

Faculty Senate Provost Report

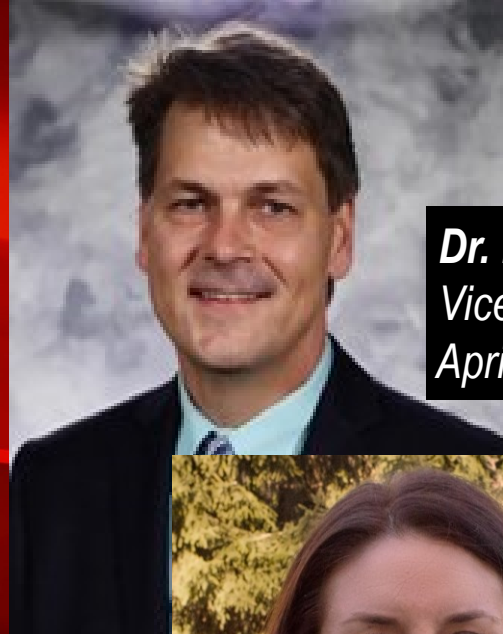
April 3, 2024

Agenda

- **Provost Updates**
- **State Biennial Budget Update**
- **Faculty Compensation Study Progress**
- **Merit/Performance Discussion**

Provost Updates

- Planetarium
- FAFSA impact on deposits
- New academic leaders
- Decanal searches
 - EVPHA/SoM Dean (In progress)
 - CEHD Dean (In progress)
 - COB Dean (Fall 2024)
 - Dentistry Dean (Fall 2024)



Dr. Karlis Kaugars
Vice Provost for ITS & CIO
April 1, 2024



Dr. Katie Cardarelli
SPHIS Dean Designate
April 8, 2024



Dr. Whitney Nash
Nursing Dean Designate
July 1, 2024



State Biennial Budget Update

Budgetary Impacts Specific to University of Louisville

General Operating Budget Additions:

- + **\$5.1 million** in each year of the biennium to help offset inflationary cost increases

Restricted Program Budget Additions:

- + **\$4.8 million** in each year to cover increases in property insurance premiums

- + **\$1.5 million** in FY25 for an immigration law clinic at the Law School

- + **\$1.25 million** in each year for pediatric cancer research

- + **\$600k** over the biennium for cost-share for the Mid-South REACH Grant (NIH)

- + **\$10 million** for construction, equipment, and operations for a cybersecurity academic program

- + **\$10.6 million** for the KY Manufacturing Extension Partnership

- + **\$900k** for the Rural Dental Outreach Program

Budgetary Impacts Specific to UofL Continued

State-funded Capital Projects:

+ **\$280 million** for construction of the Health Sciences Simulation Center and Collaboration Hub (\$260 million state funds plus \$20 million agency bonds)

+ **\$69.1 million** over the two-year biennium for a second round of Asset Preservation (requires a \$17.3 million university match)

+ **\$25 million** for UofL Health's Center for Rural Cancer Education and Research

The state budget authorizes the issuance of Agency Bonds up to **\$302.2 million** for the university to fund 13 capital projects

Statewide Initiatives – FY25 and FY26

(UofL Portion is Uncertain)

+ \$7.7 million in FY25 and **+ \$17.7 million** in FY26 for the Postsecondary Education Performance Fund, which for UofL could amount to **+ \$2 million** in FY25 and **\$3.5 million** in FY26 depending on performance in the measured metrics

+ \$5 million in each year for a statewide scholarship program for refugee and displaced students

+ \$10 million over the biennium for the Healthcare Workforce Investment Fund

Faculty Compensation Study Updates & Looking Ahead

- **March 26:** Provost sent faculty-wide email with updates and the plan for base salary notifications
- **March 29:** Deans received their unit's final data file on full-time (FT) faculty
- **April 1-5:** LFOs/FA Reps/Dept Chairs are sending out base salary notifications to their FT faculty
- **April 1-10:** FT faculty have opportunity to review and ask questions about their base salary
- **April 12:** Deadline for LFOs/FA Reps to resolve any rare issues
- **April 15:** Segal begins base salary market assessment
- **Late April:** Segal begins pay equity study
- **May-July:** Implementation Strategy Phase of the study
- **Late June:** Results presented to campus groups
- **July 1:** Initial pay adjustments take effect
- **Early July:** Individual results notifications sent to FT faculty

Faculty Compensation Study FAQ

Is the same peer group being used for both faculty and staff?

The university's compensation study is using the same peer group for faculty and senior-level professional and managerial staff. This selected peer group (posted on the Benchmarks tab of this site) is a national set of peer institutions, reflective of the metrics and criteria agreed upon by both the W3 Advisory Committee and the Steering Committee back in 2022. The strategy has been and will continue to be to have the same peer group for these two employee populations. The compensation of staff whose roles were not classified as senior-level professional or managerial was compared with a separate peer group which had to incorporate a higher number of regional peer institutions due to the lack of robust national data for those staff positions. Again, this peer group development approach was agreed upon by both the W3 Advisory Committee and the Steering Committee.

For more FAQs and study updates, visit louisville.edu/facultycompstudy

The background of the slide is an abstract, flowing pattern of red and orange colors, resembling liquid or smoke. The colors transition from dark red on the left to bright orange and yellow on the right, creating a sense of movement and depth. The overall effect is dynamic and visually striking.

Let's discuss merit...