

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

December 15, 2022

In Open Session

Members of the Academic and Student Affairs Committee of the University of Louisville Board of Trustees met on December 15, 2022, at 1:26 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
Dr. Eugene Mueller
Ms. Diane Porter
Ms. Sherrill Zimmerman

Absent: Mr. Dorian Brown

Other Trustees

Present: Dr. Larry Benz
Mr. Scott Brinkman
Mr. Al Cornish
Ms. Diane Medley
Ms. Mary Nixon
Mr. Jim Rogers
Mr. John Smith

From the

University: Dr. Lori Gonzalez, Interim 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
Dr. Gail DePuy, Interim Senior Vice Provost
Ms. Angela Curry, General Counsel and Vice President for Legal Affairs
Ms. Sandy Russell, Vice President for Risk, Audit, and Compliance
Ms. Mary Elizabeth Miles, Vice President for Human Resources
Dr. Toni Ganzel, Vice President for Academic Medical Affairs
Ms. Mariana Barzun, Co-Interim Vice President for University Advancement
Dr. Douglas Craddock, Interim Vice President for Community Engagement
Dr. Michael Mardis, Vice President for Student Affairs, Dean of Students
Mr. John Drees, Sr. Assoc. Vice President for Communications & Marketing
Ms. Shannon Rickett, Assoc. Vice President for Government Relations
Mr. Rick Graycarek, Assistant Vice President for Budget and Finance
Mr. John Karman, Executive Director of Communications
Mr. Derek Cowherd, Associate Athletic Director of Diversity, Equity & Inclusion
Ms. Sarah Lopez, Deputy Chief of Staff, Provost's Office

Mr. Chris Wooton, Director of Internal Communications
Dr. Marion Hambrick, Executive Director, Grawemeyer Awards
Lt. Col. Jessica Murnock, Deputy Chief of Staff
Mr. Jake Beamer, Dir. of Governance & Strategic Initiatives & Asst. Secretary

I. Call to Order

Chair Burse called the roll and having determined a quorum present, called the meeting to order at 1:26 p.m.

Approval of Minutes, 9-23-2022

Mr. Abramson made a motion, which Dr. Mueller seconded, to approve the minutes of the September 23, 2022, meeting.

The motion passed.

II. Action Item: Approval of 2023 Grawemeyer Award Winners

Dr. Hambrick briefed the committee on the recommendation to approve the 2023 Grawemeyer Award winners, five annual prizes given in the fields of music, political science, psychology, education and religion. They were founded by H. Charles Grawemeyer to help make the world a better place.

Chair Burse thanked Dr. Hambrick for his briefing.

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

President's recommendation that the Board of Trustees ratify the following winners of the 2023 Grawemeyer Awards:

- **Music:** Julian Anderson
- **Improving World Order:** Steven Feldstein
- **Psychology:** David Dunning and Justin Kruger
- **Education:** Jennifer Morton
- **Religion:** Kelly Brown Douglas

The motion passed.

III. Report of the Provost

Dr. Bradley began his report by sharing with the committee that the Master of Engineering (M.Eng.) in Industrial Engineering program had closed. This 30-credit hour graduate level degree program maintained low enrollment and was highly duplicative with the Master of Science in Industrial Engineering program. As a result, the Industrial Engineering faculty voted to close the M.Eng. program.

This was an informational item, there were no objections from trustees, and no action was taken.

Interim Provost Bradley continued his report using the **attached** presentation, highlighting the following:

- Academics
 - Fall 2023 Enrollment
 - Student Retention
- Student Affairs
 - Global Initiatives
 - Student Well-being
 - Student Engagement
- Faculty Affairs
 - Faculty Retention
 - Faculty Hiring
 - Faculty Diversity Initiatives
 - Academic Leadership
 - College of A&S Updates

Dr. Bradley then fielded questions from the committee.

The chair thanked the interim provost for his report.

IV. Executive Session

Dr. Mueller made a motion, which Mr. Abramson 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 2:03 p.m.

V. Open Meeting Reconvenes

The open meeting reconvened at 2:08 p.m. Chair Burse reported that the committee discussed personnel matters.

Personnel Matters

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

President's recommendation that the Board of Trustees approve the attached personnel recommendations.

The motion passed.

Promotion and Tenure

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

President's recommendation that the Board of Trustees approve the following promotion and tenure recommendations.

Arts and Sciences

Benne Holwerda, PhD, Associate Professor (Probationary) of Physics and Astronomy; promotion to Professor and award of tenure, January 1, 2023.

Medicine

T. Michael Sabo, PhD, Assistant Professor (Probationary) of Medicine; promotion to Associate Professor and award of tenure, January 1, 2023.

Chad Samuelsen, Assistant Professor (Probationary) of Anatomical Sciences and Neurobiology; promotion to Associate Professor and award of tenure, January 1, 2023.

The motion passed.

VI. Adjournment

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

The motion passed and the meeting adjourned at 2:10 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

December 15, 2022

In Executive Session

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

Other Trustees

Present: Dr. Larry Benz
Mr. Scott Brinkman
Mr. Al Cornish
Ms. Diane Medley
Ms. Mary Nixon
Mr. Jim Rogers
Mr. John Smith

From the
University: Dr. Lori Gonzalez, Interim President
Dr. Gerry Bradley, Interim Provost
Ms. Angela Curry, General Counsel and Vice President for Legal Affairs
Mr. Jake Beamer, Dir. of Governance & Strategic Initiatives & Asst. Secretary

I. Call to Order

Chair Burse called the executive session to order at 2:03 p.m.

II. Personnel Matter

Dr. Bradley discussed personnel matters with trustees.

No action was taken.

III. Promotion and Tenure

Dr. Bradley discussed promotion and tenure matters with trustees.

No action was taken.

RECOMMENDATION TO THE BOARD OF TRUSTEES REGARDING THE
2023 GRAWEMEYER AWARDS

Academic & Student Affairs Committee – December 15, 2022
Executive & Compensation Committee – December 15, 2022

RECOMMENDATION:

The President recommends that the Board of Trustees ratify the following winners of the 2023 Grawemeyer Awards:

- Music: Julian Anderson
- Improving World Order: Steven Feldstein
- Psychology: David Dunning and Justin Kruger
- Education: Jennifer Morton
- Religion: Kelly Brown Douglas

BACKGROUND:

The nominees are well-respected scholars in their fields and have agreed to make presentations to the University as part of the award process in the spring.

COMMITTEE ACTION:

Passed X
Did Not Pass _____
Other _____

 Dr
Signature on file
Assistant Secretary

BOARD ACTION:

Passed X
Did Not Pass _____
Other _____

 Dr
Signature on file
Assistant Secretary



BOT Academic & Student Affairs Committee
Office of the Provost Report
December 15, 2022

In this report

Academics

- Fall 2023 Enrollment
- Student Retention

Student Affairs

- Global Initiatives
- Student Well-being
- Student Engagement

Faculty Affairs

- Faculty Retention
- Faculty Hiring
- Faculty Diversity Initiatives
- Academic Leadership
- College of A&S Updates

ACADEMICS



Fall 2023 Enrollment

| Inquiries |
|------------------|
| Fall 22: 18,830 |
| Fall 23: 25,434 |
| 35% |

| Application Completion Rate |
|------------------------------------|
| Fall 22: 76.2% |
| Fall 23: 82.4% |
| 6.20% |

| Application Acceptance Rate |
|------------------------------------|
| Fall 22: 87.3% |
| Fall 23: 88.4% |
| 1.10% |

| Deposit Conversion Rate |
|--------------------------------|
| Fall 22: 11.6% |
| Fall 23: 12.2% |
| 0.60% |

Fall 2023 Enrollment (Continued)

UNIVERSITY OF LOUISVILLE Overview: Summer/Fall 2023 Undergraduate Recruitment Report ⓘ

| New First-Time-in-College (FTIC) | | |
|---|--|---|
| Applied | Admitted | Deposited |
| 9168! <i>Last Year: 10458 (-1290 -12.3%)</i> | 7351! <i>Last Year: 7912 (-561 -7.1%)</i> | 555! <i>Last Year: 599 (-44 -7.3%)</i> |

| Recruiting Areas (FTIC Only) | | | |
|--|--|---|--|
| Backyard Admitted | Regional Admitted | Border Ben Admitted | Other KY Admitted |
| 2238! <i>Last Year: 2361 (-123 -5.2%)</i> | 398! <i>Last Year: 445 (-47 -10.6%)</i> | 1766! <i>Last Year: 1971 (-205 -10.4%)</i> | 1976! <i>Last Year: 2085 (-109 -5.2%)</i> |

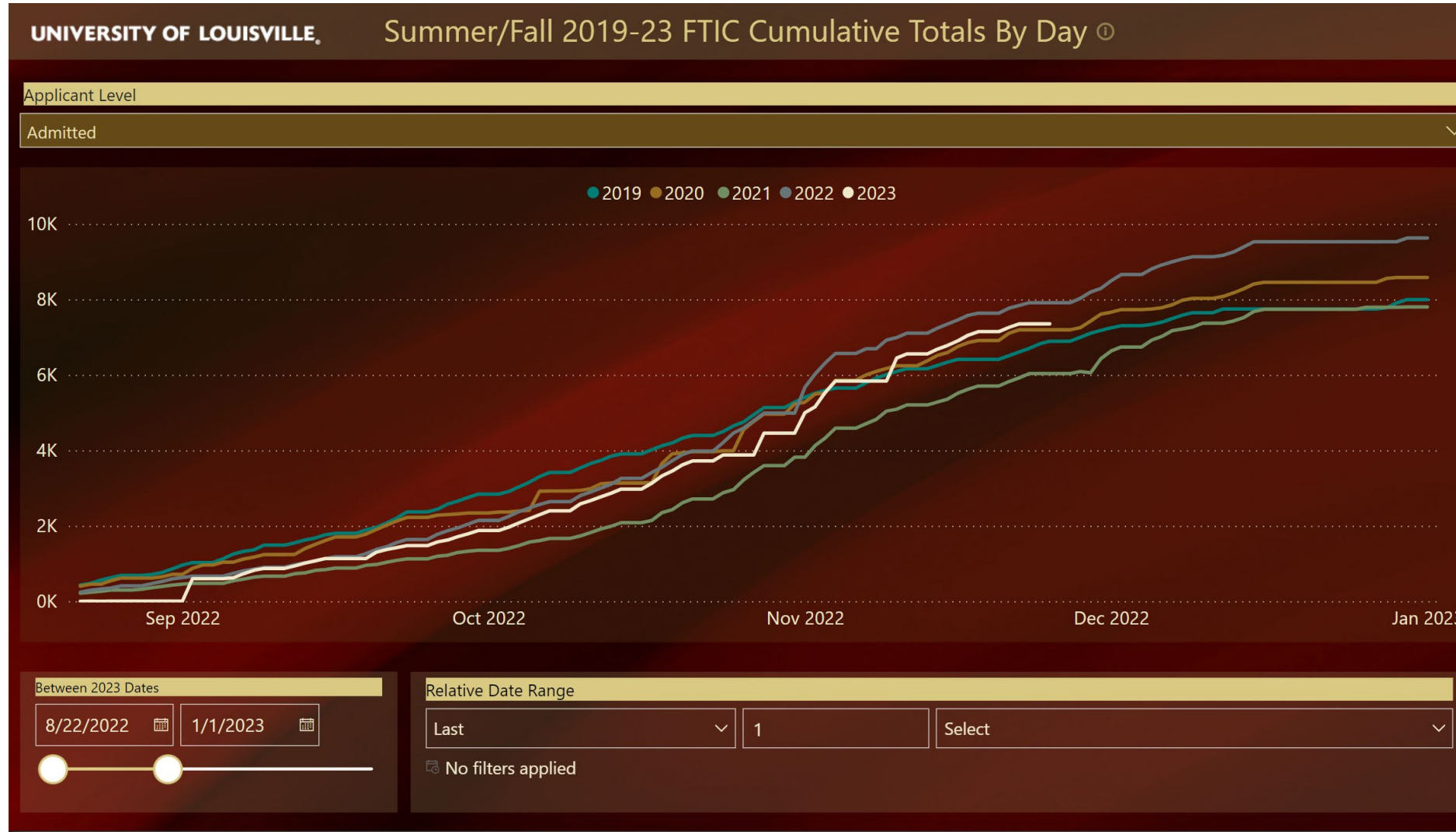
| New Transfer | | |
|--|--|-------------------------------|
| Applied | Admitted | Enrolled |
| 268✓ <i>Last Year: 242 (+26 +10.7%)</i> | 80! <i>Last Year: 91 (-11 -12.1%)</i> | Available Early April 2023 |

| Strategic Populations (All Applicant Types) | | | |
|--|--|--|---|
| URM Admitted | STEM+H Admitted | Online Admitted | First-Gen Admitted |
| 1983! <i>Last Year: 2094 (-111 -5.3%)</i> | 2579! <i>Last Year: 2848 (-269 -9.4%)</i> | 38! <i>Last Year: 42 (-4 -9.5%)</i> | 2236! <i>Last Year: 2526 (-290 -11.5%)</i> |

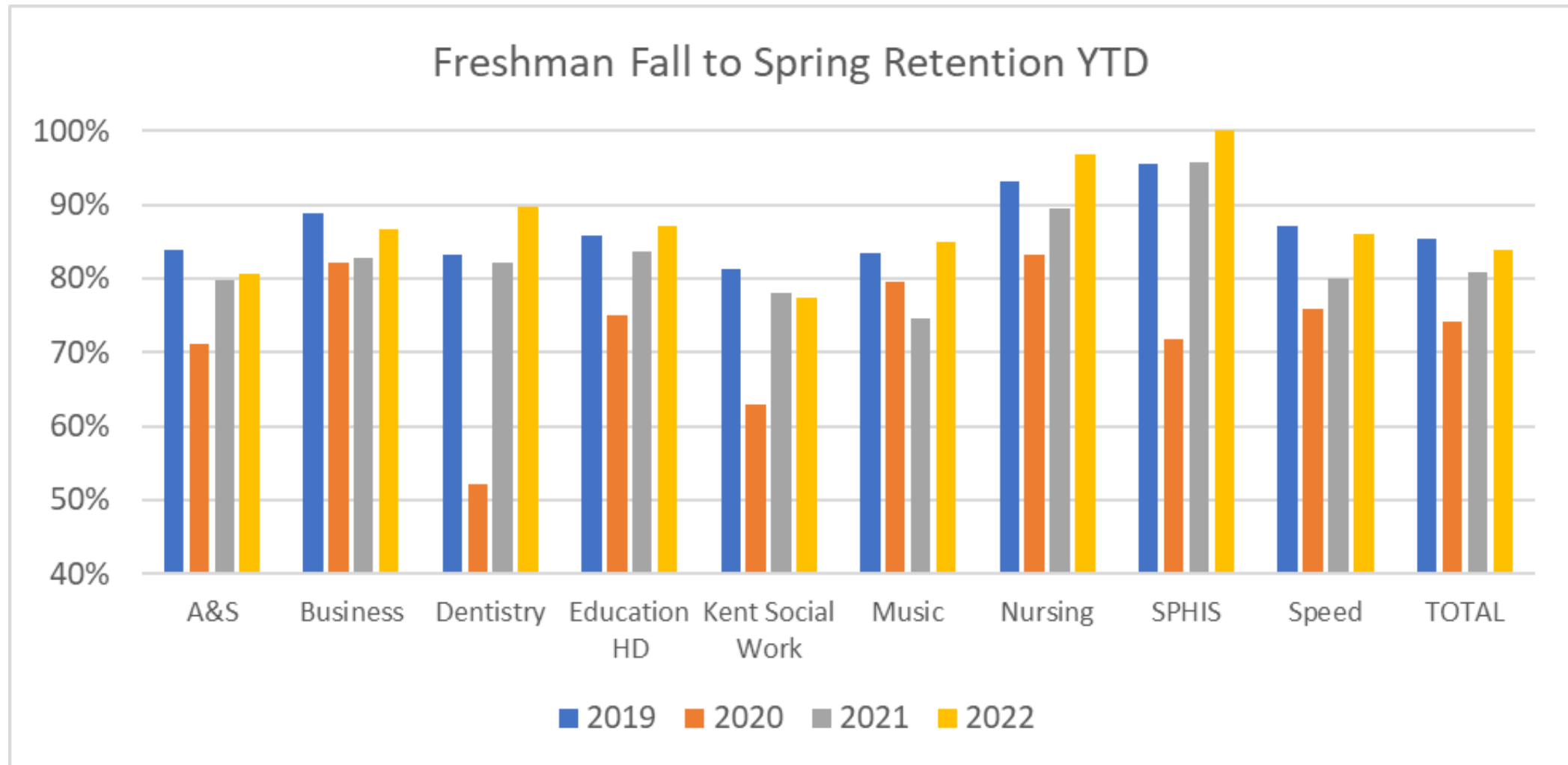
| Readmit | | |
|--|---|-------------------------------|
| Applied | Admitted | Enrolled |
| 42✓ <i>Last Year: 24 (+18 +75%)</i> | 27✓ <i>Last Year: 10 (+17 +170%)</i> | Available Early April 2023 |

| Application Type | |
|---|--|
| Common Apps | Take Flight Apps |
| 4717✓ <i>Last Year: 4688 (+29 +0.6%)</i> | 4552! <i>Last Year: 5777 (-1225 -21.2%)</i> |

Fall 2023 Enrollment (Continued)

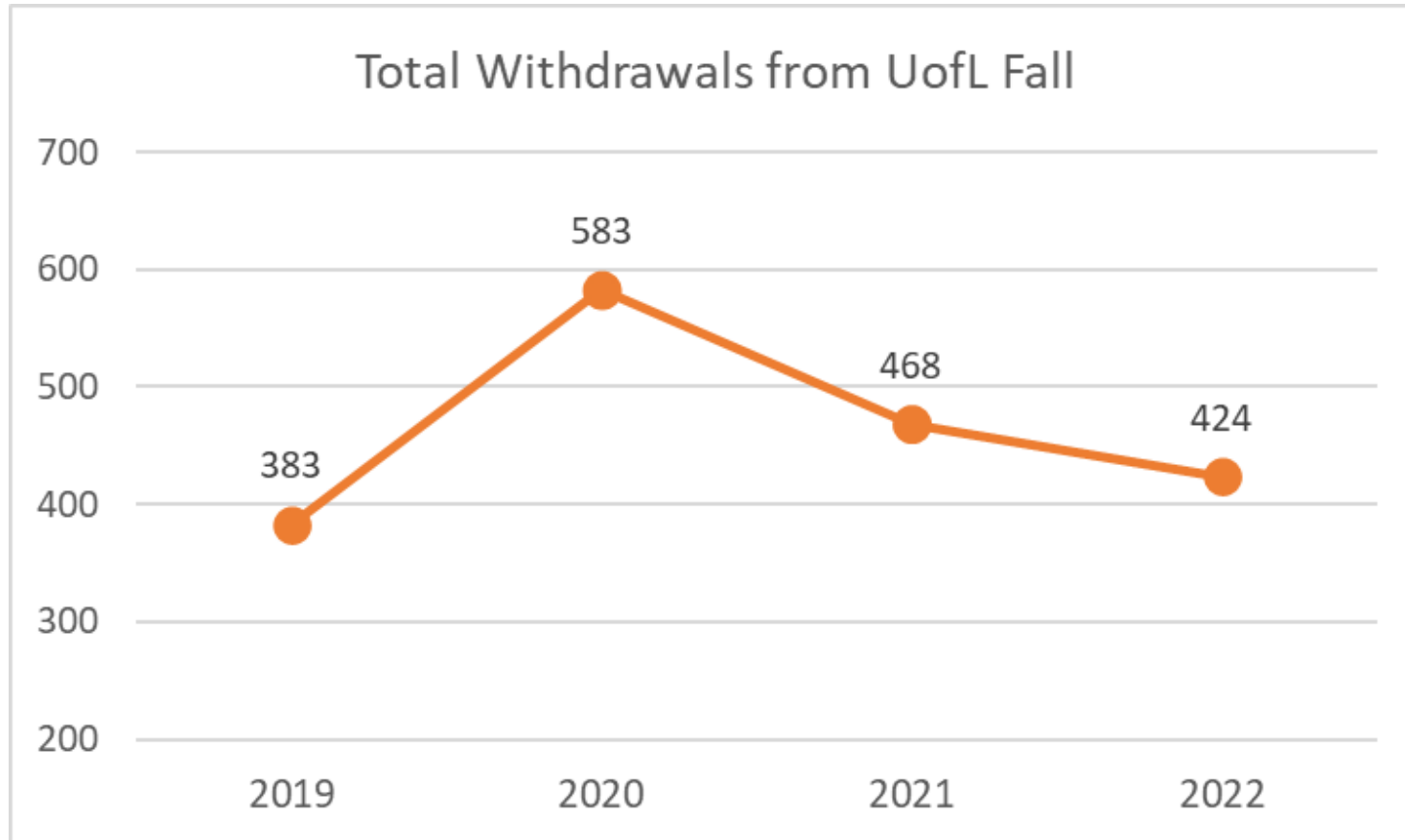


Student Retention



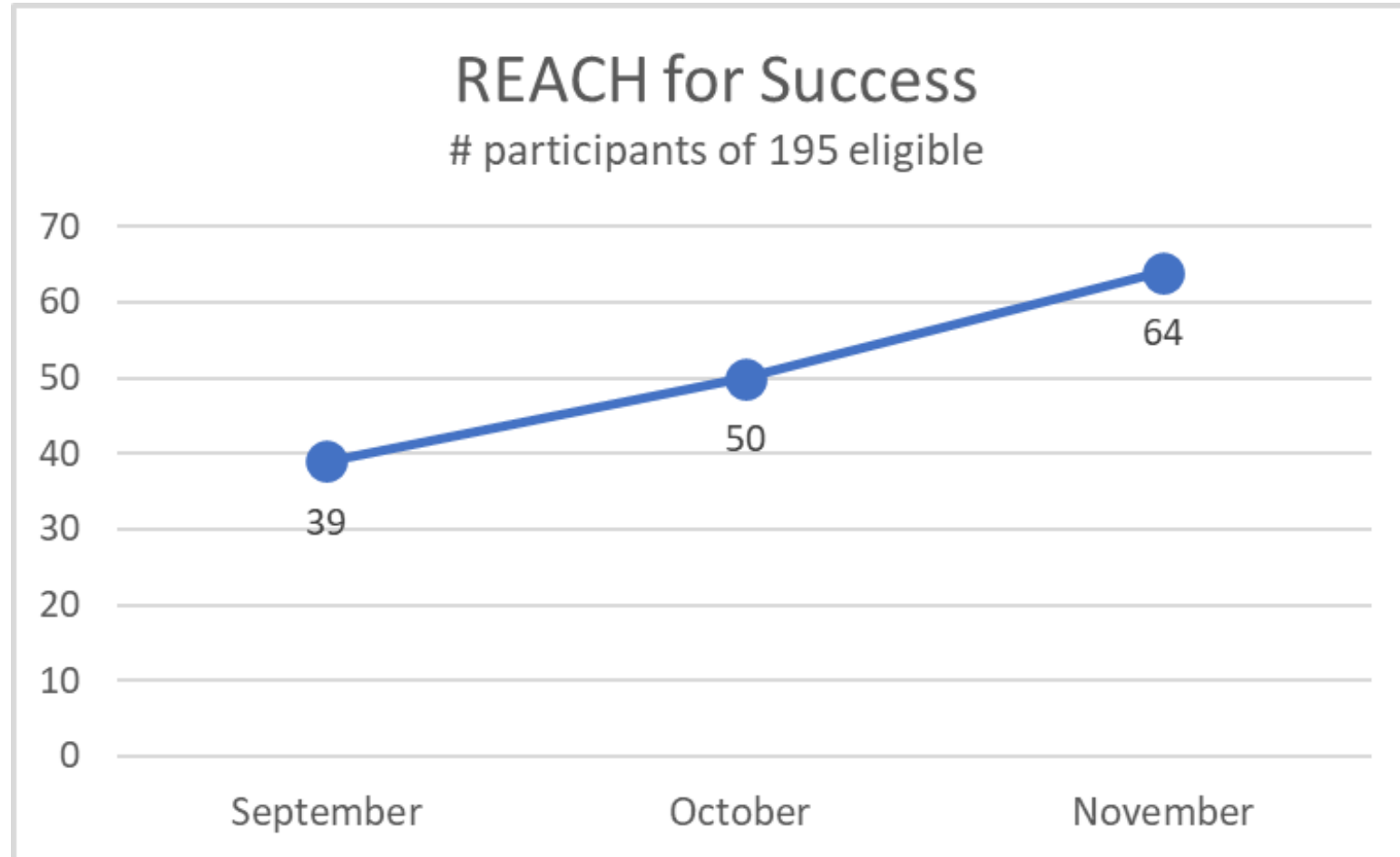
*See Appendix 1 for a comprehensive list of student retention initiatives being led by the provost office.

Student Retention (Continued)



**See Appendix 2 for additional student retention data.*

Student Retention (Continued)



STUDENT AFFAIRS



Global Initiatives

- International Center Ribbon Cutting Celebration
- Increased international student enrollment
- Expanding international student recruitment initiatives
- Study Abroad returned
- International Service Learning Program



Student Well-being

- Healthy Minds Student Survey
- JED Campus Mental Health Strategic Plan (visit to UofL on Oct.18 & 19)
- Thriving Campus Resource
- Concern Center Resource
- CPE Mental Health Statewide Strategy Discussion



Student Engagement

- Vibrant fall semester of campus activities (Welcome Week, Homecoming, Family Weekend, etc.)
- Student Activities Center and Student Recreation Center usage returns to 2019 levels
- Expanded commuter student engagement, including commuter learning communities
- New student involvement outreach campaign
- Men's Rugby Team ranked # 1 and Conference Champions



FACULTY AFFAIRS



Faculty Retention

Full-time Faculty Headcounts & Percentages

| Race / Ethnicity | Total | Percentage | Hired (Jan-Dec. 2022) | Resigned (Jan-Dec. 2022) | Percentage Resigned to Total |
|------------------|--------------|------------|-----------------------|--------------------------|------------------------------|
| Asian | 267 | 14.5% | 35 | 22 | 8.2 % |
| Black | 108 | 6% | 12 | 9 | 8.3 % |
| Hispanic | 64 | 3% | 10 | 3 | 4.6% |
| Other | 125 | 6% | 4 | 0 | N/A |
| White | 1,260 | 69.5% | 114 | 68 | 5.4% |
| Total | 1,824 | - | 175 | 102 | - |

NOTE: UofL total faculty attrition rate is 3.7% (national rate was approximately 3% pre-COVID)

Faculty Diversity Across Comparable Institutions

| | Total Headcount | Asian | Black | Hispanic | Other | White |
|---------------------------------|-----------------|--------------|-------------|-------------|-------------|--------------|
| University of Louisville | 1,824 | 14.5% | 6.0% | 3.0% | 6.0% | 69.5% |
| University of Kentucky | 1,754 | 12.2% | 4.7% | 3.3% | 3.8% | 76.0% |
| The Ohio State University | 4,423 | 15.7% | 4.1% | 3.9% | 11.1% | 65.2% |
| University of Cincinnati | 2,225 | 13.9% | 4.5% | 3.3% | 6.5% | 71.8% |
| Purdue University | 1,814 | 20.2% | 3.0% | 4.7% | 10.7% | 61.4% |
| Indiana University | 2,081 | 9.9% | 4.9% | 5.7% | 4.9% | 74.6% |
| North Carolina State University | 1,832 | 11.2% | 4.7% | 4.9% | 8.9% | 70.2% |
| Clemson University | 1,360 | 14.1% | 3.8% | 3.5% | 4.0% | 74.6% |

Faculty Hiring

| UofL Term and Tenure Faculty Hiring Needs (as of 12.05.22) | |
|---|---------------|
| Unit | Number |
| A&S | 10 |
| CEHD | 10 |
| COB | 4 |
| Dentistry | 10 |
| SPHIS | 10 |
| Kent | 5 |
| Law | 4 |
| Libraries | 2 |
| Music | 0 |
| Nursing | 3 |
| Medicine | 72 |
| Speed | 7 |
| Total | 137 |

Faculty Diversity Initiatives

| Focus Area | Updates |
|--|---|
| Faculty Recruiting & Hiring | <ul style="list-style-type: none">• Reopened job ad and actively recruiting for Director of Faculty Inclusive Excellence; original applicant pool was not large enough• Faculty search process accountability will be an area of focus for the Director of Faculty Inclusive Excellence |
| Tenure & Promotion Policies & Processes | <ul style="list-style-type: none">• Academic Leadership Session on Nov. 2: <i>Accounting for Community Engaged Scholarship in the P&T Process with Dr. Sarah Goodkind, University of Pittsburgh</i>• Faculty Affairs and Community Engagement are collaborating to address equity in workload distribution |
| Faculty Onboarding & Development | <ul style="list-style-type: none">• Planning to implement UofL Foundation training to ensure faculty understand endowment utilization |
| Inclusive Climate for Faculty | <ul style="list-style-type: none">• VPFA Leadership, Equity & Diversity Committee is planning spring 2023 event |

Academic Leadership

Dean Searches

- Fall 2022
 - College of Arts & Sciences
 - Kent School of Social Work
- Spring 2023
 - School of Nursing
 - School of Public Health & Information Sciences
- Fall 2023
 - College of Business
 - College of Education & Human Development

Vice Provost for Online Strategy & Teaching Innovation

- Dr. Kelvin Thompson, starts Jan. 17

College of Arts & Sciences Updates

- 3-year plan to stabilize budget in progress
- Provost's A&S Strategic Planning Committee (PASSPC) Town Hall conducted on Dec. 1
- PASSPC report will be submitted to the provost and president by the end of Jan. 2023
- Conference call with Phi Beta Kappa leadership on Dec. 12

QUESTIONS?

RECOMMENDATION TO BOARD OF TRUSTEES
Academic and Student Affairs Committee – December 15, 2022
Executive and Compensation Committee – December 15, 2022

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

Dentistry

M. Leticia Ferreira Cabido, DDS, Universidad Federal da Bahia (Brazil); appointment as Associate Professor (Tenured) of Diagnosis and Oral Health, January 30, 2023.

Notable Accomplishments:

Dr. Ferreira Cabido earned her DDS in 2006 at the Universidade Federal da Bahia in Brazil. She completed her residency in Oral and Maxillofacial Pathology in 2011 at Texas A&M University and completed an MS in Biomedical Sciences shortly after completing her residency. She has been teaching since 2012, first at the University of Mississippi, and more recently at the University of the Pacific. She is board certified in Oral and Maxillofacial Pathology, and has received several awards, including the Pacific Dental Helix Curriculum Innovation Award and Outstanding Second Year Faculty Teaching Award in recognition of teaching excellence. She is currently a member of the American Dental Education Association, and a Fellow in the American Academy of Oral and Maxillofacial Pathology. Dr. Ferreira Cabido has published multiple articles in twenty-two scientific journals and has presented at numerous meetings and conferences, both nationally and internationally.

Selection Process:

Search Committee

Salary Data:

| | |
|-------------------------|-----------|
| Incumbent base salary: | \$153,996 |
| Incumbent supplement: | \$ 48,000 |
| Incumbent total salary: | \$201,996 |

| | |
|------------------------|-----------|
| Proposed base salary: | \$130,000 |
| Proposed supplement: | \$ 36,000 |
| Proposed total salary: | \$166,000 |

Budget impact: (\$ 35,996)

| | |
|--|---|
| Median benchmark comparison: | \$129,901 |
| Benchmark position title: | Associate Professor, Oral and Maxillofacial Pathology |
| Benchmark source: | American Dental Education Association |
| Year of benchmark data: | 2018-2019 |
| Benchmark data number of incumbents: | 13 |
| Benchmark data number of institutions: | n/a |

Engineering

Guruprasad Giridharan, PhD, Professor (Tenured) of Bioengineering; additional appointment as the Endowed Chair of Biomechanics in Bioengineering, December 15, 2022 through November 30, 2027.

Notable Accomplishments:

Dr. Giriharan has served as Associate Department Chair of Bioengineering since 2016 and has the following professional affiliations: American Heart Association (AHA) – Professional Member, 2012 – Present; American Society for Artificial Internal Organs (ASAIO) –Member, 2003-present.

Selection Process:

Appointed by the Dean

Salary Data:

Current base salary: \$ 130,625
Current supplement: \$ 5,890
Total compensation: \$ 136,515

Proposed base salary: \$ 130,625
Proposed supplement: \$ 5,890
Proposed supplement: \$ 24,716
Proposed total: \$ 161,231

Budget impact: \$ 24,716 (covered by endowment)

Median benchmark comparison: \$ 183,559
Benchmark position title: Professor of Biomedical Engineering
Benchmark source: Oklahoma State Faculty Salary Survey
Year of benchmark data: 2020-21
Benchmark data number of incumbents: 254
Benchmark data number of institutions: 42

Sung Jin Kim, PhD, State University of New York at Buffalo; appointment as Professor (Tenured) of Electrical and Computer Engineering and Director of the Micro/Nano Technology Center, January 1, 2023.

Notable Accomplishments:

Dr. Sung Kim earned his BE and MS in Electronics and Electrical Engineering at Hong-Ik University in Seoul, Korea, and a PhD in Electrical Engineering at SUNY Buffalo in 2008. He completed post-doctoral work at SUNY Buffalo before moving to the University of Miami in Florida in 2010. Dr. Kim was promoted to Associate Professor with tenure in 2017; he has also held the position of Director of the Nanofab facility at that university since 2016. Dr. Kim has an additional faculty appointment in the Department of Biochemistry and Molecular Biology at the Miller School of Medicine at that same University. He has 37 refereed journal publications and has completed, or current research projects funded by DOD-NAVY-SBIR; NIH-NEI; and NSF-CBET.

Selection Process:

National search

Salary Data:

Proposed base salary: \$ 147,000
Proposed supplement: \$ 13,000
Proposed total: \$ 160,000

Budget impact: \$ 160,000

Median benchmark comparison: \$ 73,087
Benchmark position title: Tenured Professor, Electrical and Computer Engineering
Benchmark source: Oklahoma State Faculty Salary Survey
Year of benchmark data: 2020-21
Benchmark data number of incumbents: 46
Benchmark data number of institutions: 4

Joshua Spurgeon, PhD, Research Scientist Engineer II; additional appointment as the e-On Endowed Chair in Sustainability, February 1, 2023 through January 31, 2026.

Notable Accomplishments:

Dr. Joshua Spurgeon was a National Science Foundation Fellow at Caltech. He has also won the Demetriades Prize in Renewable Energy and has served as distinguished Everhart Lecturer. His research includes the study of novel photoelectrode materials for solar fuels generation, catalysts and strategies for controlling the selectivity in electrochemical carbon dioxide reduction, and developing novel approaches to efficient, cost-effective solar water electrolysis. He continues to be highly effective in his research on photoelectrochemical studies of the interfaces between catalysts and semiconductors. His current research on Solar Fuels focusing on economically viable approaches to solar water splitting, electro synthetic fuel formation, and advanced electrocatalysts positions him as a strong candidate for an endowed chair appointment.

Selection Process:

Recommended by the Director, Conn Center for Renewable Energy Research, and appointed by the dean

Salary Data:

Current base salary: \$ 130,701
Total compensation: \$ 130,701

Proposed base salary: \$ 130,701
Proposed supplement: \$ 21,784
Proposed total: \$ 152,485

Budget impact: \$ 21,784 (covered by endowment)

Median benchmark comparison: \$ 114,941
Benchmark position title: Associate Professor of Chemical Engineering
Benchmark source: Oklahoma State Faculty Salary Survey
Year of benchmark data: 2020-21
Benchmark data number of incumbents: 290
Benchmark data number of institutions: 68

COMMITTEE ACTION:

Passed X
Did Not Pass _____
Other _____

 n
Signature on file _____
Assistant Secretary

BOARD ACTION:

Passed X
Did Not Pass _____
Other _____

 n
Signature on file _____
Assistant Secretary

RECOMMENDATION TO BOARD OF TRUSTEES
REGARDING PROMOTION AND TENURE

Academic and Student Affairs Committee – December 15, 2022
Executive and Compensation Committee – December 15, 2022

RECOMMENDATION:

The President recommends that the Board of Trustees approve the following promotion and tenure recommendations.

PROMOTION AND TENURE

Arts and Sciences

Benne Holwerda, PhD, Associate Professor (Probationary) of Physics and Astronomy; promotion to Professor and award of tenure, January 1, 2023.

Medicine

T. Michael Sabo, PhD, Assistant Professor (Probationary) of Medicine; promotion to Associate Professor and award of tenure, January 1, 2023.

Chad Samuelsen, Assistant Professor (Probationary) of Anatomical Sciences and Neurobiology; promotion to Associate Professor and award of tenure, January 1, 2023.

COMMITTEE ACTION:

Passed X
Did Not Pass _____
Other _____

 ns
Signature on file _____
Assistant Secretary

BOARD ACTION:

Passed X
Did Not Pass _____
Other _____

 ns
Signature on file _____
Assistant Secretary