MINUTES OF THE MEETING OF THE
ACADEMIC AND STUDENT AFFAIRS COMMITTEE OF THE
BOARD OF TRUSTEES OF THE UNIVERSITY OF LOUISVILLE

March 21, 2024

In Open Session

Members of the Academic and Student Affairs Committee of the University of Louisville Board of Trustees met on March 21, 2024, at 1:00 p.m., in the Jefferson Room, Grawemeyer Hall, Belknap Campus, with members present and absent as follows:

Present:  
Dr. Raymond Burse, Chair  
Mr. Jerry Abramson  
Ms. Katie Hayden  
Dr. Eugene Mueller  
Ms. Sherrill Zimmerman

Absent:  
Ms. Diane Porter

Other Trustees
Present:  
Dr. Larry Benz  
Mr. Al Cornish  
Mr. Brian Lavin  
Mr. Kevin Ledford  
Ms. Diane Medley  
Ms. Mary Nixon  
Mr. Jim Rogers

From the University:  
Dr. Kim Schatzel, President  
Dr. Gerry Bradley, Executive Vice President and University Provost  
Mr. Dan Durbin, Executive Vice President for Finance & Administration & CFO  
Ms. Angela Curry, General Counsel & VP Governance & Strategic Initiatives  
Dr. Michael Mardis, Vice President for Student Affairs, Dean of Students  
Ms. Sandy Russell, Vice President for Risk, Audit, and Compliance  
Mr. John Drees, Vice President for Communications & Marketing  
Mr. Lee Gill, Vice President for Institutional Equity  
Ms. Julie Dials, Interim Vice President for University Advancement  
Dr. Jeff Bumpous, Interim Vice President for Academic Medical Affairs  
Dr. Gail DePuy, Senior Vice Provost  
Mr. Bob Goldstein, Vice Provost, Assessment & Decision Support/Analytics  
Mr. Jim Begany, Vice Provost for Strategic Enrollment Management  
Dr. Thomas Hardy, Executive Director of University Housing  
Ms. Jill Mullaney, Interim Executive Director Business Operations  
Mr. Jerry Johnson, Chief of Staff to the CFO  
Ms. Michelle Comer, Treasurer  
Ms. Julia Collins, Director of Budget and Financial Planning  
Ms. Sarah Lopez, Chief of Staff to the Provost
I. Call to Order

Chair Burse called the roll and having determined a quorum present, called the meeting to order at 1:00 p.m.

Approval of Minutes, 12-14-2023

Mr. Abramson made a motion, which Ms. Hayden seconded, to approve the minutes of the December 14, 2023, meeting.

The motion passed.

II. Action Item: Naming of Atrium in New Speed School Building

Ms. Dials briefed the committee on a recommendation to name the atrium in the new Speed School of Engineering building in recognition of a gift from Frank and Martha Diebold.

Mr. Abramson made a motion, which Ms. Zimmerman seconded, to approve the

President’s recommendation that the Board of Trustees approve the naming of the atrium in the new Speed School of Engineering building as the “Frank and Martha Diebold Atrium.”

The motion passed.

III. Action Item: Creation of Undergraduate Certificate in Climate, Equity, and Opportunity in the Workplace

Provost Bradley provided an overview of the recommendation to create a new undergraduate certificate program within the College of Education and Human Development.

The purpose of the Climate, Equity, and Opportunity in the Workplace Certificate program is to prepare leaders working in a multitude of fields (e.g., military, corporate, non-profit, healthcare, government, private sector, etc.) to implement best practices and strategies around diverse hiring, inclusive workplace environments, effectively engaging with marginalized communities through meaningful organizational partnerships, and equitable treatment among all employees in the workplace.

Drs. Bradley and Whetstone then fielded questions from committee members.

Dr. Mueller made a motion, which Mr. Abramson seconded, to approve the
President’s recommendation that the Board of Trustees approve the creation of the Climate, Equity, and Opportunity in the Workplace (CEOW) Undergraduate certificate, effective Fall 2024.

The motion passed.

IV. Information Item: Reopening of Graduate Certificate in Logistics.

Dr. Bradley reported to the committee that a previously closed graduate certificate program in logistics in the Speed School of Engineering would be reopened. Closed in September 2022 due to low enrollment, the reopened program provides a focused study of industrial engineering skills and methods as applied to logistics systems.

Students who complete the certificate program will acquire analytical and decision-making skills in facility location and design, inventory management, production planning, probabilistic and time-varying demand, coordinated replenishment systems, transportation, distribution network design, and retail.

No action was necessary.

V. Report of the Provost

Provost Bradley provided the attached presentation to the committee, highlighting the Free Application for Federal Student Aid (FAFSA) delay impact on admissions and deposits, an admissions report as of March 6, 2024, student retention risk assessment, and ongoing academic leadership searches.

Dr. Bradley and Vice Provost Begany then fielded questions from trustees.

The chair thanked the provost for his report.

VI. Executive Session

Ms. Zimmerman made a motion, which Ms. Hayden seconded, to recess to executive session to discuss personnel matters pursuant to KRS 61.810(1)(f).

The motion passed and the open meeting recessed at 1:43 p.m.

VII. Open Meeting Reconvenes

Chair Burse reconvened the open session at 1:52 p.m., reporting that members discussed personnel matters. The committee then took the following action:

Personnel Matters

Mr. Abramson made a motion, which Ms. Zimmerman seconded, to approve the

President’s recommendation regarding personnel matters, as attached.
The motion passed.

VIII. Adjournment

Having no other business to come before the committee, Ms. Zimmerman made a motion, which Dr. Mueller seconded, to adjourn.

The motion passed and the meeting adjourned at 1:54 p.m.

Approved by:

Signature on file
Assistant Secretary
MINUTES OF THE MEETING OF THE
ACADEMIC AND STUDENT AFFAIRS COMMITTEE OF THE
BOARD OF TRUSTEES OF THE UNIVERSITY OF LOUISVILLE

March 21, 2024

In Executive Session

Present: Dr. Raymond Burse, Chair
Mr. Jerry Abramson
Ms. Katie Hayden
Dr. Eugene Mueller
Ms. Sherrill Zimmerman

Other Trustees
Present: Dr. Larry Benz
Mr. Al Cornish
Mr. Brian Lavin
Mr. Kevin Ledford
Ms. Diane Medley
Ms. Mary Nixon
Mr. Jim Rogers

From the University: Dr. Kim Schatzel, President
Dr. Gerry Bradley, Executive Vice President and University Provost
Ms. Angela Curry, General Counsel & VP Governance & Strategic Initiatives
Ms. Kaelah McMonigle, Exec. Asst., VP for Governance & Strategic Initiatives
Mr. Jake Beamer, Dir. of Governance & Strategic Initiatives & Asst. Secretary

I. Call to Order

Chair Burse called the executive session to order at 1:43 p.m.

II. Personnel Matters

Dr. Bradley discussed personnel matters with committee members.

III. Adjournment

Dr. Mueller made a motion, which Ms. Zimmerman seconded, to adjourn the executive session.

The motion passed and the session adjourned at 1:51 p.m.

Approved by:

Signature on file
Assistant Secretary
RECOMMENDATION TO THE BOARD OF TRUSTEES
OF THE UNIVERSITY OF LOUISVILLE CONCERNING THE
DESIGNATION OF THE ATRIUM IN THE NEW SPEED SCHOOL BUILDING

Academic & Student Affairs Committee – March 21, 2024
Executive and Compensation Committee – March 21, 2024

RECOMMENDATION:

The President recommends that the Board of Trustees approve the naming of the atrium in the new Speed School of Engineering building as the “Frank and Martha Diebold Atrium.”

BACKGROUND:

In recognition of a $2 million gift, the Speed School requests to name the atrium of the new building in honor of Frank and Martha Diebold. The atrium is a two-story central space with visibility of high impact programs.

Frank Diebold is a 1973 graduate of the Speed School of Engineering, with his Master of Engineering. He is the retired Secretary & Treasurer, Fabricated Metals, LLC. Martha is the founder of Socially Innovative Properties and on the Board of Directors of ChooseWell Communities. The Diebolds have been long-time, loyal major donors.

See additional information, as attached.

COMMITTEE ACTION:  
Passed ______X__________
Did Not Pass ________
Other ____________

Signature on file ___
Assistant Secretary

BOARD ACTION:  
Passed ______X__________
Did Not Pass ________
Other ____________

Signature on file ___
Assistant Secretary
BOARD OF TRUSTEE ACTION REQUESTS FROM UNIVERSITY ADVANCEMENT:

1) Approval to name the atrium in the new Speed School of Engineering building the “Frank and Martha Diebold Atrium,” per the guidelines of the UofL Naming Policy.

Name: Frank and Martha Diebold Atrium
In support of: J.B. Speed School of Engineering
Amount: $2,000,000 TOTAL

Gift Information: The Speed School requests to name the atrium of the new building in honor of Frank and Martha Diebold. The atrium is a two-story central space with visibility of high impact programs.

Fund Purpose:
Founded in 1925, the J.B. Speed School of Engineering has reached a point where their growth has surpassed the existing capacity. Currently, the school occupies space in eight buildings, accommodating a dedicated team of over 230 faculty and staff members. With an enrollment of over 2,700 undergraduate and graduate students, the classrooms and laboratories face limitations in space availability. Moreover, the lack of designated student interaction and study areas further compounds these challenges. The 114,000 sq. ft building will have four stories and feature several unique elements including the atrium.

Donor Information:
Frank Diebold is a 1973 graduate of the Speed School of Engineering, with his Master of Engineering. He is the retired Secretary & Treasurer, Fabricated Metals, LLC. Martha is the founder of Socially Innovative Properties and on the Board of Directors of ChooseWell Communities. The Diebolds have been long-time, loyal major donors, despite the many challenges at UofL.

Approvals Needed:
Per the UofL Naming Policy, this naming was approved on 2/14/24 by the UofL Naming Committee. Additionally, per the policy, BOT approval will constitute final approval of the naming.
Charitable Gift Agreement

This Charitable Gift Agreement is entered into by and between Frank and Martha Diebold (herein referred to as “Donor”), and the University of Louisville Foundation, Inc. (hereinafter referred to as “Foundation”).

The Donor made an irrevocable gift to the Foundation for the benefit of the University of Louisville in accordance with the following terms:

The Donor contributed a total gift of $2,000,000 to support the J.B. Speed School of Engineering New Building Project, Gift Account #G3673. The Donation was made in three installments from the Donor’s Donor Advised Fund (“DAF”) held by Fidelity Charitable Gift Fund as outlined below:

$900,000 on December 18, 2023
$200,000 on December 19, 2023
$900,000 on December 20, 2023

In recognition of the generous gift from Frank and Martha Diebold the Atrium inside the new J.B. Speed School of Engineering Building will be named in honor of Frank and Martha. This gift shall be in accordance with the University Naming Policy in effect at the time of the actual naming.

1. Additional contributions by the Donor and others to the Gift Account can be made at any time, all subject to the provisions hereof.

2. The parties agree and it is the intention of the Donor and the Foundation that the terms of this Agreement are a binding obligation upon the donor and the Foundation.
3. This agreement may not be amended, modified, or supplemented except by written
amendment signed by both parties. Individuals and entities who make additional gifts to
the Gift Account, but are not signers to this agreement shall be notified of the change and
be given the opportunity to consent to the change or direct their donation be transferred to
another account that more closely meets their original intent.

4. This agreement sets forth the final and complete agreement between the parties with
respect to the subject matter hereof. It supersedes all prior discussions, representations,
and agreements, whether oral or written, express or implied, between the parties relating
to the matters contemplated herein. Signatures by the parties electronically transmitted
shall be deemed to be original signatures for all purposes.

By:

Signature on file

____________________

1/19/2024 | 08:24 PST

Date

Frank Diebold

By:

Signature on file

____________________

1/20/2024 | 09:23 EST

Date

Martha Diebold

By: The Univ

Signature on file

____________________

1/23/2024 | 05:32 PST

Date

Keith M. Sherman
Executive Director and Chief Operating Officer
EXPENDABLE/CURRENT USE

For the Benefit Of:

The University of Louisville

By:  Signature on file

Kim Schatzel, PhD
President

Recommend for Approval By:

Signature on file

Emmanuel Collins, PhD
Dean, J.B. Speed School of Engineering

1/22/2024 | 15:06 PST

Date

1/21/2024 | 15:41 PST

Date
RECOMMENDATION TO THE BOARD OF TRUSTEES
CONCERNING THE CREATION OF THE
UNDERGRADUATE CERTIFICATE IN CLIMATE, EQUITY, AND OPPORTUNITY
IN THE WORKPLACE

Academic and Student Affairs Committee – March 21, 2024
Executive and Compensation Committee – March 21, 2024

RECOMMENDATION:

The President recommends that the Board of Trustees approve the creation of the Climate, Equity, and Opportunity in the Workplace (CEOW) Undergraduate Certificate, effective Fall 2024.

BACKGROUND:

The College of Education and Human Development proposes a Climate, Equity, and Opportunity in the Workplace (CEOW) Undergraduate Certificate to begin enrolling students in Fall 2024. The proposed program will be offered online and require 12 credit hours. The budget impact is $15,090.

The purpose of the CEOW Certificate program is to prepare leaders working in a multitude of fields (e.g., military, corporate, non-profit, healthcare, government, private sector, etc.) to implement best practices and strategies around diverse hiring, inclusive workplace environments, effectively engaging with marginalized communities through meaningful organizational partnerships, and equitable treatment among all employees in the workplace.

The audience for this certificate is individuals working in leadership roles, especially those with some college but who have not earned a college degree. This program is also appropriate for those who have already finished a degree and are in the workforce but recognize that they do not have enough training in this area. The certificate would fill a needed gap of professionals who desire to create and sustain a workplace environment that reflects the changing societal demographics and who want to ensure CEOW. The workplace is challenged to address matters of injustice, fairness, equality and equity, prejudice, discrimination, and cultural acceptance. The proposed certificate will allow students to study and explore the existing problems associated with the aforementioned areas. Students will explore policy, complete organizational analysis, and engage with marginalized communities through assignments to form a solid knowledge base towards practical application.

The Faculty Senate recommended the creation of the Climate, Equity, and Opportunity in the Workplace Undergraduate Certificate at their meeting on December 6, 2023. The Executive Vice President and University Provost joins the President in making this recommendation.

COMMITTEE ACTION:  BOARD ACTION:
Passed ______X__________   Passed _____X__________
Did Not Pass ____________   Did Not Pass __________
Other __________________   Other ________________

Assistant Secretary    Assistant Secretary
Signature on file    Signature on file
Assistant Secretary    Assistant Secretary
Agenda

• Enrollment & Retention
• Academic Leadership Searches
• Q&A
FAFSA Delay Impact on Admits and Deposits

Total Admits & Yield By Cohort Through February 1st

Change in Admit & Deposit Volume (2024 v. 2023)

- Private Cohort: Admit 9.3% Deposit -3.5%
- Public Cohort: Admit 4.5% Deposit -8.8%
- National Cohort: Admit 7.9% Deposit -5.5%

Change in Deposit Volume and Yield Rate (2024 v. 2023)

- Private Cohort: Deposit -3.5% Yield Rate -0.7pp
- Public Cohort: Deposit -8.8% Yield Rate -1.0pp
- National Cohort: Deposit -5.7% Yield Rate -0.6pp
## Fall Admissions Report as of March 6, 2024

### Overview: Summer/Fall 2024 Undergraduate Recruitment Report

#### New First-Time-in-College (FTIC)

<table>
<thead>
<tr>
<th></th>
<th>Applied</th>
<th>Admitted</th>
<th>Deposited</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>14392</td>
<td>11553</td>
<td>1908</td>
</tr>
<tr>
<td>Last Year</td>
<td>13358</td>
<td>10923</td>
<td>1964</td>
</tr>
<tr>
<td></td>
<td>(+1034 + 7.7%)</td>
<td>(+630 +5.8%)</td>
<td>(-56 -2.9%)</td>
</tr>
</tbody>
</table>

#### FTIC Admitted - Recruiting Areas *

<table>
<thead>
<tr>
<th>Recruiting Areas</th>
<th>Backyard</th>
<th>Regional - Out of State</th>
<th>Border Benefit</th>
<th>Other KY Counties</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3375</td>
<td>779</td>
<td>3307</td>
<td>2597</td>
</tr>
<tr>
<td></td>
<td>(+139 +4.3%)</td>
<td>(+54 +4.7%)</td>
<td>(+852 +24.8%)</td>
<td>(+2733 +136 -5%)</td>
</tr>
</tbody>
</table>

#### New Transfer

<table>
<thead>
<tr>
<th></th>
<th>Applied</th>
<th>Admitted</th>
<th>Enrolled</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1193</td>
<td>582</td>
<td></td>
</tr>
<tr>
<td>Last Year</td>
<td>1039</td>
<td>527</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(+154 +14.8%)</td>
<td>(+55 +10.4%)</td>
<td></td>
</tr>
</tbody>
</table>

#### Fall 2024 Registration Begins April 2024

#### FTIC Admitted - Strategic Populations

<table>
<thead>
<tr>
<th>Strategic Populations</th>
<th>URM</th>
<th>STEM+H</th>
<th>STEM+H URM</th>
<th>First-Generation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3492</td>
<td>3452</td>
<td>804</td>
<td>3300</td>
</tr>
<tr>
<td>Last Year</td>
<td>3374</td>
<td>3623</td>
<td>960</td>
<td>3493</td>
</tr>
<tr>
<td></td>
<td>(-118 +3.5%)</td>
<td>(-171 -4.7%)</td>
<td>(-156 -16.3%)</td>
<td>(-192 -5.5%)</td>
</tr>
</tbody>
</table>

#### Readmit

<table>
<thead>
<tr>
<th></th>
<th>Applied</th>
<th>Admitted</th>
<th>Enrolled</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>265</td>
<td>171</td>
<td></td>
</tr>
<tr>
<td>Last Year</td>
<td>190</td>
<td>132</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(+75 +39.5%)</td>
<td>(+39 +29.5%)</td>
<td></td>
</tr>
</tbody>
</table>

#### Fall 2024 Registration Begins April 2024

#### Admitted - All Admit Types

<table>
<thead>
<tr>
<th>Admit Type</th>
<th>Adult (25+)</th>
<th>Online</th>
<th>Admitted - Application Type</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>357</td>
<td>203</td>
<td>Common App</td>
</tr>
<tr>
<td>Last Year</td>
<td>295</td>
<td>205</td>
<td>7003</td>
</tr>
<tr>
<td>(-62 -21%)</td>
<td>(-2 -1%)</td>
<td>(+799 +12.9%)</td>
<td>Last Year: 6204</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(-169 -3.5%)</td>
</tr>
</tbody>
</table>
DECISION TREE ON RISK
MODELING TO DETERMINE RISK-DECISION TREE
349 students in the 5 selected target groups

<table>
<thead>
<tr>
<th>Node</th>
<th>Confidence Value</th>
<th>2023 Cohort Returned for Spring Count</th>
<th>% of Cohort Returned for Spring</th>
<th>Rule</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>0.427</td>
<td>74</td>
<td>3.2%</td>
<td>DFW Classes &gt; 3, Withdrew from at least 1 course</td>
</tr>
<tr>
<td>22</td>
<td>0.507</td>
<td>46</td>
<td>2.0%</td>
<td>DFW Classes &gt; 3, Withdrew from at least 1 course, First Generation</td>
</tr>
<tr>
<td>21</td>
<td>0.675</td>
<td>43</td>
<td>1.8%</td>
<td>DFW Classes &gt; 3, Withdrew from at least 1 course, Not First Generation</td>
</tr>
<tr>
<td>9</td>
<td>0.677</td>
<td>177</td>
<td>7.6%</td>
<td>DFW Classes 2-3, Fall Class Count &lt;= 6</td>
</tr>
<tr>
<td>7</td>
<td>0.75</td>
<td>62</td>
<td>2.6%</td>
<td>1 DFW Class, Spring Att Hrs &lt;= 12</td>
</tr>
<tr>
<td>17</td>
<td>0.758</td>
<td>97</td>
<td>4.1%</td>
<td>No DFW Classes, Unmet Need &gt; 12634, Fall Att Hrs &lt;= 13</td>
</tr>
<tr>
<td>31</td>
<td>0.81</td>
<td>70</td>
<td>3.0%</td>
<td>No DFW Classes, Unmet Need &lt;= 12634, HS GPA 3.0-4.05, ACT Math 17-21 or Missing, Sex is Male</td>
</tr>
<tr>
<td>10</td>
<td>0.812</td>
<td>57</td>
<td>2.4%</td>
<td>DFW Classes 2-3, Fall Class Count = 7</td>
</tr>
<tr>
<td>14</td>
<td>0.827</td>
<td>43</td>
<td>1.8%</td>
<td>No DFW Classes, Unmet Need &lt;= 12634, HS GPA &lt;= 3.03</td>
</tr>
<tr>
<td>26</td>
<td>0.839</td>
<td>77</td>
<td>3.3%</td>
<td>No DFW Classes, Unmet Need &lt;= 12634, HS GPA 3.0-4.05, ACT Math 24-25</td>
</tr>
<tr>
<td>20</td>
<td>0.85</td>
<td>95</td>
<td>4.1%</td>
<td>1 DFW Class, Spring Att Hrs &gt; 12, At least 1 F in Fall</td>
</tr>
<tr>
<td>28</td>
<td>0.877</td>
<td>93</td>
<td>4.0%</td>
<td>1 DFW Class, Spring Att Hrs &gt; 12, No Fs in Fall, Did Not Receive Institutional Scholarship</td>
</tr>
<tr>
<td>18</td>
<td>0.894</td>
<td>211</td>
<td>9.0%</td>
<td>No DFW Classes, Unmet Need &gt; 12634, Fall Att Hrs &gt; 13</td>
</tr>
<tr>
<td>30</td>
<td>0.918</td>
<td>149</td>
<td>6.4%</td>
<td>No DFW Classes, Unmet Need &lt;= 12364, HS GPA 3.0-4.05, ACT Math 17-21 or Missing, Sex is Female or Unspecified</td>
</tr>
<tr>
<td>11</td>
<td>0.941</td>
<td>62</td>
<td>2.6%</td>
<td>DFW Classes 2-3, Fall Class Count &gt; 7</td>
</tr>
<tr>
<td>29</td>
<td>0.942</td>
<td>159</td>
<td>7.2%</td>
<td>1 DFW Class, Spring Att Hrs &gt; 12, No Fs in Fall, Received Institutional Scholarship</td>
</tr>
<tr>
<td>25</td>
<td>0.956</td>
<td>58</td>
<td>2.9%</td>
<td>No DFW Classes, Unmet Need &lt;= 12634, HS GPA 3.0-4.05, ACT Math 22-23</td>
</tr>
<tr>
<td>27</td>
<td>0.958</td>
<td>159</td>
<td>6.8%</td>
<td>No DFW Classes, Unmet Need &lt;= 12634, HS GPA 3.0-4.05, ACT Math &gt; 25</td>
</tr>
<tr>
<td>16</td>
<td>0.976</td>
<td>515</td>
<td>22.0%</td>
<td>No DFW Classes, Unmet Need &lt;= 12634, HS GPA 4.06 or Missing</td>
</tr>
<tr>
<td>23</td>
<td>0.979</td>
<td>73</td>
<td>3.1%</td>
<td>No DFW Classes, Unmet Need &lt;= 12634, HS GPA 3.0-4.05, ACT Math &lt;= 16</td>
</tr>
</tbody>
</table>

Total: 2340, 100.0%
Agenda

• Enrollment & Retention
• Academic Leadership Searches
• Q&A
Academic Leadership Searches

• Dean of the School of Nursing
  Dr. Whitney Nash.

• Dean of the School of Medicine and EVP for Health Affairs
  The search for this combined role has launched and is currently in the market outreach phase.

• Dean of the College of Education and Human Development
  This dean search is currently in the market outreach phase.

• Dean of the College of Business
  This dean search is scheduled to begin at the end of the spring 2024 semester.

• Dean of the School of Dentistry
  This dean search is scheduled to being in the fall 2024 semester.

• Vice Provost for ITS & Chief Information Officer
  Dr. Karlis Kaugars.
Questions
RECOMMENDATION TO BOARD OF TRUSTEES
REGARDING PERSONNEL MATTERS

Academic and Student Affairs Committee – March 21, 2024
Executive and Compensation Committee – March 21, 2024

RECOMMENDATION:

The President recommends that the following personnel actions be approved by the Board of Trustees:

Arts and Sciences

Anirvan Chowdhury, PhD, Assistant Professor (Probationary) of Political Science; additional appointment as the Endowed Chair of Asian Democracy, August 1, 2024 through July 31, 2029.

Notable Accomplishments:
Even before completing his doctoral studies, Dr. Chowdhury had co-authored one journal publication, two book chapters, and three working papers. His dissertation project on gender politics in India promises to reshape our understanding of how conservative parties mobilize women in politics in India and beyond. Dr. Chowdhury is entrepreneurial; during his training, he secured significant amounts of research funding, including one of the National Science Foundation’s competitive doctoral dissertation research improvement grants, as well as an impressive number of grants from institutions inside and outside the United States.

Selection Process:
Job ad, search committee, appointed by the dean.

Salary Data:
Proposed base salary: $ 66,000
Proposed supplement: $ 6,600
Proposed total: $ 72,600

Budget impact: $ 6,600
School of Law

Enid Trucios-Haynes, JD, Professor (Tenured) of Law; additional appointment as the Bernard Flexner Professor of Law, May 1, 2024 through April 30, 2029.

Notable Accomplishments:
Professor Trucios-Haynes has demonstrated a commitment to research and publication, having published 8 books or book chapters, 6 policy papers, more than 35 amicus briefs, and 29 Law reviews and journal publications. Her record reflects consistent production of citation of work by other scholars and by the courts. Professor Trucios-Haynes is an excellent classroom teacher and well-respected by students for her stimulating and challenging courses. Finally, she is an outstanding colleague, demonstrating leadership and commitment to service within the law school and university, having served in multiple leadership roles, including Co-Founder and Co-Director of the Regulatory Law and Policy Program, Director of the Immigration Law Mini-Clinic, Associate Dean for Academic Affairs, Co-Director and Co-Founder of the Brandeis Human Rights Advocacy Project, Faculty Senate Chair, Director of the Muhammad Ali Institute for Peace and Justice, Co-Director and Founder of the Cooperative Consortium for Transdisciplinary Social Justice Research, among others.

Selection Process:
Internal search; selected by committee and recommended by the dean.

Salary Data:
Current base salary: $ 171,083
Total compensation: $ 171,083
Proposed base salary: $ 171,083
Proposed supplement: $ 20,000
Proposed total: $ 191,083
Budget impact: $ 20,000

COMMITTEE ACTION:
Passed ______X__________
Did Not Pass ____________
Other ________________
Signature on file
Assistant Secretary

BOARD ACTION:
Passed ______X__________
Did Not Pass ____________
Other ________________
Signature on file
Assistant Secretary