



University of Louisville Provost Report

Faculty Senate Meeting June 4, 2025

Agenda

- **Dean Searches**
- Fall 2025 Student Enrollment
- Extramural Funding Update
- Library Journal Subscriptions
- Faculty Compensation Update
- HB-4 Update

Dean Search Update



- **Dean of the College of Business:**
New dean will begin on July 15, 2025.



- **Dean of the School of Dentistry:**
Campus visits of finalists in June. This search is scheduled to finish by Summer 2025.

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FALL 2025 NEW STUDENT ENROLLMENT PROGRESS COMPARED TO FALL 2024

- FTIC, + 378 Deposits
 - Translates to 321 additional Students
- Transfer, +269 Admits or 19.2%
 - Translates to 147 additional Students
- Readmits, +67 Admits or 13.7%
 - Translates to 37 additional students

OVERALL FALL 2025 ENROLLMENT AND RETENTION PROGRESS COMPARED TO FALL 2024

- 1st to 2nd Year Retention up 1.1%
- Overall undergraduate enrollment up 729 or 7.8%
- Graduate is up 139 or 6.9%
- Professional even
- Potential for Overall Enrollment to be over 25k

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DEVELOPMENTS IN 2025

- Our negotiated indirect cost rate of 57% remains in effect for all agencies
- Extramural funds lost - \$5.6 million (\$3.9M from NIH, \$1.7M from other agencies).
- President's budget calls for 57% cut in the NSF and 40% cut in the NIH.

FY 2026 Research Budget Update

Where we are

- Award \$s received
 - 2024: \$188M
 - 2025: \$204M (estimate)
- Award \$s expenditures
 - 2024: \$224M
 - 2025: \$240M (estimate)

Forces currently putting research revenue at risk

- Termination of grants: ~4% of NIH funds terminated
- Federal indirect cost (IDC) rate changes

FY 2026 Research Budget Update

Where we may be going

- Proposed 40% cut in NIH
- Proposed 57% cut in NSF
- Proposed uniform federal IDC of 15%

How do we prepare a budget?

- Model IDC rates of 35%, 30%, and 15%
- Model the above for loss of direct research funding of 10%
 - 35%: Loss of \$9.5M
 - 30%: Loss of \$11.7M
 - 15%: Loss of \$18.2M

FY 2026 Research Budget Update

Current Budget

- 10% decrease in funding and associated F&A (\$22M)
- Unchanged Indirect cost rate
- \$5M decrease in F&A (\$35M to \$30M)

Ongoing Efforts

- Identify funding sources to support students and faculty who have lost salary support from terminated grants
- Model other scenarios including response to 15% IDC rate

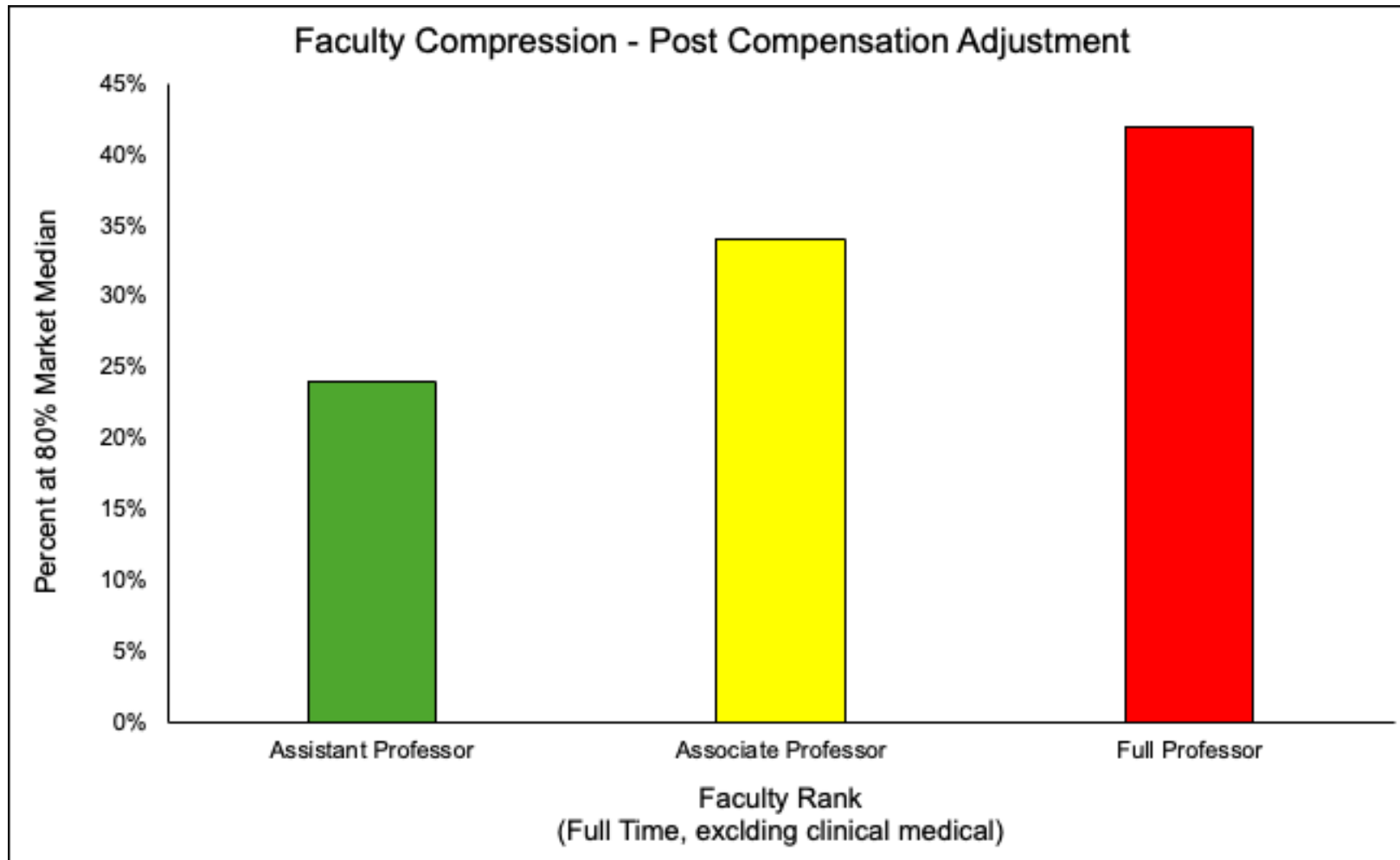
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- In FY25, Faculty Compensation utilized the majority of the \$6 million dollars available to bring all faculty to at least 80% Market Median.
- This action resulted in compression at all ranks



\$2.1 million in remaining funds will be used to address most severe compression

Principles for additional compensation disbursement

- a. Targeted to Full and Associate Professors only
- b. Included Tenure Track and Term
- c. Did not include instructors or other titles outside of Professor and Associate
- d. Utilized a multiplying factor with years in rank
- e. Weighted relative to median, excluded faculty above 100%

Rank	At 80% median	80-90% median	90-100% median
Associate	0.0015	0.001	0.0005
Full	0.0035	0.0025	0.002

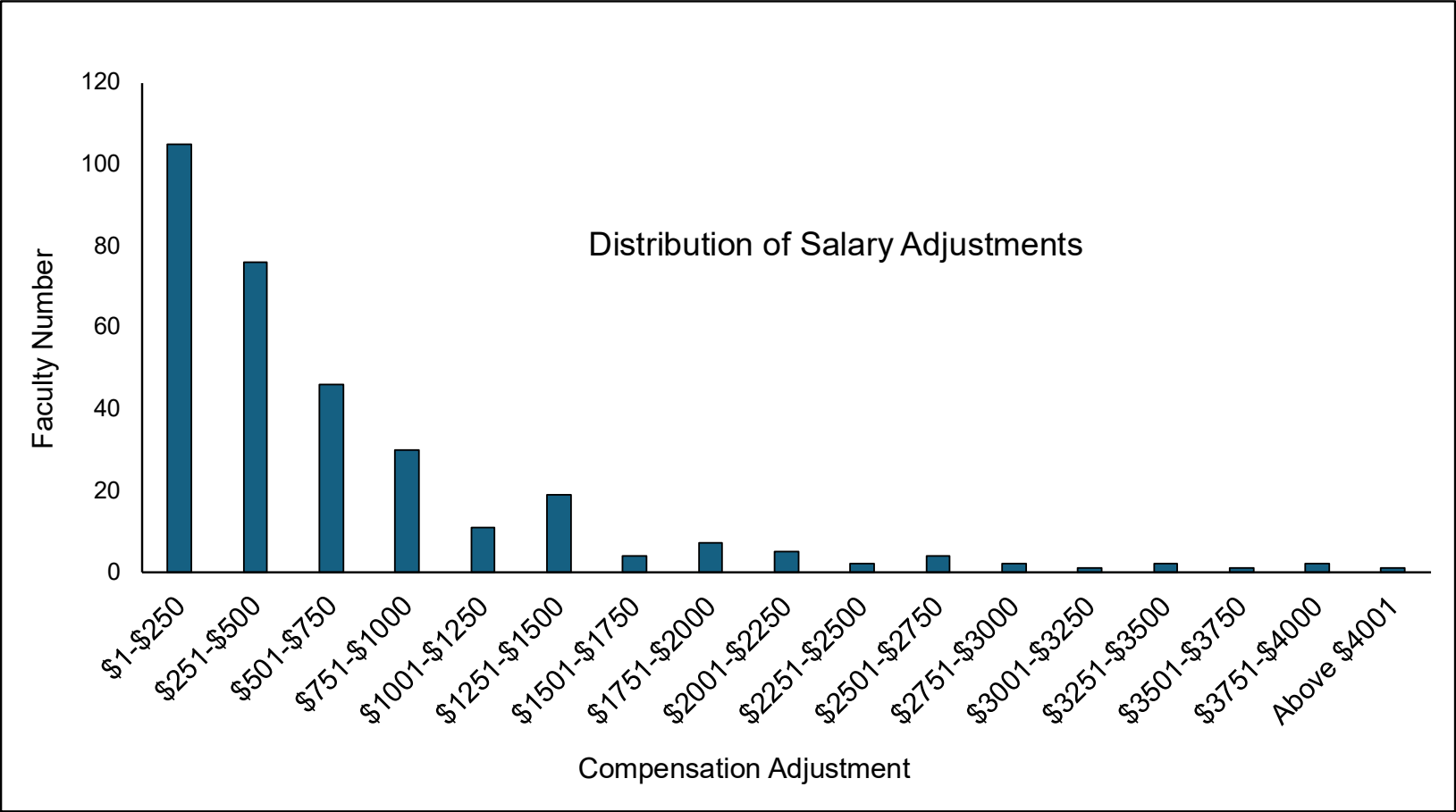
Formula for Faculty Compensation Adjustment:

$((1+(\text{weighted value})(\text{years in rank})) \times \text{current salary}) = \text{new salary}$

Examples:

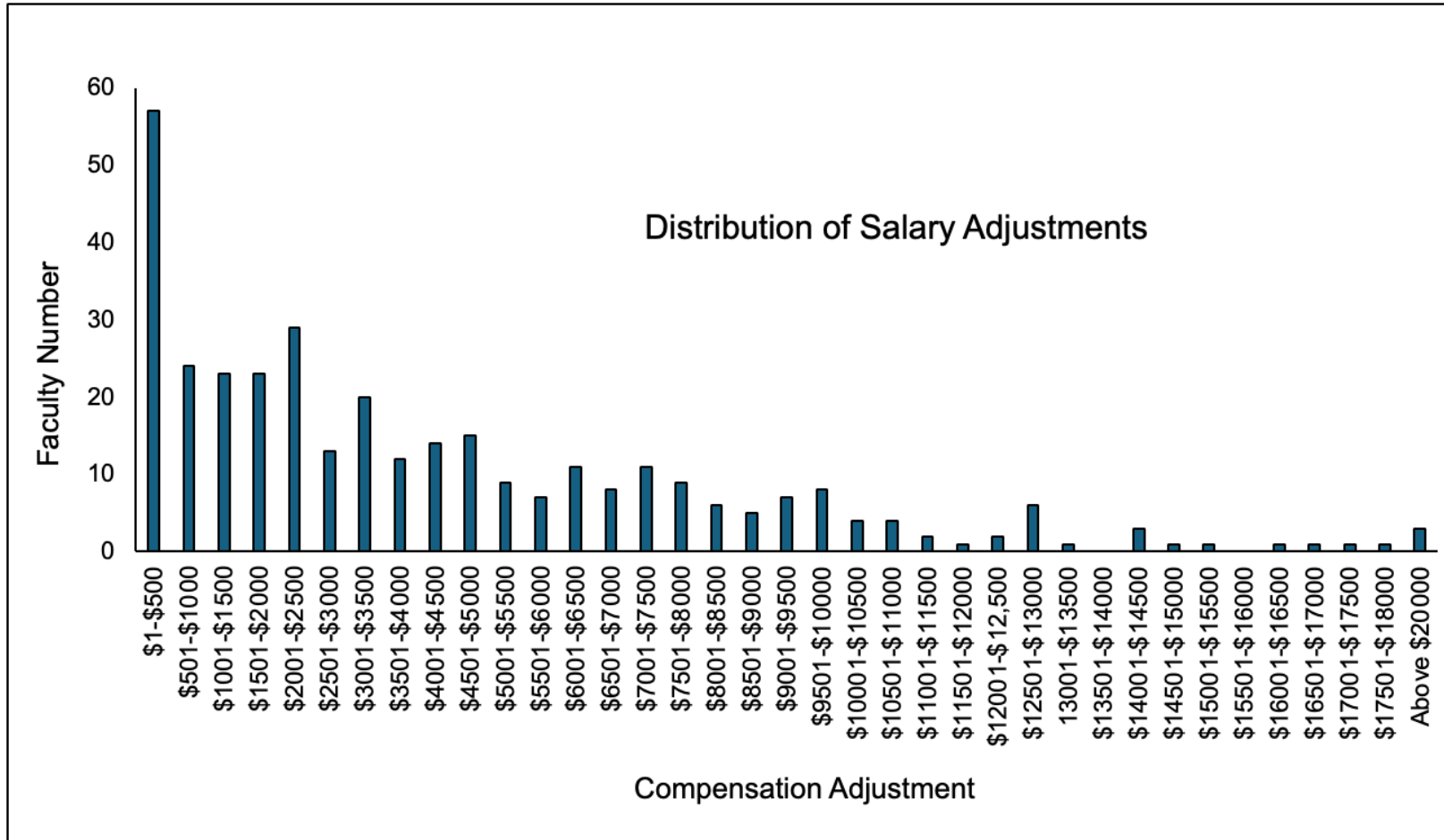
- $((1+(0.002)(20)) \times \$100,000) = \$104,000$
- $((1+(0.002)(10)) \times \$100,000) = \$102,000$

Projected Compensation Adjustments – Associate Professor



Market Median	Number	Amount	Average
At 80	121	\$89,301	\$738.02
80-90	113	\$86,132	\$762.23
90-100	83	\$33,377	\$402.13

Projected Compensation Adjustments – Full Professor



Market Median	Number	Amount	Average
At 80	173	\$720,917	\$4,167.15
80-90	97	\$437,685	\$4,512.22
90-100	73	\$321,910	\$4,409.73

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HB-4 Compliance Work Groups

Position Analysis Work Group

Purpose: 1) Review University position titles, JDFs, goals, and annual work plans to flag areas of potential non-compliance with Kentucky HB4, recent federal executive orders, and/or the 2025 Dear Colleague Letter. 2) Identify corrective measures and help ensure University compliance by 6/30/2025.

Representation	Member Names
Legal	Satram-Hale, Hannah
Human Resources	Dunn, Shelley
Human Resources	Bell, Mimi
Business Operations	London, Lisa
Strategic Initiatives	DePuy, Gail
Governance/BOT	Ledford, Kevin
Strategic Initiatives	DePuy, Gail
Governance/BOT	Ledford, Kevin

Policy Analysis Work Group

Purpose: 1) Review University policies, procedures, programs and trainings to flag areas of potential non-compliance with Kentucky HB4, recent federal executive orders, and/or the 2025 Dear Colleague Letter. 2) Identify corrective measures and help ensure University compliance by 6/30/2025.

Representation	Member Names
Legal	Stahl, Rebecca
Legal	Stinnet, Ellen
Legal	Curry, Angela
Governance/BOT	Mueller, Eugene
Governance/BOT	Jacobs, Melanie
Faculty Affairs	Dawson-Edwards, Cherie
Risk/Compliance	Russell, Sandy
Risk/Compliance	Mudd, Jennifer
Risk/Compliance	Brown, Melissa
Student Affairs	Taylor, Angela
Undergraduate	Willey, Beth

HB-4 Compliance Work Groups

Admissions, Financial Aid & Scholarship Work Group	
Purpose: 1) Review practices, policies, procedures in Admissions, Financial Aid, and scholarship administration to flag areas of potential non-compliance with the 2023 Supreme Court ruling in Students for Fair Admissions, Kentucky HB4, recent federal executive orders, and the 2025 Dear Colleague Letter. 2) Identify corrective measures and help ensure University compliance by 6/30/2025.	
Representation	Member Names
Legal	Gray, Austin
Legal	Hoy, Tom
Enrollment Management/Financial Aid	Dablow, Joe
Enrollment Management/Financial Aid	Begany, Jim
Undergraduate & Graduate Admissions	Sawyer, Jenny
Undergraduate & Graduate Admissions	Boehm, Beth
Philanthropy Adv. & Engagement	Broschart, Jim (or J. Dials)

Athletics Work Group	
Purpose: 1) Review Athletics position titles, JDFs, policies, practices, and financial aid/scholarship guidelines to flag areas of potential non-compliance with the 2023 Supreme Court ruling in Students for Fair Admissions, Kentucky HB4, recent federal executive orders, and the 2025 Dear Colleague Letter. 2) Identify corrective measures and help ensure University compliance by 6/30/2025.	
Representation	Member Names
Legal	Hoy, Tom
Legal	Pipes, Shannon
Athletics	Bowes, Nick
Athletics	Calabrese, Amy
Athletics	Ivey, Pat
Faculty	Wallace-Boaz, Krista