



**BUDGET PRIORITIES
LSU HEALTH SCIENCES CENTER IN NEW ORLEANS
2021-22 OPERATING BUDGET**

The Fiscal Year 2021-22 appropriation for the LSU Health Sciences Center in New Orleans Campus (LSUHSC-NO) is \$152.5 million. This represents a net increase of \$8.9 million in comparison to the final appropriation of \$143.6 million for Fiscal Year 2020-21. It should be noted, however, that actual revenue received in FY 2020-21 was only \$141.2 million, a shortage from budget in that year of approximately \$2.4 million. The shortage consisted of budgeted fees and self-generated revenue that did not materialize. The LSUHSC-NO’s FY 2021-22 appropriation was increased in large part due to the \$5.4 million increase in general fund replacing general funds that were reduced in our FY 2020-21 budget and swapped for federal Higher Education Emergency Relief funds due to the coronavirus pandemic provided in FY 2019-20; \$2.7 million to provide for increased mandated costs; \$570 thousand for a faculty pay plan; \$100 thousand for dental forensic setup for Louisiana’s Mass Disaster team, an additional \$1.2 million in general fund operating funds as a result of increased formula funding and a small adjustment of \$29 thousand in SELF funds.

LSUHSC-NO Spending Priorities in FY 2021-2022:

Salary Adjustments

Civil Service Market Adjustments:

Pursuant to changes in the civil service rules, annual performance adjustments/Merit increases were abolished effective July 1, 2018 and instead all eligible classified employees receive an annual increase in accordance with the new Market Adjustment Rule (CSR 6.32). Effective July 15th of each fiscal year, eligible classified employees receive a market adjustment. A market adjustment is an adjustment to an employee’s base pay based upon the employee’s position within his/her pay range.

In order to be eligible for a market adjustment, a classified employee must have been employed (at a state entity) six months preceding the disbursement date of July 15th of each year. The following employees shall not be eligible for market adjustments:

- Any classified employee who received an overall performance evaluation of Needs Improvement/Unsuccessful on their last official performance evaluation.
- When Actually Employed (WAE) employees.

Eligible classified employees will receive a base pay increase through a market adjustment annually on July 15th. The Percentage amount granted to an employee will be determined by identifying where their current hourly rate falls within his/her pay range. Eligibility percentages are below:

Hourly Rate at Minimum up to 1 st Quartile	Hourly Rate above 1 st Quartile up to the Midpoint	Hourly Rate above the Midpoint up to the 3 rd Quartile	Hourly Rate above 3 rd Quartile up to the Maximum
4%	3%	2%	2%

The civil service market adjustments for 336 employees come with an annual increase of \$443,719 including fringe benefits.

Faculty Promotion and Tenure Adjustments:

Effective July 1, 2021, the Health Sciences Center granted salary increases for faculty who have earned promotions in rank. Increases range between 6% and 12%. These faculty promotions come with an annual increase of \$772,677 including fringe benefits as follows:

Previous Title	Promotion Title	Number of Positions	FY 22 Annual Increase with Related Benefits
Instructor Clinical	Assistant Professor Clinical	2	\$18,377
Clinical Assistant Professor	Clinical Associate Professor	6	\$50,517
Assistant Professor Clinical	Associate Professor Clinical	18	\$268,643
Associate Professor	Professor	6	\$132,904
Associate Professor Clinical	Professor	1	\$23,453
Associate Professor Clinical	Professor Clinical	7	\$111,294
Instructor	Assistant Professor Clinical	2	\$32,505
Assistant Professor	Associate Professor	3	\$59,990
Clinical Associate Professor	Clinical Professor	1	\$12,611
Clinical Assistant Professor	Associate Professor Clinical	1	\$11,131
Assistant Professor Clinical	Associate Professor – Tenure Track	1	\$14,076
Assistant Professor Clinical/Assistant Director Nurse Practitioner Programs	Associate Professor Clinical	1	\$17,685
Associate Professor Research	Associate Professor Research	1	\$19,491
Total LSUHSCNO Annual Increase		50	\$772,677

Bringing Post-Doctoral researchers and fellows to the NIH minimum suggested salary:

Effective July 1, 2021, the Health Sciences Center granted salary increases for post-doctoral researchers and post-doctoral fellows whose salary were below the posted NIH suggested salary of \$53,760. These adjustments come with an annual increase of \$3,386 inclusive of related benefits for 21 post-doctoral researchers and an annual increase of \$55,077 inclusive of related benefits for 14 post-doctoral fellows.

Two Percent Cost of Living Increase for Faculty and Staff:

Effective July 1, 2021, the Health Sciences Center granted a 2% cost of living salary increase for eligible employees. Those deemed eligible were those full time and part time employees that were in an eligible position on the payroll as of January 1, 2021 and remained in an eligible position defined as follows:

- Employees whose classified indicators are A (Academic), F (Faculty), or U (Unclassified)
- Summary of positions EXCLUDED:
Classified, Gratis, Fellows, Trainee Fellows, Intern-Non-Medicals, Graduate Assistants, Student Workers, House Officers, Unclassified POAs, and WAEs.

This COLA came at an annual cost of \$4,131,755 inclusive of related benefits.

Because leadership is well aware of the State's fiscal condition, our University has placed an emphasis on creating and enhancing alternative sources of funding:

- LSUHSC-NO continues to seek new and/or expanded relationships with private and not-for-profit health care entities. We hope to have increases in revenue from private contracts this fiscal year.
- LSUHSC-NO will receive capital outlay appropriations and other self generated funds to repurpose the LSU Interim Hospital for the purpose of enhancing the LSUHSC-NO footprint including the construction and operation of a Center for Advanced Learning and Simulation.
- LSUHSC-NO continues to explore new and innovative public-private partnerships to maximize revenue and utilize the transferred buildings including parking in support of repurposed buildings, housing for residents, students, and faculty, and clinics in support of Graduate Medical Education.

The University also continues to focus on:

- Advancing a learning environment of excellence
- Enhancing the quality of educational programs
- Growing our reputation as a national leader in biomedical research and cancer research
- Improving access and quality of care to citizens, while promoting disease prevention and health awareness
- Building strong community partner relationships
- Protecting the safety and security of the University against the Coronavirus Pandemic with a targeted focus on testing and research.