

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

September 21, 2023

In Open Session

Members of the Academic and Student Affairs Committee of the University of Louisville Board of Trustees met on September 21, 2023, 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. Diane Porter
Ms. Sherrill Zimmerman

Other Trustees

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

From the

University: Dr. Kim Schatzel, President
Dr. Gerry Bradley, Interim Provost
Dr. Kevin Gardner, Executive Vice President for Research and Innovation
Mr. Dan Durbin, Executive Vice President for Finance and Administration
Ms. Angela Curry, General Counsel and Vice President for Legal Affairs
Dr. Michael Mardis, Vice President for Student Affairs, Dean of Students
Mr. Lee Gill, Vice President for Institutional Equity
Ms. Sandy Russell, Vice President for Risk, Audit, and Compliance
Mr. Josh Heird, Vice President for Athletics and Athletic Director
Mr. John Drees, Vice President for Communications & Marketing
Mr. Brent Pieper, Vice President for University Advancement
Dr. Jeff Bumpous, Interim Vice President for Academic Medical Affairs
Ms. Julie Dials, Assistant Vice President for University Advancement
Mr. Rick Graycarek, Vice President for Budget and Finance
Ms. Shannon Rickett, Assoc. Vice President for Government Relations
Dr. Gail DePuy, Senior Vice Provost
Mr. Robert Goldstein, Vice Provost for Assessment & Univ. Decision Support
Dr. Cherie Dawson-Edwards, Vice Provost for Faculty Affairs
Mr. Jim Begany, Vice Provost for Strategic Enrollment Management
Mr. Nick Bowes, Deputy Athletic Director and CFO, ULAA

Mr. Zach Brooks, Asst. AD for Capital Projects & Administration, ULAA
Mr. John Karman, Executive Director of Communications
Ms. Becky Patterson, Executive Director and Lead Statistician, IRP
Dr. Leslie Harper, Program Approval & Review Coordinator, OAPA
Mr. Jerry Johnson, Chief of Staff to the EVP for Finance and Administration
Dr. Lee W. Bewley, Assoc. Professor, Dir., Health Management Program, SPHIS
Mr. Chris Wooton, Associate Director of Communications and Marketing
Mr. Jake Beamer, Dir. of Governance & Strategic Initiatives & Asst. Secretary

From the UofL

Foundation: Mr. Keith Sherman, Executive Director and COO

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, 6-22-2023

Mr. Abramson made a motion, which Ms. Zimmerman seconded, to approve the minutes of the June 22, 2023, meeting.

The motion passed.

II. Report of the Student Government Association President

Ms. Hayden reported on her administration's mission, vision, legislative priorities, and projects using the **attached** presentation. She then fielded questions from trustees.

Chair Burse thanked the SGA President for her report.

III. Report of the Provost

Provost Bradley provided the **attached** presentation to the committee, highlighting his 2023-2024 goals, updating trustees on the current progress and predictions of the six-year graduation rate, and sharing enrollment statistics.

After answering questions from trustees, the chair thanked the provost for his report.

IV. Action Items: Creation of New Certificates

Provost Bradley briefed the committee on four recommendations regarding the creation of new academic certificates. Drs. Bewley and Bradley then fielded questions from trustees.

Healthcare Financial Management Graduate Certificate

Mr. Abramson made a motion, Dr. Mueller seconded, to approve the

President's recommendation that the Board of Trustees approve the creation of the Graduate Certificate in Healthcare Financial Management effective Spring 2024.

The motion passed.

Graduate Certificate in Healthcare Management

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

President's recommendation that the Board of Trustees approve the creation of the Graduate Certificate in Healthcare Management effective Spring 2024.

The motion passed.

Graduate Certificate in Healthcare Quality and Project Management

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

President's recommendation that the Board of Trustees approve the creation of the Graduate Certificate in Healthcare Quality and Project Management effective Spring 2024.

The motion passed.

Graduate Certificate in Population Health Management

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

President's recommendation that the Board of Trustees approve the creation of the Graduate Certificate in Population Health Management effective Spring 2024.

The motion passed.

V. Executive Session

Mr. Abramson made a motion, which Dr. Mueller seconded, to recess to executive session to discuss proposed and pending litigation and personnel matters pursuant to KRS 61.810(1)(c) and (f).

The motion past and the open meeting recessed at 2:00 p.m.

VI. Open Meeting Reconvenes

Chair Burse reconvened the open session at 2:11 p.m., stating the committee discussed proposed and pending litigation and personnel matters. The committee then took the following actions:

Personnel Matters

Mr. Abramson made a motion, which Dr. Mueller seconded, to approve the

President's recommendation regarding personnel matters, as attached.

The motion passed.

VII. Adjournment

Having no other business to come before the committee, Mr. Abramson made a motion, which Ms. Hayden seconded, to adjourn.

The motion passed and the meeting adjourned at 2:12 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

September 21, 2023

In Executive Session

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Other Trustees

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

From the

University: Dr. Kim Schatzel, President
Dr. Gerry Bradley, Interim Provost
Ms. Angela Curry, General Counsel and Vice President for Legal Affairs
Dr. Cherie Dawson-Edwards, Vice Provost for Faculty Affairs
Mr. Jake Beamer, Dir. of Governance & Strategic Initiatives & Asst. Secretary

I. Call to Order

Chair Burse called the executive session to order at 2:00 p.m.

II. Personnel Matters

Dr. Bradley discussed personnel matters with committee members.

III. Proposed or Pending Litigation

Litigation matters were not discussed.

IV. Adjournment

Ms. Hayden made a motion, which Mr. Abramson seconded, to adjourn the executive session.

The motion passed and the session adjourned at 2:10 p.m.

Approved by:



Signature on file

Assistant Secretary

Report of the **SGA** President



Our Mission and Vision

The Student Government Association is integral to the University of Louisville and serves as an advocate for students and liaison to administration, faculty, and staff. We strive to provide a variety of resources, enhance platforms for innovative experiences, and foster leadership development. In doing so, we aim to create a campus where all who visit feel they belong.



Katie Hayden

President



- **Initiative #1:** Establish a comprehensive University-wide app
- **Initiative #2:** Updating new SGA website design and information
- **Initiative #3:** Review/consolidate the SGA Constitution and By-Laws
- **Initiative #4:** Conduct a large-scale recruitment campaign for SGA to begin in October to increase involvement and retention in SGA
- **Initiative #5:** Create an internship opportunity for students in Washington D.C. during the school year.

Angel Okorie

Executive Vice President



- **Initiative #1:** Advocacy of Anti-Racism, Diversity, Equity, & Inclusion
- **Initiative #2:** Visibility & Accessibility of SGA
- **Initiative #3:** Community & Engagement

Sawyer Depp

Academic Vice President



- **Initiative #1:** Encourage faculty to utilize Cardinal Careers to create a transparent, accessible hub for students to locate and apply for experiential learning opportunities.
- **Initiative #2:** Increase student-faculty interaction in online courses.
- **Initiative #3:** Make students aware of learning resources (Student Success Center, REACH, Writing Center, etc.) available to them on campus.
- **Initiative #4:** Reevaluate the plus/minus grading scale.
- **Initiative #5:** Create an internship opportunity for students in Washington D.C. during the school year.

Alex Reynolds

Services Vice President



- **Initiative #1:** LouieLyft / Cardinal Cruiser Reform
- **Initiative #2:** Meal Swipe / Flex Point Bank for students to donate and withdraw from
- **Initiative #3:** Increasing security cameras



Legislative Priorities

Local

- Train Horn Quiet Zone at the crossing at 601 Shipp Avenue by the Province Apartments.
- Early voting location at UofL

State

- Passage of a legislative increase to the Kentucky Dual Credit Scholarship

Federal

- We will be taking an annual trip to Washington D.C. in the spring semester to advocate for student issues at the federal level before all members of the Kentucky Congressional delegation.
- We are working with the university as well as other state institutions to pinpoint our priorities for this trip but are currently focused on our local and state priorities.

Early Projects

- Collaborated with OSI to take 15 students to Atlanta for the Georgia Tech football game and conducted a service project with the Alumni Association
- Conducted Senate and Staff Retreat along with two DEI trainings
- Held 3 student Senate meetings
- Took 100 students to Indiana for the IU Football Game last weekend
- Named our first student of the month
- Met with faculty regarding expansion of DC Internship Program
- Successfully advocated for pro-free speech temporary signage policy
- Hired our Executive Staff
- Held our first Services Townhall
- Established our gameplans for the year
- Evaluated the SGA Budget



OUR TEAM!





Provost Report
BOT Academic & Student Affairs
Committees Meeting

2023-2024 Provost Goals



Establish & Implement 5-year Undergraduate Student Success Plan/Review & update enrollment strategic plan



Centralize Advising



Reduce amount of unmet financial need



Revamp International Center



Address faculty culture of equity and trust

2023-2024 Provost Goals cont.



Recruit and develop quality research faculty



Maintain close oversight of college accreditations



Improve academic leadership stability by successfully recruiting and onboarding permanent Deans



Implement UofL's 2023-2025 Strategic Plan by ensuring comprehensive reporting and close involvement from senior leaders



Support the development of the University Budget Model

Current Progress and Predictions of 6-Yr Graduation Rate

Cohort	Grad Year	Y1	Y1-Y2	Y1-Y3	Y1-Y4	Y1-Y5	Y1-Y6	Y6 Prediction A	Y6 Prediction B
2017	2023	100%	80.30%	70.20%	68.10%	64.70%	63.30%	60.58% 60.5%**	60.00%
2018	2024	100%	80.10%	71.40%	67.00%	63.70%	61.26%	58.82%	59.70%
2019	2025	100%	80.90%	70.60%	63.90%	61.46%	59.02%	56.58%	56.80%
2020	2026	100%	76.60%	66.40%	64.21% 59.55%	61.77%	59.33%	56.89%	55.50%
2021	2027	100%	78.20%	68.24% 67.63%	65.80%	63.36%	60.92%	58.48%	57.30%
2022	2028	100%	*80.00% 80.45%	70.04%	67.60%	65.16%	62.72%	60.28%	-
			85%	78%	75%	72%	70%		

- *= Estimate
- **=Predicted

Bold = Predicted rates
Red = Retention Goals

2022
 80.5%
 Unmet Need 78.6% (-1.9%)
 URM 77.0% (-3.5%)

2021
 78.2%
 Unmet Need 72.2% (-6%)
 URM 75% (-3.2%)

Our Current Landscape: New First Time in College

	2023	2022	Difference percentages
FTIC	3130	2944	+6.3%
FTIC (Full-time)	2918	2706	+7.8%
GPA	3.74	3.70	+1.1%
Border Benefit	420	338	+24.3%
Pell Adjacent	79	27	+192.6%
URM	1053	937	+12.4%
First Generation	1098	1036	+6.0%

Questions/Feedback

RECOMMENDATION TO THE BOARD OF TRUSTEES
CONCERNING THE CREATION OF THE
GRADUATE CERTIFICATE IN HEALTHCARE FINANCIAL MANAGEMENT

Academic & Student Affairs Committee – September 21, 2023
Executive & Compensation Committee – September 21, 2023

RECOMMENDATION:

The President recommends that the Board of Trustees approve the creation of the Graduate Certificate in Healthcare Financial Management effective spring 2024.

BACKGROUND:

The Graduate Certificate in Healthcare Financial Management is composed of four of the core classes in the existing Master of Science in Health Administration (MSHA) program, so it will not require additional faculty or resources. The certificate will require students to complete 12 credit hours that will be delivered online.

This certificate provides students the foundational competencies of healthcare management: governance and management of healthcare organizations, healthcare strategic management, project management for population health, health operations management and science, and healthcare marketing. We expect healthcare providers (physicians, nurses, dentists), allied health providers, and early healthcare management careerists (pre-graduate level) to complete the certificate for current and future health organizational roles. This certificate will be stackable, in accordance with University of Louisville academic program guidelines, toward the MSHA degree program for those certificate graduates that seek a full graduate degree.

This program will serve students who are already working in the health sector but want to enhance their skills to assume leadership and management roles within healthcare organizations. Advisory board leaders representing University of Louisville Health System, Norton Healthcare, Humana, and Baptist Healthcare directly support offering graduate level healthcare management certificates based on our accredited MSHA program to enable associates within their organizations, particularly clinically-oriented members, to enhance capacity for administrative and management roles.

The Faculty Senate recommended the creation of the Graduate Certificate in Healthcare Financial Management at their meeting on September 6, 2023. The Executive Vice President/University Provost joins the President in making this recommendation.

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

RECOMMENDATION TO THE BOARD OF TRUSTEES
CONCERNING THE CREATION OF THE
GRADUATE CERTIFICATE IN HEALTHCARE MANAGEMENT

Academic & Student Affairs Committee – September 21, 2023
Executive & Compensation Committee – September 21, 2023

RECOMMENDATION:

The President recommends that the Board of Trustees approve the creation of the Graduate Certificate in Healthcare Management effective spring 2024.

BACKGROUND:

The Graduate Certificate in Healthcare Management is composed of five of the core classes in the existing Master of Science in Health Administration (MSHA) program, so it will not require additional faculty or resources. The certificate will require students to complete 14 credit hours that will be delivered online.

This certificate provides students the foundational competencies of healthcare management: governance and management of healthcare organizations, healthcare strategic management, project management for population health, health operations management and science, and healthcare marketing. We expect healthcare providers (physicians, nurses, dentists), allied health providers, and early healthcare management careerists (pre-graduate level) to complete the certificate for current and future health organizational roles. This certificate will be stackable, in accordance with University of Louisville academic program guidelines, toward the MSHA degree program for those certificate graduates that seek a full graduate degree.

This program will serve students who are already working in the health sector but want to enhance their skills to assume leadership and management roles within healthcare organizations. Advisory board leaders representing University of Louisville Health System, Norton Healthcare, Humana, and Baptist Healthcare directly support offering graduate level healthcare management certificates based on our accredited MSHA program to enable associates within their organizations, particularly clinically-oriented members, to enhance capacity for administrative and management roles.

The Faculty Senate recommended the creation of the Graduate Certificate in Healthcare Management at their meeting on September 6, 2023. The Executive Vice President/University Provost joins the President in making this recommendation.

COMMITTEE ACTION:

Passed X

Did Not Pass _____

Other _____

 ls
Signature on file _____
Assistant Secretary

BOARD ACTION:

Passed X

Did Not Pass _____

Other _____

 ls
Signature on file _____
Assistant Secretary

RECOMMENDATION TO THE BOARD OF TRUSTEES
CONCERNING THE CREATION OF THE
GRADUATE CERTIFICATE IN HEALTHCARE QUALITY AND PROJECT MANAGEMENT

Academic & Student Affairs Committee – September 21, 2023
Executive & Compensation Committee – September 21, 2023

RECOMMENDATION:

The President recommends that the Board of Trustees approve the creation of the Graduate Certificate in Healthcare Quality and Project Management effective spring 2024.

BACKGROUND:

The Graduate Certificate in Healthcare Quality and Project Management is composed of five of the core classes in the existing Master of Science in Health Administration (MSHA) program, so it will not require additional faculty or resources. The certificate will require students to complete 15 credit hours that will be delivered online.


This certificate provides students the foundational competencies of healthcare management: governance and management of healthcare organizations, healthcare strategic management, project management for population health, health operations management and science, and healthcare marketing. We expect healthcare providers (physicians, nurses, dentists), allied health providers, and early healthcare management careerists (pre-graduate level) to complete the certificate for current and future health organizational roles. This certificate will be stackable, in accordance with University of Louisville academic program guidelines, toward the MSHA degree program for those certificate graduates that seek a full graduate degree.

This program will serve students who are already working in the health sector but want to enhance their skills to assume leadership and management roles within healthcare organizations. Advisory board leaders representing University of Louisville Health System, Norton Healthcare, Humana, and Baptist Healthcare directly support offering graduate level healthcare management certificates based on our accredited MSHA program to enable associates within their organizations, particularly clinically-oriented members, to enhance capacity for administrative and management roles.

The Faculty Senate recommended the creation of the Graduate Certificate in Healthcare Quality and Project Management at their meeting on September 6, 2023. The Executive Vice President/University Provost joins the President in making this recommendation.

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

RECOMMENDATION TO THE BOARD OF TRUSTEES
CONCERNING THE CREATION OF THE
GRADUATE CERTIFICATE IN POPULATION HEALTH MANAGEMENT

Academic & Student Affairs Committee – September 21, 2023
Executive & Compensation Committee – September 21, 2023

RECOMMENDATION:

The President recommends that the Board of Trustees approve the creation of the Graduate Certificate in Population Health Management effective spring 2024.

BACKGROUND:

The Graduate Certificate in Population Health Management is composed of four of the core classes in the existing Master of Science in Health Administration (MSHA) program, so it will not require additional faculty or resources. The certificate will require students to complete 12 credit hours that will be delivered online.

This certificate provides students the foundational competencies of healthcare management: governance and management of healthcare organizations, healthcare strategic management, project management for population health, health operations management and science, and healthcare marketing. We expect healthcare providers (physicians, nurses, dentists), allied health providers, and early healthcare management careerists (pre-graduate level) to complete the certificate for current and future health organizational roles. This certificate will be stackable, in accordance with University of Louisville academic program guidelines, toward the MSHA degree program for those certificate graduates that seek a full graduate degree.

This program will serve students who are already working in the health sector but want to enhance their skills to assume leadership and management roles within healthcare organizations. Advisory board leaders representing University of Louisville Health System, Norton Healthcare, Humana, and Baptist Healthcare directly support offering graduate level healthcare management certificates based on our accredited MSHA program to enable associates within their organizations, particularly clinically-oriented members, to enhance capacity for administrative and management roles.

The Faculty Senate recommended the creation of the Graduate Certificate in Population Health Management at their meeting on September 6, 2023. The Executive Vice President/University Provost joins the President in making this recommendation.

COMMITTEE ACTION:

Passed X
Did Not Pass _____
Other _____

 ps
Signature on file _____
Assistant Secretary

BOARD ACTION:

Passed X
Did Not Pass _____
Other _____

 ps
Signature on file _____
Assistant Secretary

RECOMMENDATION TO BOARD OF TRUSTEES

Academic and Student Affairs Committee – September 21, 2023

Executive and Compensation Committee – September 21, 2023

The President recommends that the following personnel recommendations be approved by the Board of Trustees.

College of Business

Aaron Barnes, PhD, Assistant Professor (Probationary) of Marketing; additional appointment as the Johnson Endowed Assistant Professor of Marketing, November 1, 2023 through June 30, 2028.

Notable Accomplishments:

Dr. Barnes’ focus on cultural influences within marketing has resulted in remarkable research achievements, including numerous publications in top journals such as the Journal of Consumer Research, the Journal of Retailing, and the Journal of Personality and Social Psychology. His work has been recognized on influential lists like UT-Dallas Top 100 Business School Research Rankings and the Financial Times Top 50 journals. Dr. Barnes' research productivity positions him among the top echelons of consumer researchers. Moreover, his engagement in advanced-stage reviews for prestigious outlets and active participation in international conferences further solidify his scholarly prominence.

Selection Process:

The Marketing department chair recommended to the Dean. The Personnel Committee voted on the appointment and the Dean is making the recommendation.

Salary Data:

Current base salary: \$ 170,642.94

Current total: \$ 170,642.94

Proposed base salary: \$ 170,642.94

Proposed total: \$ 170,642.94

Budget impact: No change

Median benchmark comparison: \$ 112,900

Benchmark position title: Assistant Professor, Marketing

Benchmark source: AACSB Data Direct

Year of benchmark data: 2022-2023

Benchmark data number of incumbents: 371

Benchmark data number of institutions: 958

Daniel Bennett, PhD, Professor (Tenured) of Management and Entrepreneurship; additional appointment as the Cobb Family Professor of Entrepreneurship, November 1, 2023 through June 30, 2023.

Notable Accomplishments:

Dr. Bennett is an accomplished scholar with experience as Associate Director of the Center for Free Enterprise since 2022. He is an editor for the Small Business Economics Journal and has directed the PhD program in the College of Business, also since 2022.

Selection Process:

Is being named as endowed chair consistent with Dean's recommendation; department vote and Personnel Committee vote.

Salary Data:

Current base salary:	\$ 161,023.50
Current supplement:	\$ 15,000.00 (Associate Director, Center for Free Enterprise)
Current supplement:	\$ 7,000.00 (PhD Program Director)
Current total:	\$ 183,023.50

Proposed base salary:	\$ 161,023.50
Proposed supplement:	\$ 15,000.00 (Associate Director, Center for Free Enterprise)
Proposed supplement:	\$ 7,000.00 (PhD Program Director)
Proposed supplement:	\$ 10,000.00 (Cobb Family Professorship)
Proposed total:	\$ 193,023.50

Budget impact:	\$ 10,000.00
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Median benchmark comparison:	\$ 154,700
Benchmark position title:	Associate Professor
Benchmark source:	AACSB Data Direct
Year of benchmark data:	2022-2023
Benchmark data number of incumbents:	58
Benchmark data number of institutions:	49

Sandeep Goyal, PhD, Professor (Tenured) of Information Systems, Analytics and Operations; additional appointment as the Brown and Williamson Professor of Information Systems, Analytics and Operations, November 1, 2023 through June 30, 2023.

Notable Accomplishments:

Dr. Goyal is a Tenured Professor in the Department of Information Systems, Analytics and Operations, and an accomplished scholar. He is the program director for both the online and in-person Master of Science in Business Analytics (MSBA) programs, as well as Director of International Graduate Student Recruitment in the College of Business.

Selection Process:

The College of Business Personnel Committee voted on the appointment and the Dean is making the recommendation.

Salary Data:

Current base salary:	\$ 211,673
Current supplement:	\$ 15,000 (Director, International Graduate Student Recruitment)
Current supplement:	\$ 30,000 (Director, MSBA Program)
Current supplement:	\$ 30,000 (Director, Online MSBA Program)
Current total:	\$ 286,673

Proposed base salary:	\$ 211,673
Proposed supplement:	\$ 15,000 (Director, International Graduate Student Recruitment)
Proposed supplement:	\$ 30,000 (Director, MSBA Program)
Proposed supplement:	\$ 30,000 (Director, Online MSBA Program)
Proposed supplement:	\$ 10,000 (Brown and Williamson Professorship)
Proposed total:	\$ 296,673

Budget impact:	\$ 10,000
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Median benchmark comparison:	\$ 160,300
Benchmark position title:	Professor, Computer/Management Information Systems
Benchmark source:	AACSB Data Direct
Year of benchmark data:	2022-2023
Benchmark data number of incumbents:	664
Benchmark data number of institutions:	265

School of Medicine

T. Michael Sabo, Associate Professor (Tenured) of Medicine; additional appointment as the James Graham Brown Foundation Chair in Cancer Biophysics, November 1, 2023 through October 31, 2028.

Notable Accomplishments:

Dr. Sabo obtained his BS, MS, and PhD in Chemistry from the University of Louisville, graduating with his PhD in 2007. He continued his training as a post-doctoral fellow in the laboratory of Muriel C. Maurer at the University of Louisville from 2008-2009. Dr. Sabo then went on to complete a second post-doctoral fellowship with Christian Griesinger at the Max-Planck Institute for Biophysical Chemistry (MPI-BPC) in Gottingen, Germany from 2009-2015. We recruited Dr. Sabo back to the University of Louisville in February 2015, where he joined the Department of Medicine; Division of Medical Oncology and Hematology and UofL Health Brown Cancer Center as an Assistant Professor. His primary focus has been on applying the techniques and methodology that he has developed toward anti-neoplastic targets, including human guanylate kinase (hGMPK) and on providing researchers with the tools necessary to characterize structurally silent, yet functionally important, conformational states.

Selection Process:

Selected by the Division Chief and the Department Chair.

Salary Data:

Current base salary:	\$ 92,194.30
Current supplement:	\$ 46,097.70
Current total:	\$ 138,292.00

Proposed base salary:	\$ 92,194.30
Proposed supplement:	\$ 46,097.70
Proposed total:	\$ 138,292.00

Budget impact: No change

Median benchmark comparison:	\$ 140,000
Benchmark position title:	Associate Professor, PhD
Benchmark source:	Association of American Medical Colleges
Year of benchmark data:	2021-2022
Benchmark data number of incumbents:	77
Benchmark data number of institutions:	N/A

Brian Williams, MD, Associate Professor (Tenured) of Neurological Surgery; additional appointment as the Center for Advanced Neurosurgery Endowed Research Professorship in Neurosurgery, November 1, 2023 through October 31, 2028.

Notable Accomplishments:

Dr. Williams has over 60 publications and an H-Index of 25. He is a master Educator, having been awarded the excellence in teaching award for our department in 2018. His teaching assessments remain outstanding based on resident evaluations. Among his many accomplishments, Dr. Williams helped form a monthly brain tumor support group. In 2020 he completed a certificate program in Post Graduate Medical Education and was recently named Vice Chair of Education for the Department of Neurological Surgery.

Selection Process:

Nominated by the Department Chair, Dr. Joseph Neimat

Salary Data:

Current base salary: \$ 70,000
Current supplement: \$ 569,423
Current ULP supplement: \$ 127,600
Current total: \$ 767,023

Proposed base salary: \$ 70,000
Proposed supplement: \$ 569,423
Proposed ULP supplement: \$ 127,699
Proposed total: \$ 767,023

Budget impact: No change

Median benchmark comparison: \$ 767,023
Benchmark position title: Associate Professor, Neurological Surgery
Benchmark source: Association of American Medical Colleges
Year of benchmark data: 2021-2022
Benchmark data number of incumbents: 302
Benchmark data number of institutions: 151

COMMITTEE ACTION:

Passed X
Did Not Pass _____
Other _____

ps
Signature on file _____
Assistant Secretary

BOARD ACTION:

Passed X
Did Not Pass _____
Other _____

ps
Signature on file _____
Assistant Secretary