The honor is an acknowledgement that a collegiate emergency services degree program meets the minimum standards of excellence established by FESHE professional development committees and the National Fire Academy.



RECORD ENROLLMENT

LSUS achieved a historic milestone this spring, surpassing 10,000 students for the first time with a total enrollment of 10,214. This record-breaking increase, driven by growth in both undergraduate and graduate programs, reflects LSUS's commitment to student success and its effective response to contemporary workforce needs. Graduate enrollment alone reached 7,756, the highest in the state. The university's innovative programs and support systems continue to attract and retain a diverse student body despite national enrollment challenges.



HUNGER-FREE CAMPUS DESIGNATION

LSUS was recognized as a hunger-free campus by the Louisiana Board of Regents, meeting the criteria outlined in Act 719. This designation highlights LSUS's efforts to combat student hunger through initiatives such as a charitable food pantry, supported by the Red River Gardening Club. The designation enables LSUS to pursue further funding for resources like refrigeration and kitchen equipment. Additionally, the SHARE Center at LSUS offers comprehensive support addressing students' basic needs, enhancing their overall well-being and academic success.

ATHLETICS EXCELLENCE

The Pilots' baseball team showcased their dominance by securing the Red River Athletic Conference (RRAC) regular season championship for the third consecutive year. In basketball, the men's team made it to the NAIA Sweet 16, while the women's team clinched both the RRAC regular season and tournament championships. Adding to the accolades, men's basketball coach Kyle Blankenship was honored with the prestigious Jimmy Collins Award from the Allstate Sugar Bowl, recognizing his outstanding contributions and leadership. The LSU Shreveport Bass Fishing team recorded its best-ever finish for an entire season as the Pilots logged a sixth-place standing in the Bass Pro Shops School of the Year presented by Abu Garcia. It's the third straight year that LSUS has put together its best season ever, finishing No. 15 in 2022-23 and No. 20 in 2021-22.



LARGEST-EVER GRADUATING CLASS

LSUS celebrated its largest-ever graduating class with 1,355 degrees conferred. This milestone surpasses the previous record set in 2021. The event highlights LSUS's commitment to academic excellence and its diverse student body, with graduates hailing from 49 states and 29 countries.



TOP RANKING IN ECONOMIC MOBILITY INDEX

LSUS ranked the highest in the state and among the nation's best in the second annual Economic Mobility Index, which measures how effectively institutions help low-income students improve their socioeconomic level. LSUS earned Tier 1 status, meaning it ranked in the top 20 percent of the more than 1,300 colleges evaluated. The report was released by the organization Third Way, a national think tank that believes higher education is critical to securing a middle-class lifestyle.



NEW SAFER, NON-ADDICTIVE, NON-TOXIC PAINKILLER

LSU Health New Orleans researchers have developed a new, non-addictive, non-toxic painkiller that offers the hope of pain relief while also addressing the opioid crisis through safer, more effective pain management solutions for people worldwide. Dr. Nicolas Bazan, Boyd Professor and director of the Neuroscience Center of Excellence, led the team that discovered this innovative therapeutic. Painful conditions affect up to 27% of adults worldwide, including over 51 million adults in the U.S. Existing pain treatments such as opioids, acetaminophen, and NSAIDs pose risks of addiction and toxicity with overuse.



DR. RAHN BAILEY SELECTED FOR PRESTIGIOUS NATIONAL AWARD

The American Psychiatric Association (APA) Foundation selected Rahn Bailey, MD, DLFAPA, ACP, professor and chair of psychiatry at LSU Health New Orleans School of Medicine, as the recipient of the 2024 Solomon Carter Fuller Award. The award honors a Black citizen who has pioneered in an area that has significantly improved the quality of life for Black people. His work has been seminal in assisting communities in caring for patients' health, developing strategies to improve their health paradigms, and working to enhance the lives of young professionals.

FACULTY LEADERSHIP ACHIEVEMENTS

Several distinguished faculty members from the LSU School of Nursing were elected to lead prominent national organizations. Dr. Jennifer Manning was elected president of the National Clinical Nurse Specialist Association. Her leadership is expected to bring innovative advancements and strategic direction to the organization, further cementing her status as a leader in clinical nursing. Dr. Demetrius Porche was appointed chair of the Implementation Science and Scholarship Network of the Americas. His role will focus on advancing the integration of scientific research into practical nursing applications, reflecting his dedication to bridging the gap between research and clinical practice.





DR. ANGELA JOHNSON VOTED CHAIR-ELECT OF AMERICAN COLLEGE OF PHYSICIANS (ACP) BOARD OF GOVERNORS

Angela Johnson, MD, professor of clinical medicine and section chief of internal medicine at LSU Health New Orleans School of Medicine's Baton Rouge campus, is the chair-elect of the American College of Physicians (ACP) Board of Governors. The Board of Governors is an advisory board to the Board of Regents, the college's policy-making body. ACP is the largest medical specialty organization in the United States, with members in more than 145 countries worldwide.

ALS CLINIC RECOGNIZED AS CENTER OF EXCELLENCE

The LSU Health New Orleans ALS Clinic was recently recognized as an ALS Association Certified Treatment Center of Excellence, making it one of only two designated centers in Louisiana. An estimated 5,000 individuals are diagnosed annually in the United States. The LSU Health New Orleans ALS Clinic is committed to providing exemplary interprofessional care to individuals facing the challenges of Amyotrophic Lateral Sclerosis (ALS or Lou Gehrig's disease).



CANCER PREVENTION

A research team from LSU LCMC Health Cancer Center has been awarded a \$1.5 million grant to eliminate barriers to cervical cancer prevention. The five-year program combines a \$1.2 million award from the American Cancer Society and a \$75,000 a year for five years investment from LSU Health New Orleans. Louisiana has one of the highest cervical cancer death rates in the country.

RENOWNED PATHOLOGIST JOINS LSU HEALTH SHREVEPORT

LSU Health Shreveport welcomed Jim Zhai, PhD, as chair of Pathology & Translational Pathology after a national search. Zhai was named the president-elect for the College of American Pathologists, the leading organization for board-certified pathologists, in October 2023. Zhai is internationally renowned as a surgical pathologist and a nationally sought-after speaker in several subspecialties, including Head and Neck, Thyroid, GU, and Diagnostic and Prognostic Immunohistochemistry. His research focuses on integrating morphology, immunohistochemistry, and liquid biopsy with clinical relevance, translating emerging molecular advances into diagnostic and therapeutic guidance for everyday practice.



MORE THAN \$5 MILLION IN NIH GRANTS

Two LSU Health Shreveport faculty members were awarded prestigious and highly competitive grant funding from the National Institutes of Health (NIH).



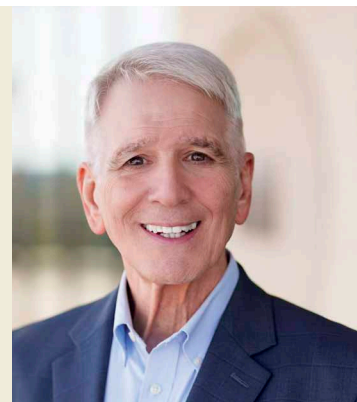
Ana-Maria Dragoi, MD, PhD, assistant professor of molecular and cellular physiology, was awarded an R01 grant totaling \$1,788,500 over five years from the NIH's National Institute of Allergy and Infectious Diseases, her first R01 grant. Funding from the NIH will allow Dr. Dragoi to study how *Neisseria gonorrhoeae*, the bacteria that causes the sexually transmitted disease gonorrhea, interacts with the immune system and avoids natural immune responses. Her research will work to identify new ways to combat and treat gonorrhea, which is an urgent public health concern due to rising antibiotic resistance.



Md. Shenuarin Bhuiyan, PhD, associate professor of pathology and translational pathobiology, was awarded an R01 grant totaling \$3,301,740 over five years from the NIH's National Heart, Lung and Blood Institute. Dr. Bhuiyan's research focuses on defining new physiological functions of the Sigma-1 receptor (Sigmar1) – a widely expressed protein in the heart – and discovering its protective functions during adverse changes to the heart and heart failure. These studies will uncover new perspectives on how to approach heart failure treatments and provide candidates who could be treated for the disease with medications and genetic targeting.

LEADING LOUISIANA'S DEPARTMENT OF HEALTH

LSU Health Shreveport School of Medicine alumnus Dr. Ralph Abraham was appointed as the Louisiana Department of Health Secretary in 2023. He now leads the state's largest agency that delivers medical, preventative, and rehabilitative services to millions of Louisianans. Dr. Ralph Abraham graduated from the School of Medicine in 1994 after completing a veterinary medicine doctorate and 10 years of practice as a veterinarian. After a residency in Family Medicine, Dr. Abraham practiced in rural Northeast Louisiana for over 30 years.



ONE OF NATION'S BEST OTOLARYNGOLOGY PROGRAMS

The School of Medicine's Otolaryngology-Head and Neck Surgery Residency Program ranked in the top five programs in the country on the annual Otolaryngology Training Exam. Each year, otolaryngology residents from roughly 120 programs take this exam, and this year LSU Health Shreveport's outstanding residents were top performers, an incredible accomplishment and evidence of the robust training program.



RESEARCHING STRESS ON LONG-DURATION DEPLOYMENTS

LSU Health Shreveport and Air Force Global Strike Command, headquartered at Barksdale Air Force Base, have signed a Cooperative Research and Development Agreement to study the physiological and cognitive stress that B-52 aircrews experience on long-duration deployments, also known as sorties. Findings from the project will be used to develop evidence-based training protocols to further optimize the capability and capacity of B-52 aircrews for sustained and dynamic operations under increased cognitive, emotional, and physical stress conditions.



IMPROVING CANCER PATIENT OUTCOMES

Feist-Weiller Cancer Center (FWCC), a Center of Excellence in Cancer Research, Treatment and Education at LSU Health Shreveport and Loxo@Lilly, the oncology unit of Eli Lilly and Company, recently launched a new research collaboration that will provide next-generation sequencing (NGS) access to underserved cancer patients in the northern Louisiana region. Health disparities are present in North Louisiana, with a cancer mortality rate that is 11.3% higher than the national rate.



IMPROVING HEALTH IN RURAL COMMUNITIES

The LSU AgCenter received \$4 million from the Centers for Disease Control and Prevention (CDC) for the five-year High Obesity Program (HOP). The program funds universities working with local cooperative extensions in mostly rural counties where 40% or more of adults suffer from obesity. The funding will allow the LSU AgCenter Healthy Communities team to address health disparities related to nutrition, physical activity, and obesity in 12 rural parishes. The Healthy Communities and High Obesity Program has been working for eight years to improve access to healthful foods and opportunities for physical activities with the aim at improving overall health outcomes of residents in rural communities.

CONTROLLING THE EXPLODING FERAL HOG POPULATION

After years of research to find an effective way to control exploding populations of feral hogs, a patent has been issued for a bait developed by scientists in the LSU AgCenter and LSU Department of Chemistry. The bait uses sodium nitrite, which can be lethal to feral swine, the culprits behind millions of dollars in damage to agricultural fields and forestlands in Louisiana and across the country. The inventors include Glen Gentry, an animal scientist and director of the LSU AgCenter Bob R. Jones-Idlewild Research Station in Clinton; John Pojman, an LSU chemistry professor; and Baylen Thompson, a former graduate student who worked under Pojman.



DIMINISHING THE DAMAGE BY INVASIVE SPECIES

The LSU AgCenter is creating a center to mitigate damage by invasive species. The Center of Research Excellence for the Study of Invasive Species will provide pioneering and transformational solutions to problems associated with invasive species in the southern United States, with the aim of mitigating the destruction these organisms bring. Invasive species cause \$120 billion in damage in the U.S. each year, harming agricultural production, human habitation, forestland, wetland, and native species. They threaten economic and ecological stability, displace native species, and increase agricultural production costs. The center will provide a framework for the creation of the Mississippi River Invasive Species Consortium, with the LSU AgCenter working as the coordinating institution for research, education, and outreach efforts involving partner institutions in states along the Mississippi River.



IMPROVING WATER QUALITY IN URBAN SETTINGS

A \$1.5 million EPA grant is funding LSU AgCenter Botanic Gardens at Burden faculty, along with LSU's Department of Civil & Environmental Engineering and the LSU AgCenter Hammond Research Station, to study biofilters for nutrient capture and water quality improvement in urban areas. The work will examine stormwater in the wetlands and "borrow pit" — a term referring to dirt that was "borrowed" years ago to build the interstate highway that runs through the Burden property — which Jeff Kuehny, director of the Botanic Gardens, said is impaired with chemicals above EPA limits, and will also explore remediation methods.

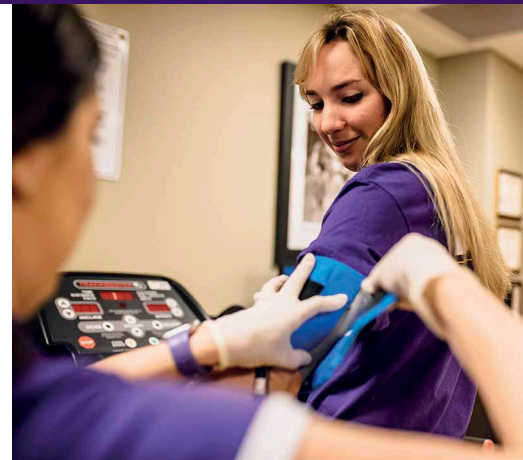
PRESERVING GENETIC RESOURCES

The LSU AgCenter's Aquatic Germplasm & Genetic Resources Center received a \$2.6 million grant to advance its research in genetic resource preservation. The center is a one-of-a-kind facility providing global leadership in the quest to protect aquatic species. The grant supports innovative efforts to enhance methods for genetic resource management, reduce costs, and promote animal welfare by decreasing the need for live specimens in research.



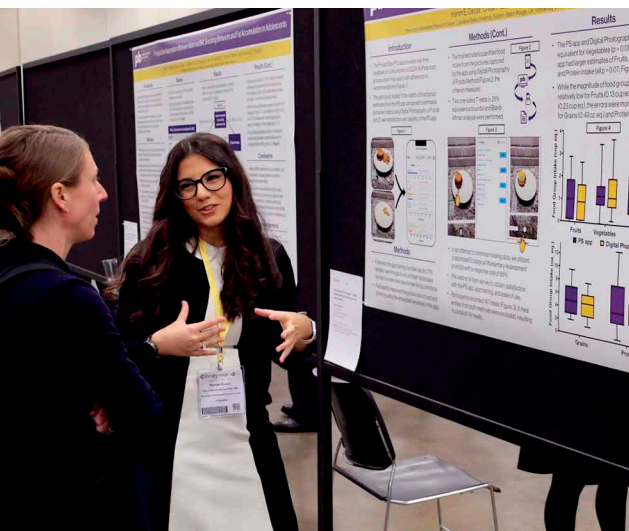
SAVING LIVES THROUGH SCREENING

The Pennington Biomedical Research Center, in collaboration with LSU Health New Orleans School of Medicine, has developed an innovative screening tool to detect endometrial cancer early, particularly among young and underserved women in Louisiana. This partnership between Vance L. Albaugh, MD, PhD, a metabolic surgeon with Pennington Biomedical's Metamor Institute, and Amelia Jernigan, MD, division director of Gynecologic Oncology at the LSU School of Medicine in New Orleans, has already screened 2,000 women and aims to identify cancer at its earliest stages, potentially preventing invasive treatments. Endometrial cancer is the fastest-growing cancer in young women in Louisiana.



NATIONAL HEALTH INNOVATION NETWORK TO BOOST BREAKTHROUGHS

Pennington Biomedical Research Center was named a spoke in the Advanced Research Projects Agency for Health (ARPA-H) Investor Catalyst Hub and ARPA-H Customer Experience Hub. The ARPA-H, headquartered in the Department of Health and Human Services in Washington, D.C., operates regional hubs that comprise ARPANET-H — a nationwide health innovation network dedicated to the needs of people: listening to, learning from, and building trust with communities to enable access to critical health innovations for all Americans. The Investor Catalyst Hub connects researchers, entrepreneurs, and investors to accelerate the development of innovative health care solutions. This hub will facilitate new research findings and future-forward ideas to advance commercialization, affordability, and revolutionary breakthroughs.



TRAINING FUTURE RESEARCHERS

Pennington Biomedical's Scientific Training and Education secured a grant of \$500,000 for the development of a new training course, "Clinical Methods for Nutrition and Obesity Research," to be held at the Center. The course will bring the next generation of postdoctoral researchers and early-career faculty in obesity and nutrition methods from around the world to Baton Rouge. The five-day course will provide gold standard and cutting-edge research methodologies for conducting obesity and nutrition related research. The grant is the first of its kind for Pennington Biomedical and adds another training course at the Center along with the recently launched Bray Obesity Symposium on-demand review course for the American Board of Obesity Medicine, or ABOM, exam.

WORLD'S MOST CITED RESEARCHERS

Five Pennington Biomedical Research Center faculty members and one adjunct professor rank among the most cited researchers in the world, according to the Google Scholar Citations database. When a paper is frequently cited, it indicates that other scientists are using those results to test and prove new theories, which provide fresh discoveries. This process is how research serves as the basis for continuously advancing science and improving health.

- Claude Bouchard, PhD, LSU Boyd Professor Emeritus and formerly the John W. Barton, Sr. Endowed Chair in Genetics and Nutrition, has the center's highest h-index at 188, according to Google Scholar Citations, which places him among the top 200 most cited researchers worldwide. His research centers on the genetics and consequences of obesity and the health benefits of exercise. His papers have been cited 166,460 times.
- Steven Heymsfield, MD, professor and director, Metabolism and Body Composition Laboratory, has an h-index of 165, which places him among the top 500 most cited researchers worldwide. His papers have been cited 119,358 times.
- George Bray, MD, LSU Boyd Professor Emeritus and Pennington Biomedical's first executive director, has an h-index of 149. His papers have been cited 118,072 times.
- Eric Ravussin, PhD, director, Nutrition Obesity Research Center; Douglas L. Gordon Chair in Diabetes and Metabolism; and LSU Boyd Professor, has an h-index of 144. His papers have been cited 76,305 times.
- Peter Katzmarzyk, PhD, associate executive director for Population and Public Health Sciences; professor; and Marie Edana Corcoran Endowed Chair in Pediatric Obesity and Diabetes, has an h-index of 127. His papers have been cited 76,042 times.

DASH DIET IS ONE OF THE BEST

U.S. News & World Report continues to rate the DASH diet as one of the best diets. Since 2011, the DASH diet has been rated among the top in the Best Diet Overall and Best Diet for Healthy Eating, as a trusted approach to improving heart health and managing blood pressure. The American Heart Association also ranks the DASH Diet as the top heart-healthy eating style. The DASH (Dietary Approaches to Stop Hypertension) diet was developed because of a federally funded trial at four sites, one of which was Pennington Biomedical. The diets from those trials were finalized by researchers at Pennington Biomedical. Following the DASH studies, the results were so significant that this diet became the main diet recommended by the National Heart, Lung, and Blood Institute of the National Institutes of Health.



LEADING INNOVATION

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#56

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