

University of Louisville Provost Report

**Faculty Senate Meeting
September 3, 2025**

Agenda

- **Faculty Compensation Review Committee Updates**
- Faculty Merit Pay Update, 0.5% pool
- Fall 2025 Student Enrollment
- Faculty Recruitment for Academic Program Review (APR) Committee
- Inclement Weather Policy

Faculty Compensation Review Committee Update

- **The committee was charged in November 2024 to:**
 1. Examine unit compression issues and recommend actions that will resolve or improve those issues for each unit.
 2. Review and recommend changes to the policies and processes by which merit-based salary increases are determined to ensure consistency across all academic units at UofL.
- **24-25 Committee composition:**
 - Three faculty (nominated by Faculty Senate)
 - Three department chairs/associate deans
 - Three Deans
 - Ex-officio Provost's Office representatives

Faculty Compensation Review Committee Update

- **Reconvened in August 2025 to discuss the committee's recommendations with the Provost.**
 - The 2025 -26 charge is to develop implementation strategies for the following committee recommendations:
 1. Connecting Periodic Career Review and Market-Based Salaries
 2. Clarifying Faculty Performance vs. Salary Policy
- **25-26 Committee composition:**
 - Finalized once Faculty Senate representatives are determined.
 - Appointment letters will be distributed in September 2025.

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0.5% Merit Compensation Pool

- **Unit Faculty Affairs** – Currently working to apply unit rules for merit to the available fund pool
- **Unit Faculty Affairs** – Will supply list of faculty with merit adjustments to the unit LFO office
- **Unit LFO office** – Will coordinate initiating compensation changes in Workday
- **Expected implementation** – September or October, retro to July 1, 2025

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Fall 2025 Enrollment and Retention

- Fall 2024 Cohort to Fall 2025 retention - **84.1%*** (+2.6%)
- First time in College (FTIC) - **3,368*** (+243, +7.8%)
- Undergraduate Enrollment - **18,410*** (+994, +6.6%)
- Graduate Enrollment - **4,484** (+25, +0.6%)
- Professional Enrollment – **1,544** (+59, +4%)

Total Enrollment - **25,202*** (+1,079, +4.5%)

*Record

Estimates until official numbers are reported in November

Fall 2025 Undergraduate Enrollment By Unit

Unit	Trending vs. Fall 2024
Arts & Sciences	+496 (+7.7%)
Business	+129 (+5.7%)
Dentistry	+12 (+6.2%)
Education & Human Development	+57 (+3.1%)
Engineering	+58 (+2.8%)
Medical Sciences	+17*
Music	+19 (+7.4%)
Nursing	+138 (+10.9%)
Public Health & Information Sciences	+5 (+2.3%)
Social Work	+77 (+23.5%)

*New Program for Fall 2025

Estimates until official numbers are reported in November

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Faculty Recruitment for Academic Program Review (APR) Committee

- **Purpose & Importance**

- APR ensures academic program quality, relevance, and alignment with university strategic goals.
- Supports continuous improvement, accountability, resource allocation, and student success.

- **Current Structure & Support**

- Critical institutional process facilitated by Office of Accreditation and Academic Programs, led by Vice Provost Bob Goldstein, with support from Vice Provosts Beth Willey and Beth Boehm
- Consists of a small, dedicated group of faculty and administrators who carry much of the workload.
- Need continuing Faculty Senate involvement.

Faculty Recruitment for Academic Program Review (APR) Committee

- **Challenges & Compliance Pressures**
 - Difficulty securing sufficient and diverse faculty representation.
 - Increased workload due to CPE mandate: all programs (including certificates) must be reviewed within a 7-year cycle.

Faculty Recruitment for Academic Program Review (APR) Committee

- **Need for Broader Participation – “The Ask”**
 - Each academic unit should be proportionally represented based on the number of programs offered.
 - **Goal:** at least one faculty member per unit on the committee
 - **Commitment:** one of three primary reviewers on 2-3 reports
 - **Time:** meetings from Jan – May; 60–90-minute meetings twice per month
 - **Questions:** contact Bob Goldstein at robert.goldstein@louisville.edu or Kay Vetter, kay.vetter@louisville.edu

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INCLEMENT WEATHER POLICY



INCLEMENT WEATHER

The background of the slide is an abstract, flowing design in shades of red and orange, resembling liquid or smoke. The colors transition from deep reds and blacks on the left to bright oranges and yellows on the right, creating a sense of movement and energy.

Questions?