

Targeted Merit Adjustments:

Effective July 1, 2019, the Health Sciences Center granted salary increases for targeted meritorious performance for various employees as requested by the Chancellor, Deans or Vice Chancellor.

Cost of Living Adjustments:

As a preeminent leader in health care education, the Health Sciences Center recognizes that its employees are one of its primary assets and its principal source of competitive advantage. To this end, the Chancellor and leadership of the Health Sciences Center, upon approval of the FY 2019-20 Operating Budget by the Board of Supervisors, will provide a University-Wide Cost of Living Adjustment (COLA) to all eligible employees effective October 1, 2019. This increase will be centrally funded in FY 2019-20 by non-appropriated revenue to the extent in which external grants and contracts are not able to sustain this fiscal year and subsequently funded by the various schools and departments beginning in FY 2020-21 with both appropriated and non-appropriated revenue. The cost of the COLA is estimated as follows for FY 2019-20 and beyond:

Total Base Salary	FY 2019-20 Increase with Benefits	Annualized Increase With Benefits
\$131,015,070	\$4,215,410	\$5,620,549

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 anticipate increases in revenue from clinical 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
- Improving access and quality of care to citizens, while promoting disease prevention and health awareness
- Building strong community partner relationships