# In this report

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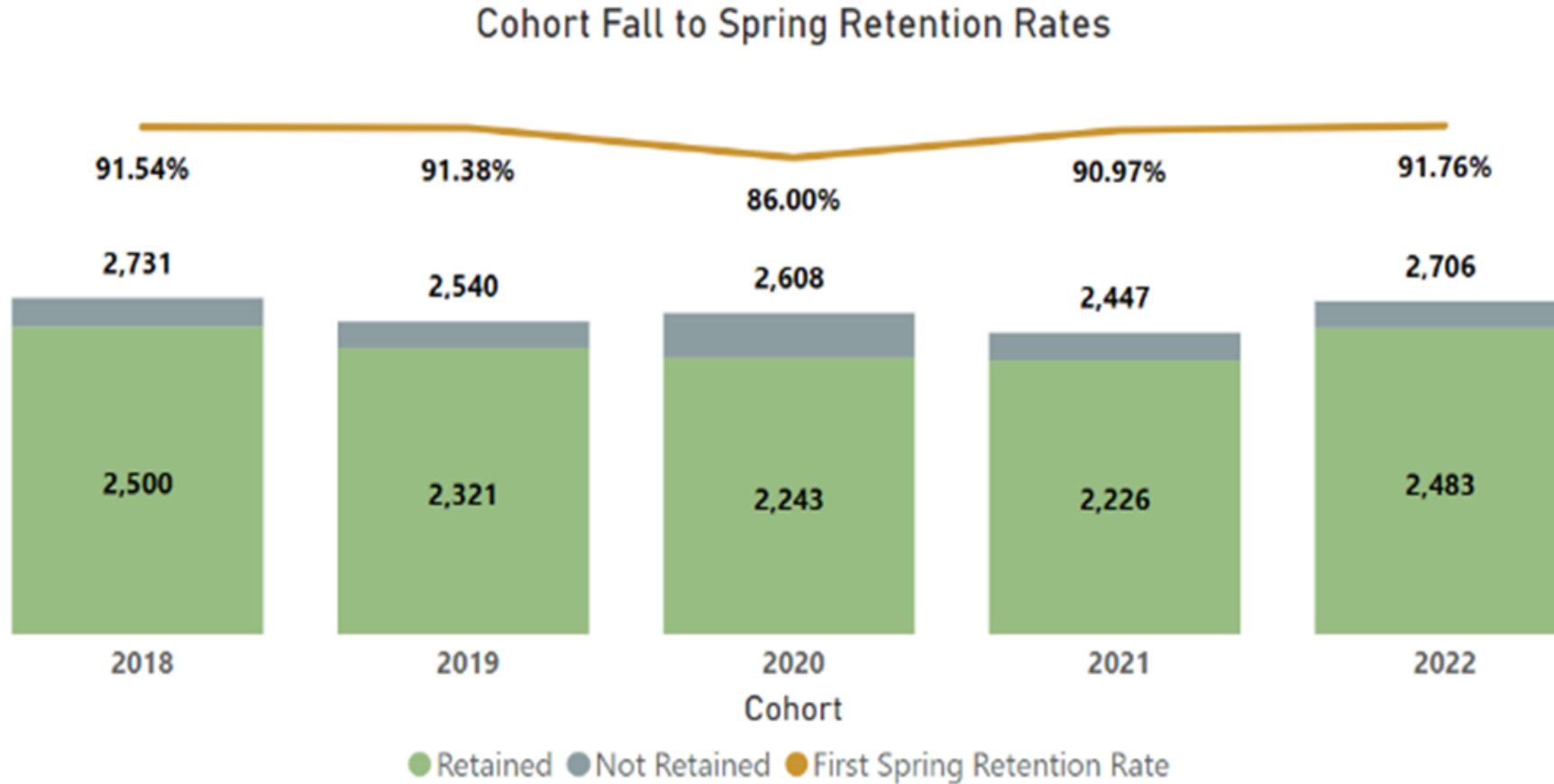- Vice Provost Searches

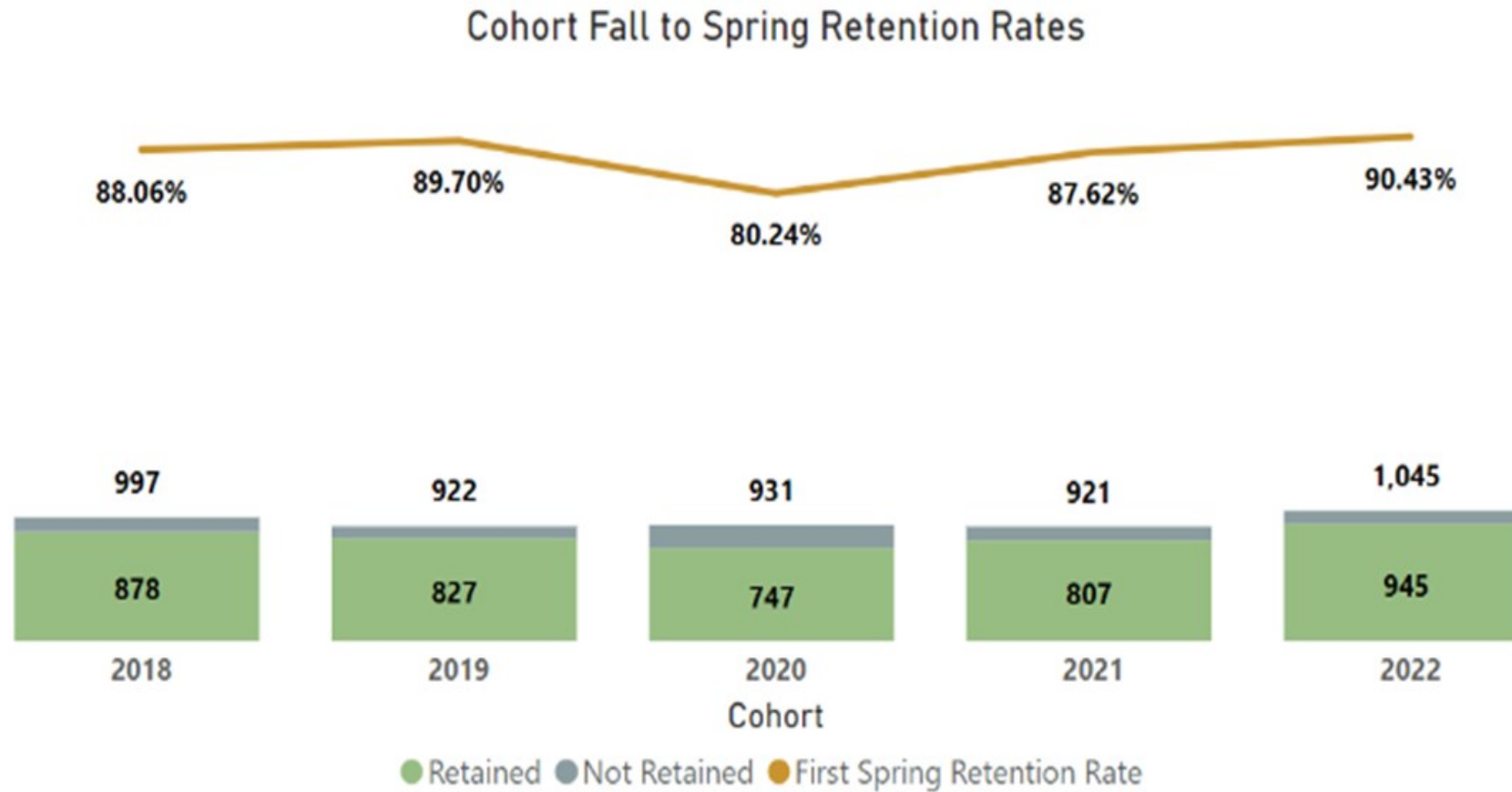**Diversity**
- Faculty Data
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# RETENTION

# Fall 22 to Spring 23 Retention – Cohort Students

## Cohort Fall to Spring Retention Rates



| Cohort | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|---|
| First Spring Retention Rate | 91.54% | 91.38% | 86.00% | 90.97% | 91.76% |
| Total | 2,731 | 2,540 | 2,608 | 2,447 | 2,706 |
| Retained | 2,500 | 2,321 | 2,243 | 2,226 | 2,483 |

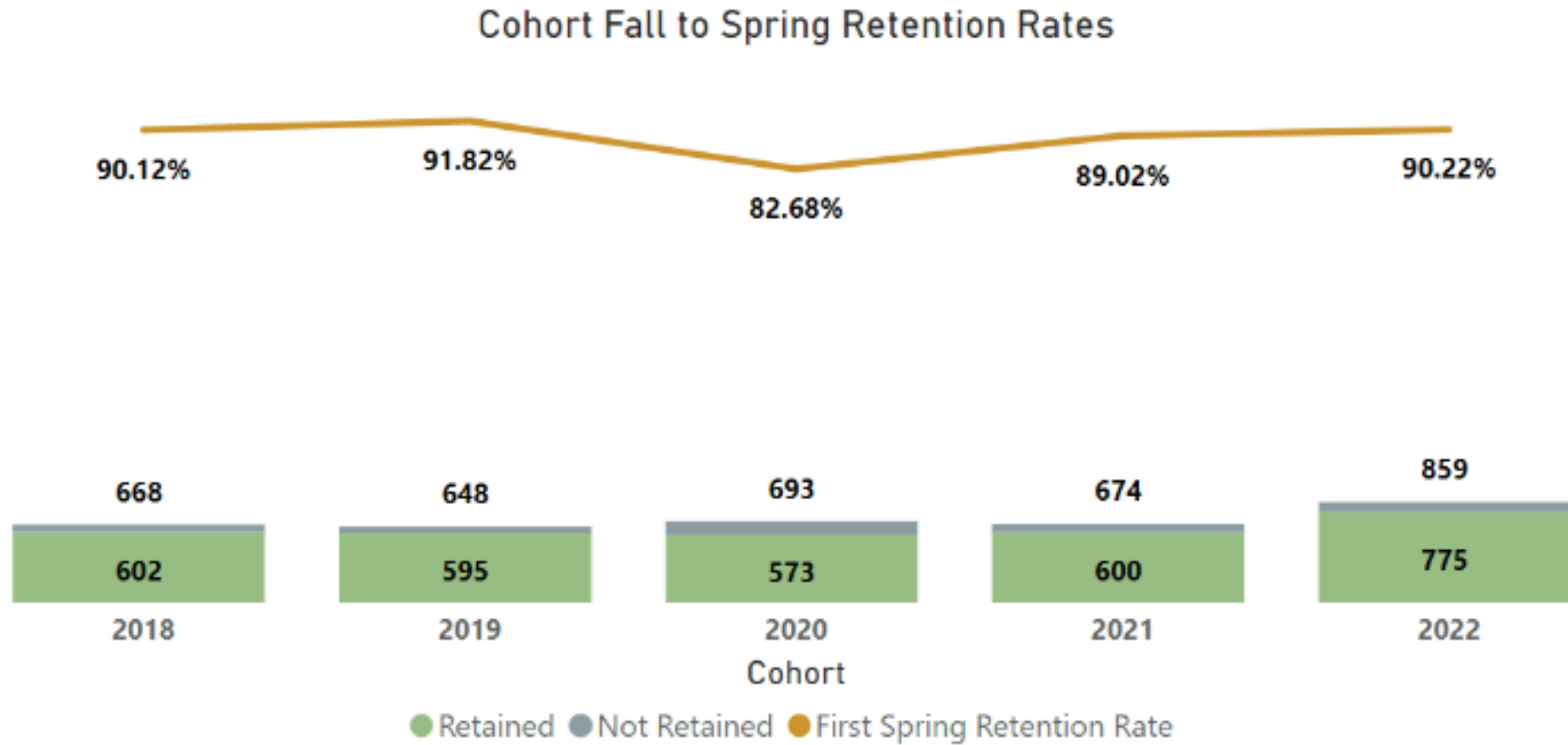● Retained  ● Not Retained  ● First Spring Retention Rate

*Cohort Students are first time in college and full-time. Fall 22 to Spring 23 data are preliminary as of January 11, 2022 .*

# Fall 22 to Spring 23 Retention - Pell Eligible Students



Cohort Fall to Spring Retention Rates

* Fall 22 to Spring 23 data are preliminary as of January 11, 2022.

# Fall 22 to Spring 23 Retention – URM Students



**Cohort Fall to Spring Retention Rates**

| | | | | |
|---|---|---|---|---|
| 90.12% | 91.82% | 82.68% | 89.02% | 90.22% |

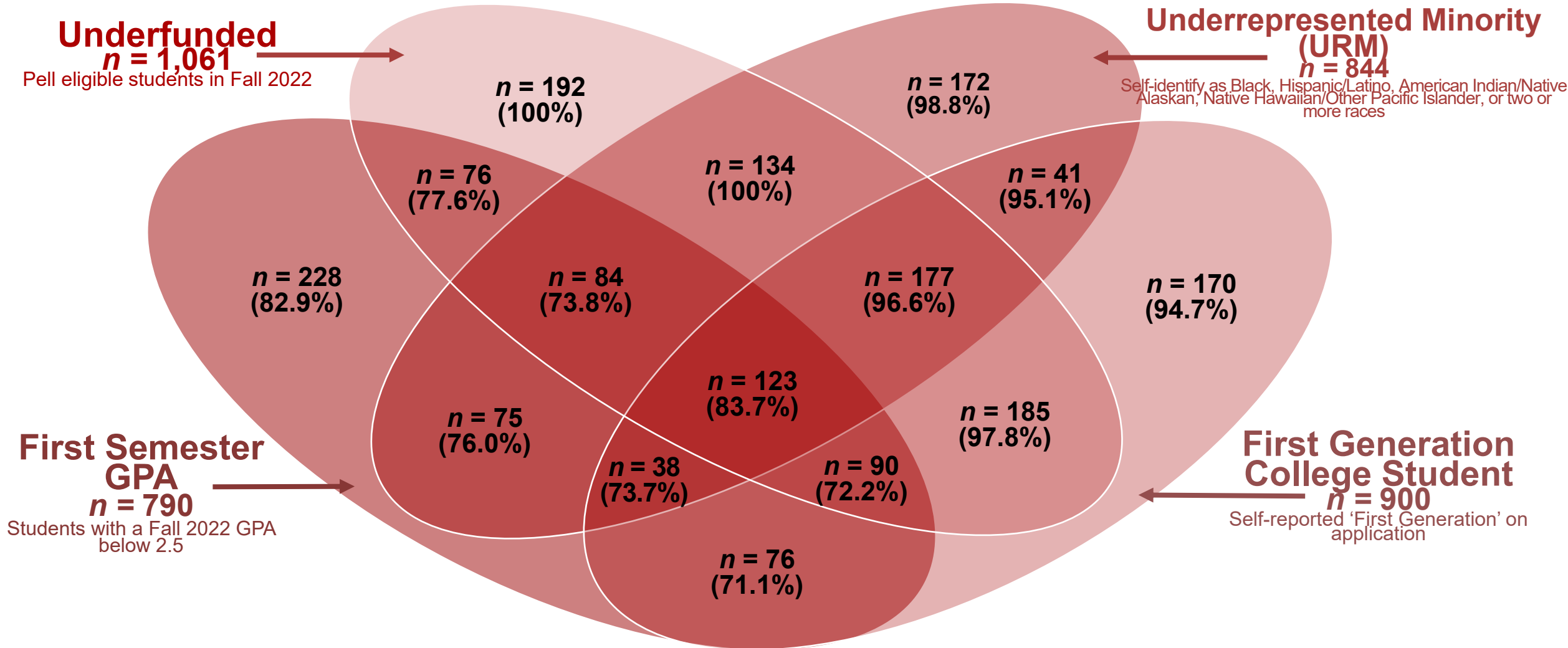| 668 | 648 | 693 | 674 | 859 |
|---|---|---|---|---|
| 602 | 595 | 573 | 600 | 775 |
| 2018 | 2019 | 2020 | 2021 | 2022 |

Cohort

● Retained ● Not Retained ● First Spring Retention Rate

*\* Fall 22 to Spring 23 data are preliminary as of January 11, 2022.*

# Intersectionality of Retention Rates 2022 Entering Cohort* (Preliminary**)
## Fall 2022 – Spring 2023



**Underfunded**
*n* = 1,061
Pell eligible students in Fall 2022

**Underrepresented Minority (URM)**
*n* = 844
Self-identify as Black, Hispanic/Latino, American Indian/Native Alaskan, Native Hawaiian/Other Pacific Islander, or two or more races

**First Semester GPA**
*n* = 790
Students with a Fall 2022 GPA below 2.5

**First Generation College Student**
*n* = 900
Self-reported 'First Generation' on application

*n* = 192 (100%)
*n* = 172 (98.8%)
*n* = 76 (77.6%)
*n* = 134 (100%)
*n* = 41 (95.1%)
*n* = 228 (82.9%)
*n* = 84 (73.8%)
*n* = 177 (96.6%)
*n* = 170 (94.7%)
*n* = 123 (83.7%)
*n* = 75 (76.0%)
*n* = 38 (73.7%)
*n* = 90 (72.2%)
*n* = 185 (97.8%)
*n* = 76 (71.1%)

*First-time, full-time, baccalaureate degree-seeking students
**Overall University Cohort Spring 2023 Retention Rate: 92.1% *(as of January 10, 2023)*

Data provided by the Office of Institutional Research & Planning

# Retention Initiatives

| Initiative | Description | Anticipated or New Results | Next Steps |
|---|---|---|---|
| REACH for Success Scholarships | • 195 FTIC students to be given $500 to go to REACH tutoring / coaching<br>• 44% first-gen, 51% Pell eligible, 52% URM | • 69 Participants<br>• Participants retention 89.9%<br>• Non-participants 77.0%<br>• Avg of 12.6 hours of academic support | • Increase pilot group to 300 students and scholarship amount to $1,000 per student |
| Math Xcelerator | • 4-week SU bridge to help underprepared UG's for GEN 103/104 math intervention courses<br>• 80 participants funded | • 73 Participants<br>• Participants' retention 88.7%<br>• Non-participants: 66.4% | • Add university funding to increase participants to 120 total<br>• $55,120 per summer to add 40 spots |
| Pell Adjacent | • Need-based grant for students just outside Pell eligibility | • 44 additional students in the first year, 143 additional students after 4 years<br>• 1.40 million net new revenue | • Monitor and assess targets |

*More university-wide retention initiatives and details were provided in the December BOT Committees Meeting Appendix packet.*

# ACADEMIC LEADERSHIP UPDATES

UNIVERSITY OF LOUISVILLE

# Dean Searches

## College of Arts & Sciences

13 Semi-Finalists
- 2 African-American Male
- 1 Asian Male
- 5 White Males
- 3 White Females

5 Finalists
- 2 African-American Males
- 1 White Male
- 2 White Females

## Kent School of Social Work

12 Semi-Finalists
- 1 African-American Male
- 1 Hispanic Male*
- 5 White Males
- 5 White Females

4 Finalists
- 3 White Females
- 1 African-American Male

*Candidate was scheduled for the semi-finalist round of interviews but withdrew prior to the interview.*

# Dean Searches Continued

**Spring 2023 (Recently Launched)**

- School of Nursing
- School of Public Health & Information Sciences

**Launching Fall 2023**

- College of Business
- College of Education & Human Development

**Launching Spring 2024**

- School of Medicine

# Vice Provosts and Other Key Leadership Updates

**Vice Provost for Online Strategy & Teaching Innovation**

- Dr. Kelvin Thompson starts Jan. 17

**Chief Information Security Officer**

- 2 finalist interviews
- Negotiations begin soon

# DIVERSITY

University of Louisville

# Full-Time Faculty by Race/Ethnicity
## Total Headcounts

| | American Indian/ Alaska Native | Asian | Black/ African American only | Hispanic/ Latino | Native Hawaiian/ Pacific Islander | Non-resident Alien | Two or More Races | Two or More Races, Black as One Race | Unspecified | White |
|---|---|---|---|---|---|---|---|---|---|---|
| 2018 | 1 | 238 | 103 | 52 | 3 | 82 | 15 | 4 | 9 | 1,269 |
| 2020 | 2 | 228 | 109 | 52 | 2 | 72 | 19 | 5 | 29 | 1,234 |
| 2021 | 2 | 242 | 116 | 56 | 2 | 67 | 19 | 3 | 14 | 1,292 |
| 2022 | 2 | 245 | 113 | 60 | 2 | 76 | 18 | 3 | 16 | 1,289 |
| Change since 2021 | 0 | +3 | -3 | +4 | 0 | +9 | -1 | 0 | +2 | -3 |
| % Change since 2021 | 0.0% | +1.2% | -2.6% | +7.1% | 0.0% | +13.4% | -5.3% | 0.0% | +14.29% | -0.2% |

| Total 2018 | Total 2020 | Total 2021 | Total 2022 | Change since 2021 | % Change since 2021 |
|---|---|---|---|---|---|
| 1,776 | 1,752 | 1,813 | 1,824 | +11 | +0.6% |

Data are derived from official institutional faculty/staff files, reflecting annual headcounts as of November 1, 2022.
Race/ethnicity is self-reported by individual faculty; non-resident aliens are defined by the U.S. Dept. of Education based on citizenship status.

# 2021 Full-Time Faculty by Race/Ethnicity
## Kentucky Public Universities

| | American Indian or Alaska Native | Asian | Black/ African American | Hispanic or Latino | Native Hawaiian or Pacific Islander | Non-resident Alien | Two or More Races | Unspecified (Race/Ethnicity Unknown) | White | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| **Eastern Kentucky** | 0 | 18 | 16 | 11 | 0 | 36 | 13 | 1 | 418 | 513 |
| % | 0.0% | 3.5% | 3.1% | 2.1% | 0.0% | 7.0% | 2.5% | 0.2% | 81.5% | |
| **Kentucky State** | 1 | 10 | 37 | 1 | 0 | 2 | 3 | 20 | 44 | 118 |
| % | 0.8% | 8.5% | 31.4% | 0.8% | 0.0% | 1.7% | 2.5% | 16.9% | 37.3% | |
| **Morehead State** | 0 | 21 | 10 | 10 | 0 | 1 | 1 | 2 | 262 | 307 |
| % | 0.0% | 6.8% | 3.3% | 3.3% | 0.0% | 0.3% | 0.3% | 0.7% | 85.3% | |
| **Murray State** | 2 | 27 | 14 | 6 | 0 | 28 | 9 | 1 | 360 | 447 |
| % | 0.4% | 6.0% | 3.1% | 1.3% | 0.0% | 6.3% | 2.0% | 0.2% | 80.5% | |
| **Northern Kentucky** | 3 | 34 | 38 | 13 | 1 | 27 | 6 | 1 | 487 | 610 |
| % | 0.5% | 5.6% | 6.2% | 2.1% | 0.2% | 4.4% | 1.0% | 0.2% | 79.8% | |
| **Univ. of Kentucky** | 3 | 348 | 111 | 93 | 4 | 269 | 15 | 0 | 1,997 | 2,840 |
| % | 0.1% | 12.3% | 3.9% | 3.3% | 0.1% | 9.5% | 0.5% | 0.0% | 70.3% | |
| **Univ. of Louisville** | 2 | 242 | 116 | 56 | 2 | 67 | 22 | 14 | 1,292 | 1,813 |
| % | 0.1% | 13.3% | 6.4% | 3.1% | 0.1% | 3.7% | 1.2% | 0.8% | 71.3% | |
| **Western Kentucky** | 5 | 60 | 31 | 15 | 0 | 0 | 9 | 6 | 521 | 647 |
| % | 0.8% | 9.3% | 4.8% | 2.3% | 0.0% | 0.0% | 1.4% | 0.9% | 80.5% | |

Source: IPEDS. Counts are for individuals listed as "Full-time, Instructional, research and public service."
IPEDS data do not distinguish between "Two or More Races" and "Two or More Races, with Black as One Race."

# Full-Time Administrators by Race/Ethnicity
## Total Headcounts

| | American Indian/ Alaska Native | Asian | Black/ African American only | Hispanic/ Latino | Native Hawaiian/ Pacific Islander | Non-resident Alien | Two or More Races | Two or More Races, Black as One Race | Unspecified | White |
|---|---|---|---|---|---|---|---|---|---|---|
| 2018 | 0 | 1 | 10 | 2 | 0 | 0 | 0 | 0 | 1 | 78 |
| 2020 | 0 | 2 | 11 | 1 | 0 | 0 | 0 | 1 | 1 | 72 |
| 2021 | 0 | 3 | 10 | 2 | 0 | 0 | 0 | 1 | 1 | 75 |
| 2022 | 0 | 1 | 11 | 0 | 0 | 0 | 1 | 1 | 0 | 60 |
| Change since 2021 | 0 | -2 | +1 | -2 | 0 | 0 | +1 | 0 | -1 | -15 |
| % Change since 2021 | 0.0% | -66.7% | +10.0% | -100.0% | 0.0% | 0.0% | | 0.0% | -100.0% | -20.0% |

| Total 2018 | Total 2020 | Total 2021 | Total 2022 | Change since 2021 | % Change since 2021 |
|---|---|---|---|---|---|
| 92 | 88 | 92 | 74 | -18 | -19.6% |

Data are derived from official institutional faculty/staff files, reflecting annual headcounts as of November 1, 2022.
Race/ethnicity is self-reported by individual faculty; non-resident aliens are defined by the U.S. Dept. of Education based on citizenship status.

# Full-Time Staff by Race/Ethnicity
## Excludes Faculty and Administrators – Total Headcounts

| | American Indian/ Alaska Native | Asian | Black/ African American only | Hispanic/ Latino | Native Hawaiian/ Pacific Islander | Non-resident Alien | Two or More Races | Two or More Races, Black as One Race | Unspecified | White |
|---|---|---|---|---|---|---|---|---|---|---|
| 2018 | 7 | 226 | 497 | 81 | 5 | 185 | 45 | 31 | 45 | 3,049 |
| 2020 | 8 | 236 | 478 | 97 | 4 | 199 | 43 | 30 | 79 | 2,881 |
| 2021 | 8 | 233 | 480 | 107 | 3 | 186 | 37 | 31 | 116 | 2,813 |
| 2022 | 10 | 214 | 498 | 111 | 3 | 182 | 48 | 36 | 105 | 2,839 |
| Change since 2021 | +2 | -19 | +18 | +4 | 0 | -4 | +11 | +5 | -11 | +26 |
| % Change since 2021 | 25.0% | -8.2% | +3.8% | +3.7% | 0% | -2.2% | +16.1% | +3.3% | -9.5% | +0.9% |

| Total 2018 | Total 2020 | Total 2021 | Total 2022 | Change since 2021 | % Change since 2021 |
|---|---|---|---|---|---|
| 4,171 | 4,055 | 4,014 | 4,046 | +32 | +0.8% |

Data are derived from official institutional faculty/staff files, reflecting annual headcounts as of November 1, 2022.
Race/ethnicity is self-reported by individual faculty; non-resident aliens are defined by the U.S. Dept. of Education based on citizenship status.

# QUESTIONS?