

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

September 23, 2021

In Open Session

Members of the Academic and Student Affairs Committee of the University of Louisville Board of Trustees met in the Jefferson Room, Grawemeyer Hall, Belknap Campus, at 1:21 p.m., September 23, 2021, with members present and absent as follows:

Present: Dr. Raymond Burse, Chair
Mr. Jerry Abramson
Ms. Ugonna Okorie
Ms. Diane Porter
Dr. David Schultz
Ms. Sherrill Zimmerman

Other Trustees

Present: Mr. Scott Brinkman
Mr. John Chilton
Mr. Al Cornish
Ms. Diane Medley
Ms. Mary Nixon
Mr. John Smith

From the
University:

Dr. Neeli Bendapudi, President
Dr. Lori Gonzalez, Executive Vice President and University Provost
Dr. Kevin Gardner, Executive Vice President for Research and Innovation
Mr. Dan Durbin, Vice President for Finance and CFO
Ms. Angela Curry, General Counsel and Vice President for Legal Affairs
Dr. Jasmine Farrier, Vice President for University Advancement
Dr. Toni Ganzel, Vice President for Academic Medical Affairs
Ms. Mary Elizabeth Miles, Vice President for Human Resources
Mr. Rehan Khan, Vice President for Information Technology Services
Dr. Michael Mardis, Vice President for Student Affairs, Dean of Students
Mr. Mark Watkins, Sr. Associate Vice President for Operations
Dr. Faye Jones, Sr. Associate Vice President for Diversity and Equity
Mr. John Drees, Sr. Associate Vice President for Communications and Marketing
Ms. Sandy Russell, Assistant Vice President for Enterprise Risk and Compliance
Ms. Shannon Rickett, Assistant Vice President for Government Relations
Mr. Rick Graycarek, Assistant Vice President for Budget and Financial Planning
Dr. Gail DePuy, Special Assist. to the President for Strategic Plan Implementation
Dr. Paul DeMarco, Associate Dean of the Graduate School

Mr. Josh Heird, Deputy Athletic Director
Ms. Kari Aikins, Director of Total Rewards in Human Resources
Dr. Douglas Craddock, Deputy Chief of Staff to the Provost
Mr. John Karman, Executive Director of Communications
Ms. Beverly Santamouris, Treasurer/Controller
Ms. Jessica Murnock, Deputy Chief of Staff, President's Office
Mr. Jeff Spoelker, Associate Athletic Director
Dr. Joe Grant, Director of Undergraduate Studies in Criminal Justice
Dr. Staci Saner, Assistant Professor of Educational Leadership, Evaluation
Dr. Linda Fusilier, Assoc. Dean for Undergraduate Education, A&S
Ms. Melissa Brown, Youth Protection Officer in Risk, Audit, and Compliance
Ms. Carol Kloenne, Risk Management Coordinator in Risk, Audit, & Compliance
Dr. Ian Norris, ACE Fellow
Mr. Jake Beamer, Dir. of Governance & Strategic Initiatives & Asst. Secretary

From the UofL

Foundation: Mr. Keith Sherman, Executive Director
Mr. Justin Ruhl, Controller

From UofL

Health: Mr. Tom Miller, CEO

I. Call to Order

Chair Burse called the roll and having determined a quorum present, called the meeting to order at 1:21 p.m.

Approval of Minutes, 6-24-2021

Ms. Zimmerman made a motion, which Dr. Schultz seconded, to approve the minutes of the June 24, 2021 meeting.

The motion passed.

II. Action Item: Approval of Faculty Accountability Policy

Provost Gonzalez briefed the committee on the proposed Faculty Accountability Policy, as described in the **attached** document.

The provost then fielded questions from trustees. Dr. Schultz recommended that General Counsel be included in the list of offices/units from which the guidance should be sought when determining the appropriate course of action when policy violations occur. related to the investigation of possible violations of the policy. He made a motion, which Ms. Porter seconded, to approve the inclusion.

The motion passed.

Prof. Schultz then made a motion, which Ms. Zimmerman seconded, to approve the

President's recommendation that the Board of Trustees approve the (amended) Faculty Accountability Policy, as attached.

The motion passed.

III. Action Items: Approval of New Academic Programs

Provost Gonzalez briefed the committee on two new academic programs: a Bachelor of Science in General Studies and a Master of Science in Health Professions Education.

The provost and Drs. Grand and Fusilier then fielded questions from committee members.

Bachelor of Science in General Studies

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

President's recommendation that the Board of Trustees approve the creation of the Bachelor of Science in General Studies, effective fall 2022.

The motion passed.

Master of Science in Health Professions Education

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

President's recommendation that the Board of Trustees approve the creation of the Master of Science in Health Professions Education, effective spring 2022.

The motion passed.

IV. Report of the Provost

Center for Engaged Learning

Provost Gonzalez introduced Drs. DePuy and DeMarco who briefed the committee and trustees on the Center for Engaged Learning, using the **attached** presentation. Together, they explained what is engaged or experiential learning, the subsequent engaged activities and opportunities for students, benefits, and organizational structure of the program.

Provost Gonzalez joined Drs. DePuy and DeMarco in answering questions from trustees.

Accreditation Status Update

Dr. Gonzalez provided a program-level accreditation status update as of September 2021, using the **attached** spreadsheet. She then fielded questions from the committee.

Program Closures

The Provost stated that three academic programs will be suspended: Master of Arts in French; Joint Executive Master of Business Administration; and Graduate Certificate in Translation & Interpreting. No faculty, staff, or students will be impacted by these closures, and no action is required by the board.

Master of Arts in French

The Masters of Arts in French, Language and Literature is a 30-credit hour graduate level degree program housed in the Department of Classical and Modern Languages [CML] of the College of Arts and Sciences [A&S]. The number of students enrolled in the Masters of Arts in French, Language and Literature have declined, and the number of master level degrees conferred in French, Language and Literature degree has remained low. The final student enrolled in the program graduated in spring 2021.

No currently enrolled student will be negatively impacted or incur additional charges or expenses due to the proposed program closure. The proposed program closure has no impact on faculty. CML will continue to offer an undergraduate Bachelors of Arts (BA) in French. All CML/French faculty will maintain full instructional loads. There will be no impact on departmental staff.

The CML faculty voted to approve a proposal submitted by Dr. Regina Roebuck, Associate Professor and Chair, to close the MA in French effective fall 2021. The A&S Curriculum Committee and A&S Faculty Assembly both approved the recommendation of CML faculty. The Faculty Senate recommended the closure of the Master of Arts in French at their meeting on July 7, 2021.

Joint Executive Master of Business Administration

The Executive Master of Business Administration (eMBA) is a joint degree with the University of Kentucky's Gatton College of Business and Economics. UofL's program is housed within the College of Business. Fifty percent of the course work has been offered by the University of Kentucky and is an approved off-campus instructional site. The joint recommendation for program suspension was the result of administrative discussions between Dr. Todd Mooradian, Dean of the College of Business, and Dr. Simon Sheather, Dean of the Gatton College of Business and Economics. A joint UofL/UK faculty retreat to assess and revise the program curriculum occurred on March 4, 2020, a week before the declaration of the COVID-19 global pandemic. At that pre-pandemic retreat, it was agreed by both institutions that an incoming cohort would not be admitted allowing the program faculty

to launch this joint curricular review and revision process. Program faculty provided instruction and current students enrolled in their respective cohorts continued to make academic progress towards degree completion. The University of Louisville will continue to offer the Master's in Business Administration (MBA).

Based on indeterminate effects of the COVID-19 pandemic, both institutions in consultation with their respective faculty have recommended that admittance of a fall 2021 cohort be suspended. Because of this recommendation, UofL is seeking SACSCOC approval to close the joint eMBA to ensure compliance with the SACSCOC substantive change policy and procedures. It is our expressed intention and commitment that the program be re-launched within the stated 5-year timeframe of the closure date. At that time, SACSCOC will be notified.

Students will not be impacted as the program is cohort-based. All eMBA students admitted in the last program intake cycle graduated in the spring 2021 semester. Students will not incur any additional charges or expenses due to the proposed program closure.

All UofL faculty teaching in the eMBA program will maintain full instructional loads. No new staff were hired to administer the program as all program staff responsibilities were incorporated into their existing position descriptions. As a result, no redeployment of faculty and/ or staff is required.

The Faculty Senate recommended the suspension of the Joint Executive Master of Business Administration at their meeting on July 7, 2021.

Graduate Certificate in Translation and Interpreting

The Graduate Certificate in Translation and Interpreting [GCTI], a 15-credit hour credential, is housed in the Department of Classical and Modern Languages [CML] of the College of Arts and Sciences [A&S].

The number of students enrolled in the Graduate Certificate in Translation and Interpreting has declined, and the number of students enrolled in the Graduate Certificate in Translation and Interpreting has declined. As of fall 2020, one student remained enrolled in the Graduate Certificate in Translation and Interpreting (GCTI) and has completed 80% of the 15 credit hours in the program curriculum. The currently enrolled student will be allowed to complete the certificate program within two years of admittance. The student would need to complete courses by May 2023. The student will not incur additional charges or expenses due to the proposed program closure.

No currently enrolled student will be negatively impacted by the proposed program closure, as the content courses required for the GCTI will continue to be offered as part of the graduate curriculum for the Masters of Art (MA) in Spanish. CML faculty will offer the final directed study or internship as needed to the student finishing the certificate. There will be no decrease (or change) in course offerings.

The proposed program closure has no impact on program faculty. Faculty providing instruction to the Graduate Certificate in Translation and Interpreting will maintain their instructional load in the undergraduate and graduate programs in Spanish. There will be no impact on departmental staff.

The CML faculty voted to approve a proposal submitted by Dr. Regina Roebuck, Associate Professor and Chair, to close the GCTI effective fall 2021. The A&S Curriculum Committee and A&S Faculty Assembly both approved the recommendation of CML faculty.

The Faculty Senate recommended the closure of the Graduate Certificate in Translation and Interpreting at their meeting on July 7, 2021.

That concluded the Provost's report. Dr. Burse thanked Dr. Gonzalez for her update.

V. Executive Session

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

The motion passed and the meeting recessed at 2:09 p.m.

VI. Open Meeting Reconvenes

The open meeting reconvened at 2:16 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.

VII. 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 2:17 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 23, 2021

In Executive Session

Present: Dr. Raymond Burse, Chair
Mr. Jerry Abramson
Ms. Ugonna Okorie
Ms. Diane Porter
Dr. David Schultz
Ms. Sherrill Zimmerman

Other Trustees

Present: Mr. Scott Brinkman
Mr. John Chilton
Mr. Al Cornish
Ms. Diane Medley
Ms. Mary Nixon
Mr. John Smith

From the

University: Dr. Neeli Bendapudi, President
Dr. Lori Gonzalez, Executive Vice President and University 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 2:10 p.m.


II. Personnel Matters

Dr. Gonzalez discussed personnel matters.

III. Adjournment

Ms. Okorie made a motion, which Ms. Zimmerman seconded, to adjourn the executive session at 2:14 p.m. The motion passed and the session adjourned.

Approved by:


Signature on file _____
Assistant Secretary

RECOMMENDATION TO THE BOARD OF TRUSTEES
REGARDING A FACULTY ACCOUNTABILITY POLICY

Academic and Student Affairs Committee – 9-23-2021
Executive and Compensation Committee – 9-23-2021

RECOMMENDATION:

The President recommends that the Board of Trustees approve the Faculty Accountability Policy as described in the form, [attached](#).

The Executive Vice President and University Provost joins the President in making this recommendation.

COMMITTEE ACTION:

Passed _____
Did Not Pass _____
Other _____

BOARD ACTION:

Passed _____
Did Not Pass _____
Other _____

____ Signature on file
Assistant Secretary

Assistant Secretary



POLICY NAME

Faculty Accountability

POLICY NUMBER

TBD

INITIAL ADOPTION AND EFFECTIVE DATE

Enter date

POLICY APPLICABILITY

This policy applies to all faculty at the University of Louisville as defined in Redbook, Article 4.1.

REASON FOR POLICY

The University of Louisville (University) is committed to fostering a diverse and inclusive work environment that promotes a culture of mutual respect with integrity, transparency, and accountability. The University’s Code of Conduct states core values shared by members of the University community, including honesty and rigor in all pursuits, respect for diversity and for all individuals regardless of position and professionalism in our interactions. The Code of Conduct and the Redbook cite ethical considerations expected of every employee in conducting the affairs of the University, including compliance with applicable federal, state, and local laws as well as the policies and procedures of the University. Therefore, faculty should adhere to these considerations.

This policy articulates expectations for faculty conduct and establishes a process to address instances in which faculty do not adhere to these expectations. Its primary goal is to establish a system of remediation and progressive discipline when faculty engage in misconduct. The policy facilitates open communication by giving the University and faculty a process to establish whether expectations were met and if not, to understand what actions were inconsistent with expectations and what actions should be taken to address the matter. Another goal is to provide a record of the University’s attempts to facilitate improved conduct. The policy also enables the University to enhance morale by showing to the faculty and other employees that misconduct will be addressed consistently and equitably.

POLICY STATEMENT



University of Louisville

OFFICIAL UNIVERSITY ADMINISTRATIVE POLICY

To promote a culture of mutual respect, accountability, and professionalism in our interactions, the University may discipline a faculty member whose conduct violates the University's standards of conduct, policies and procedures, or who violates federal, state, or local laws or standards of professional conduct to which the faculty member is subject. The University encourages a progressive discipline approach, which shall include a statement of areas of concern, action steps needed for improvement and a timeline to review progress. Failure to demonstrate improvement may result in additional disciplinary action. Progressive discipline actions may include, but are not limited to, the following forms: (1) a verbal warning, (2) a written warning, (3) removal or reassignment of administrative or supervisory appointments, (4) restrictions on activities including university-related travel, (5) a leave of absence without pay, with prior approval of the President and Provost in accordance with Redbook 4.3.6, (6) payment of fines, penalties, or restitution, (7) a reduction in supplemental salary for a stated period, and/or (8) loss of research funds or of privileges. Following procedures described in the Redbook (Sections 4.36 and 4.3.7) the University may impose immediate discipline if the conduct of a faculty member warrants an immediate separation from campus activities. Progressive discipline actions may culminate in the initiation of termination proceedings in accordance with Redbook Article 4.5.

Disciplinary action must consider the severity and frequency of the misconduct, its impact on the institution, and the extent to which the conduct in question deviates from standards of conduct, policies and procedures, or expectations. It is expected that attempts at addressing inappropriate conduct will be undertaken before this policy is administered. However, in all instances, the University reserves the right to take appropriate actions that are commensurate with the nature of the misconduct and are consistent with the Redbook and other university policies and applicable laws.

Nothing in this policy shall impede a faculty member's academic freedom as articulated in the Redbook or free speech rights contained in the First Amendment. Nothing in this policy shall affect a faculty member's right to file a grievance at any time under provisions of the Redbook, nor does this policy affect termination of service described in the Redbook (Section 4.5.)

Remediation

Faculty behavior may warrant remedial action. For example, a faculty member may be required to complete University-mandated training.

Examples of Grounds for Discipline



Examples of conduct that warrant progressive or immediate discipline include but are not limited to the following:

- Repeated refusal to complete University-mandated training;
- Chronic time and attendance problems (for example, chronic lateness to start a class), including unauthorized absences;
- Unprofessional, disrespectful, hostile, harassing, intimidating, or discriminating conduct toward students, employees, or others, including violation of the University's policies on sexual harassment, discriminatory harassment, and retaliation; and including violations of the University's Code of Conduct, which states faculty should avoid all forms of harassment, illegal discrimination, threats, or violence;
- Violations of the University's policy on acceptable use of University resources, including inappropriate or unauthorized use of University property or resources;
- Failure to follow or willful disregard of approved University, college, school, division, or departmental policies and procedures;
- Dishonesty, including knowingly furnishing false, misleading, or incomplete information or reports to the University;
- Falsification of information on an employment application, on academic records, on a *curriculum vitae*, or in the conduct or reporting of research;
- Violations of the University's policy on fiscal misconduct;
- Violations of the University's policy statement as a drug-free institution;
- Conduct that severely disrupts the work environment;
- Violation of applicable federal, state or local laws in conducting the affairs of the University.

Faculty Dispute Resolution and Grievance

Faculty members retain the right to file a grievance at any time under the regular terms of the faculty dispute resolution and grievance policy and procedures and in accordance with the provisions in the Redbook, Article 4.4.

Confidentiality

All records regarding the discipline of a faculty member shall be kept confidential to the extent permissible by law.

Non-Retaliation

Consistent with the University's Non-Retaliation Policy, retaliatory actions are subject to disciplinary action up to termination.

Non-Discrimination



University of Louisville is committed to provide equality for all persons regardless of race, sex, age, color, national origin, ethnicity, creed, religion, diversity of thought, disability, genetic information, sexual orientation, gender, gender identity or expression, marital status, pregnancy, or veteran status.

For the University's notice on non-discrimination:

<https://louisville.edu/hr/employeerelations/notice-of-nondiscrimination>

RELATED INFORMATION

[University Employee Code of Conduct](#)

[The Redbook, Section 1.1.6 Suspension or Removal of University Personnel](#)

[The Redbook, Article 4.4 Resolution of Faculty Disputes](#)

[The Redbook, Article 4.5 Termination of Service](#)

[Faculty dispute resolution and grievance](#)

[KRS 164.360 Appointment and removal of president, faculty, and employees.](#)

[AAUP Statement on Procedural Standards in Faculty Termination Proceedings](#)

DEFINITIONS

Progressive discipline uses graduated steps for managing an employee's conduct that does not meet the University's expectations regarding standards of conduct or does not comply with policies and procedures or with applicable laws. It involves a clarification of performance or personal conduct expectations, followed by opportunities to demonstrate improvement regarding those expectations.

PROCEDURES

When investigating possible violations of this policy, the faculty member's immediate supervisor must make reasonable efforts to meet with the faculty member to discuss the faculty member's conduct. If the matter directly involves the faculty member's immediate supervisor, the next-level supervisor shall initiate the procedures. The purpose of this meeting is to inform the faculty member of the concerns that have arisen and to give the faculty member an opportunity to respond. A written notice of the concerns raised shall be provided to the faculty member within ten (10) calendar days of the meeting or within ten (10) calendar days of the date the supervisor or next-level supervisor became aware of the



University of Louisville

OFFICIAL UNIVERSITY ADMINISTRATIVE POLICY

possible violation. The faculty member will then have ten (10) calendar days after receipt of the notice to provide a written response.

Taking into consideration the faculty member's response and any other information gathered, the supervisor, in consultation with the department chair, dean, or other appropriate administrative official, shall determine disciplinary or remedial action, if any. In determining the appropriate course of action, these individuals shall seek guidance from the Provost, the Provost's Office of Faculty Affairs, the Academic Unit's Office of Faculty Affairs, Human Resources, and/or the Office of University Risk, Audit, and Compliance. The purpose of such guidance is to ensure consistency in the application of discipline across the University and to ensure that all relevant policies and faculty expectations are taken into consideration. Any discipline imposed must first be approved by the individual who serves at least two levels removed from the faculty member, or one level above the individual imposing the discipline.

After discipline is determined, written notice of the decision shall be provided to the faculty member within ten (10) calendar days. Written notice shall include, but not be limited to, the nature of the misconduct; the standard of conduct, policy, law, or other expectation that was violated; the discipline to be imposed; action steps required; the date the discipline will take effect; the date by which the action steps shall be completed; and a date for progress to be reviewed.

Upon receipt of the notice of decision, the faculty member shall have ten (10) calendar days to add newly available material information or rebut any information in the notice. The supervisor, with approval of the individual serving two levels removed from the faculty member and after consultation with other appropriate university administrators, has the discretion to make changes in the notice of decision based on the information received.

Except for a verbal warning, a copy of the written notice shall be placed in the faculty member's personnel record and shall be sent to the Provost Office of Faculty Affairs. As previously noted, proceedings for termination for cause shall be administered in accordance with provisions in the Redbook, Article 4.5.

RESPONSIBILITIES

Faculty members are responsible for knowing and understanding this policy.

The faculty member's immediate supervisor and the department chair, dean, or other appropriate administrative officials are responsible for administering discipline in accordance with this policy.

The Office of the Provost is responsible for interpretation of this policy and for educating faculty and their academic units and programs about this policy and its



procedures. The Office of the Provost is also responsible for regular assessment of this policy in accordance with all applicable anti-discrimination policies and to revise it to correct identified issues.

RESPONSIBLE AUTHORITY

Executive Vice President and University Provost

RESPONSIBLE UNIVERSITY DEPARTMENT/DIVISION

Executive Vice President and University Provost
Phone: 502-852-5726
Email: provost@louisville.edu

HISTORY

Revision Date(s):
Reviewed Date(s):

The University Policy and Procedure Library is updated regularly. In order to ensure a printed copy of this document is current, please access it online at <http://louisville.edu/policies>.

RECOMMENDATION TO THE BOARD OF TRUSTEES
CONCERNING THE CREATION OF THE
BACHELOR OF SCIENCE IN GENERAL STUDIES

Academic and Student Affairs Committee – September 23, 2021
Executive and Compensation Committee – September 23, 2021

RECOMMENDATION:

The President recommends that the Board of Trustees approve the creation of the Bachelor of Science in General Studies effective fall 2022.

BACKGROUND:

The Dean of the College of Arts and Sciences (A&S) recommends the creation of the Bachelor of Science in General Studies.

The proposed BS in General Studies is a 120-credit-hour degree program that will be entirely online and designed for returning adult learners who have earned college credits but stopped-out of college and do not have a bachelor's degree. Admission to the program will be limited to adults with credits who stopped-out of school. Thus, the program will not be competing with existing programs for first-time freshmen, nor will it be appropriate for current students who have accumulated credits but have not completed a degree program.


The program will be housed in the A&S Dean's Office (similar to the Liberal Studies program), and students admitted to this program will have the opportunity to earn credits through a Prior Learning Assessment (PLA) analysis and review. Following the strategy of successful existing online programs at UofL that offer PLA, a program committee will work with students to determine the extent of PLA credit hours awarded. The program will leverage existing online courses and recruiting and advertisement through the Delphi Center.

The proposed program aligns with state adult learner initiatives as well as the mission of the College and the University strategic plan. The program is designed for maximum flexibility and affordability. Through a combination of targeted online coursework, already accrued undergraduate credits, and credit-worthy experiential learning, adult learners will be able to complete their bachelor's degrees. Adding a General Studies degree to UofL's portfolio will help the university signal to the community the institution's commitment to adult learning and degree completion across the state.

The Faculty Senate recommended the creation of the Bachelor of Science in General Studies at their meeting on July 7, 2021. The Executive Vice President and 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 _____


Assistant Secretary

RECOMMENDATION TO THE BOARD OF TRUSTEES
CONCERNING THE CREATION OF THE
MASTER OF SCIENCE IN HEALTH PROFESSIONS EDUCATION

Academic and Student Affairs Committee – September 23, 2021
Executive and Compensation Committee – September 23, 2021

RECOMMENDATION:

The President recommends that the Board of Trustees approve the creation of the Master of Science in Health Professions Education effective spring 2022.

BACKGROUND:

The Dean of the College of Education and Human Development (CEHD) recommends the creation of the Master of Science in Health Professions Education.

The proposed graduate degree in Health Professions Education (HPE) focuses on preparing current faculty of medicine, dentistry, public health, and other health professional schools to teach effectively in their respective fields. Potential candidates for the degree are current health professions faculty members. In addition, basic science graduate students and subspecialty fellows who plan to enter academic medicine or dentistry would also be potential candidates.

The degree is 33 credit hours. The expected time to complete the degree is two to three years. Many classes are hybrid, meaning a component of the course is conducted online and other components are in a classroom/clinical setting. This master's degree is built on the existing 12-credit hour graduate certificate in Health Professions Education.

By earning a Master's in Health Professions Education, students will develop an in-depth knowledge of the following competencies:

- Curriculum and instructional design
- Assessing learning
- Scholarship of teaching and learning
- Professional educator identity formation
- Leading educational efforts in academic health centers

According to the Bureau of Labor Statistics, over the next 10 years the number of Health Specialty Educator open positions is expected to be approximately 31,000. The Faculty Senate recommended the creation of the Master of Science in Health Professions Education at their meeting on July 7, 2021. The Executive Vice President & University Provost joins the President in making this recommendation.

COMMITTEE ACTION:

Passed X
Did Not Pass _____
Other _____

D.
Signature on file

Assistant Secretary

BOARD ACTION:

Passed X
Did Not Pass _____
Other _____

D.
Assistant Secretary



CENTER FOR ENGAGED LEARNING

Board of Trustees
September 23, 2021

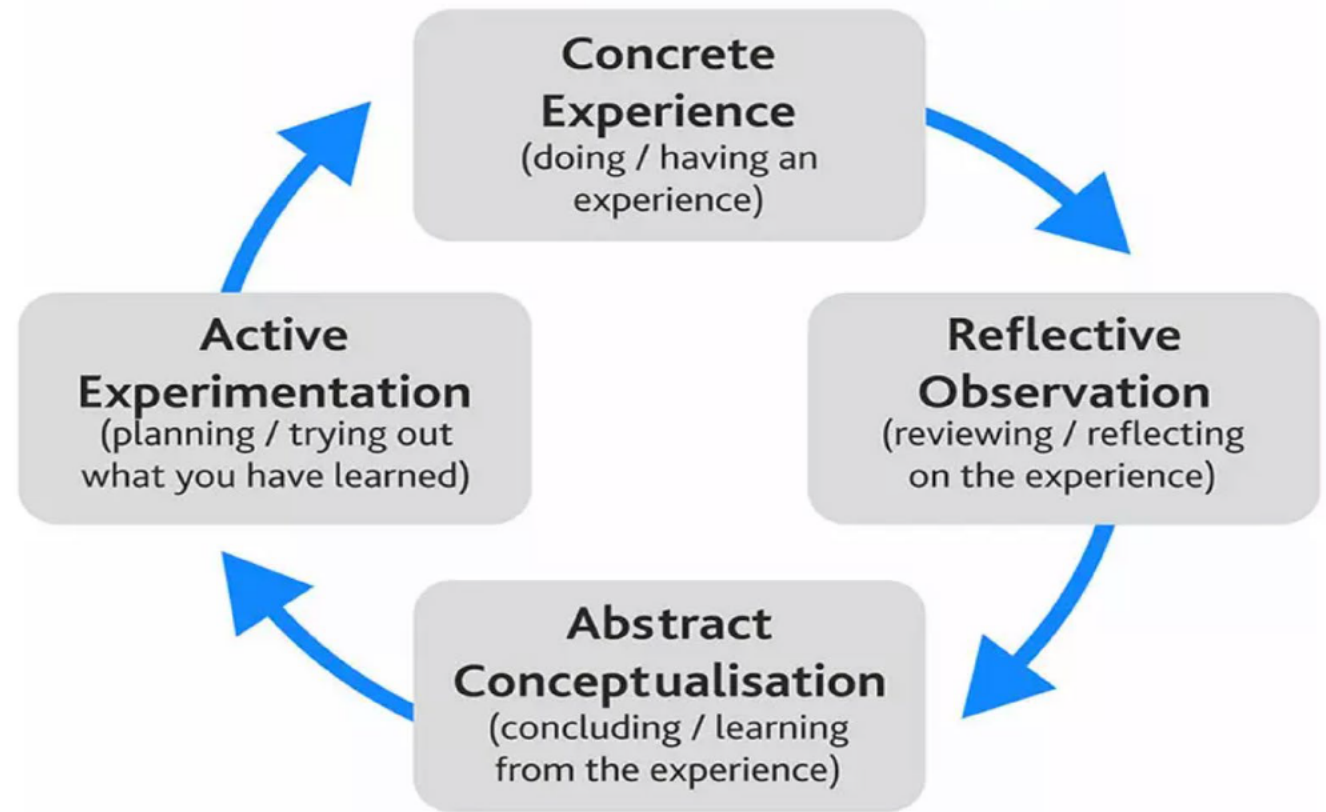
What is Engaged/Experiential Learning?

Students apply their knowledge to concrete experiences through reflecting, perspective taking, critical thinking, and learning through active exploration.

Experiential Learning process includes the integration of:

- Knowledge
- Activity
- Reflection

The Experiential Learning Cycle



Engaged Learning Activities

Engaged learning opportunities exist in a variety of course and non-course-based forms:

- Internships
- Cooperative education
- Apprenticeships
- Service learning
- Clinical education
- Student teaching
- Practicum
- Research
- Creative Activity/Making
- Field experience
- Study abroad
- Competition teams
- ROTC
- Social entrepreneurship
- Capstone projects
- Student Government
- Student Organizations

Benefits of Engaged Learning

Students gain:

- Better understanding and application of course material
- Broader view of the world; appreciation of community and diversity
- Insight into their own skills, interests, passions, and values
- Opportunities to collaborate with diverse organizations and people
- Professional practices and skill sets
- Civic engagement
- Self-confidence and leadership skills

UofL gains:

- Increased sense of belonging to UofL community
- Increased involvement of under-represented, underprepared and underserved students
- Increased retention/graduation
- Students better prepared for immediate employment, graduate school or professional school

Community/Industry gains:

- Students prepared to tackle complex problems and work in diverse teams

UofL Center for Engaged Learning



- Facilitate and Support Engaged Learning Activities
- Coordinate with Campus Partners to Promote Engaged Learning Activities
- Assess Impact on Students (involvement, retention, graduation)
- Track: ENGAGE app and co-curricular transcript
- Faculty Support and Professional Development

Questions?

Center for Engaged Learning

CEL@louisville.edu or engaged.learning@louisville.edu

Gail DePuy

Interim Vice Provost for Engaged Learning

depuy@louisville.edu

Paul DeMarco

Interim Director of Undergraduate Research and Creative Activity

paul.demarco@louisville.edu

Program Level Accreditation Status Update September 2021

Academic Unit and Program	Accrediting Agency	Current Accreditation Status	Most Recent Accreditation	Next Scheduled Review	Review Cycle	Site Visit	Report Status	Findings	Next Steps in Cycle
Dentistry									
Dental Hygiene (B.S.)	Commission on Dental Accreditation (CODA) of the American Dental Association *	Approved (without reporting requirements)	2015	2023	7 yrs	Next review in 2023 or later	Subcommittees established for each standard have been meeting since June 2021.		
Dentistry Endodontics, Oral & Maxillofacial Surgery, Orthodontics, Pediatric Dentistry, Periodontics, Prostodontics (C., M.S.D)		Approved (without reporting requirements)	2015	2023	7 yrs	Visit will be hybrid with one in-person site visitor and one virtual on October 26.	Self-study has been sent to CODA.		
Dentistry (D.M.D.) Residency		Approved (without reporting requirements)	2015	2023	7 yrs	Next review in 2023 or later	Subcommittees established for each standard have been meeting since June 2021.		
Medicine									
Audiology (Au.D.)	Council on Academic Accreditation in Audiology and Speech-Language Pathology *	Approved (with regular reports)	2020	2028	8 yrs	Received notification of re-accreditation on March 22, 2021		Received notification of re-accreditation on March 22, 2021	
Medicine (M.D.)	Liaison Committee on Medical Education, A Joint Committee of the American Medical Association and the Association of American Medical Colleges *	Approved (with regular reports)	2013	2021	8 yrs	Self-study was submitted in January 2021 ; site visit occurred on April 19-23, 2021 ; waiting on preliminary report due by July 2020	Draft report received; full report to be issued within 10 days after LCME meeting October 11-14.	No significant issues identified during site visit	
Nursing									
Nursing (B.S.N., M.S.N.)	Commission on Collegiate Nursing Education *	Approved (with regular reports)	2011	2021	10 yrs	Site visit occurred March 31-April 2, 2021 ; response to findings submitted; addressed clinical supervision issue by allocation of additional faculty lines	Report expected in October 2021	Clinical supervision issue	CCNE will return within 12 months for an onsite (may be extended due to COVID)
Nurse Practitioner (D.N.P.)		Approved (with regular reports)	2018	2021	5 yrs after initial accreditation, then every 10 yrs	See above	See above		CCNE COA will visit DNP nurse anesthesia track in Fall 2022 or early Spring 2023
Public Health and Information Sciences									
Health Administration (M.S.)	Commission on the Accreditation of Healthcare Management Education (CAHME)	Undergoing Initial Accreditation Review	2019	2021	3 yrs after initial accreditation, then every 7 yrs	Visit delayed until spring 2022			
Health Data Analytics (M.S.)	The Commission on the Accreditation of Health Informatics and Information Management Education (CAHIM)	Pending according to CAHIM guidelines: "Program assesses readiness for application for accreditation. A program must not apply until 6 months before the date of the first graduation class." Expected date of application: spring 2021; expected date of accreditation: spring 2023							
Public Health (C., M.S., M.P.H., Ph.D.)	Council on Education for Public Health (CEPH) *	Approved (with regular reports)	2021	2028	7 yrs	Awarded full 7-yr re-accreditation; interim report due to address minor curricular issue and financial stability of unit		Single competency assessment finding resolved; affirmation of fiscal health required	Interim report to affirm fiscal health due January 12, 2022

* Accrediting agencies recognized by the U.S. Department of Education (DOE)

RECOMMENDATION TO BOARD OF TRUSTEES
REGARDING PERSONNEL MATTERS

Academic and Student Affairs Committee – September 23, 2021
Executive and Compensation Committee – September 23, 2021

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

Business

Kathleen Gosser, PhD, Assistant Professor (Term) of Management and Entrepreneurship; additional appointment as the YUM! Assistant Professor of Franchise Management Practice, November 1, 2021 through October 31, 2026.

Notable Accomplishments:

Dr. Gosser was recently named Director of the YUM! Center for Global Franchise Excellence. She comes to this role with over 30 years' experience working for KFC YUM! Brands. In addition to serving as Director of the Franchise Management Program since 2020, Dr. Gosser served as Director of Learning Excellence and Organizational Development from 2015 – 2019 and was awarded the University of Louisville TILL Innovation in Teaching award for Podcast Integration in 2021. She is a long-time member of the Society of Human Resources, as well as the Society of Industrial Psychologists.

Selection Process: Internal appointment.

Salary Data:

Current base salary: \$111,100
Supplement: \$30,000 – YUM! Center Director
Total compensation: \$141,100

Proposed base salary: 111,100
Proposed supplement: \$30,000 – YUM! Center Director
Proposed supplement: \$10,000 – YUM! Endowed Professorship
Proposed total: \$151,100

Budget impact: Endowed Professorship will be covered by the endowment

Median benchmark comparison: \$115,000 (median); \$141,700 (80th pctl); \$164,600 (90th pctl)
Benchmark position title: Assistant Professor of Management
Benchmark source: AACSB Staff Compensation & Demographics Survey
Year of benchmark data: 2020/21
Benchmark data number of incumbents: 877
Benchmark data number of institutions: 290

Engineering

Faisal Aqlan, PhD, Associate Professor (Term) of Industrial Engineering and Director of the Engineering Management Program; appointment as Associate Professor (Tenured) of Industrial Engineering, October 29, 2021.

Notable Accomplishments:

Pennsylvania State University, The Behrend College, Erie PA July 2014 through July 2021.

William & Wendy Korb Early Career Associate Professor of Industrial Engineering, 2021 Associate Professor (tenured) of Industrial Engineering.

Advisor: NSF Center for Health Organization Transformation (Penn State UP)

Coordinator: Metrology Lab and System Simulation and Automation Lab

Founder and Lead Instructor: Lean Six Sigma Green Belt Training and Certification

PI & Director: NSF RET Site in Manufacturing Simulation and Automation

Faculty Advisor: IISE Penn State Behrend Chapter

Selection Process: National Search

Salary Data:

Incumbent base salary: \$ 96,900

Incumbent supplement: \$ 15,000

Incumbent total: \$110,900

Proposed salary: \$105,000

Proposed supplement: \$ 10,000

Proposed total: \$115,000

Budget impact: \$ 4,100

Median benchmark comparison: \$111,518

Benchmark position title: Associate Professor, Industrial Engineering (tenured/tenure track)

Benchmark source: OSU salary database

Year of benchmark data: 2020-21

Benchmark data number of incumbents: 151

Benchmark data number of institutions: 37

Medicine

Melissa Currie, MD, Professor (Term) of Pediatrics; additional appointment as the Kosair Charities Endowed Chair in Pediatric Forensic Medicine, November 1, 2021 through October 31, 2024.

Notable Accomplishments:

In Dr. Currie's current role as the Division Chief for the Kosair Charities Division of Pediatric Forensic Medicine, she provides local and state leadership in the battle to end child abuse in Kentucky. She is a leader and member of the Statewide Pediatric SANE Program Development Workgroup, a founding member of the steering committee and current chair of the policy committee for the Face It Movement sponsored by Kosair Charities. She is a member and former chair of the State Public Health Child Fatality Review Team, appointed by the Director of Maternal-Child Health in Frankfort, KY. Her work to mandate training for all first line providers for children to recognize child abuse which was approved a few years ago by the state legislature and signed into law by Governor Steve Beshear, shows how impactful her work is and has been. She leads the ACGME fellowship in Child Abuse and has trained future leaders of programs, thus broadening the impact of her work. Dr. Currie works tirelessly with a division of three faculty members and multiple nurses to provide consults throughout our region and the state, both at our hospital, our outpatient clinics and through Child Protective Services and Crimes Against Children Unit consults. She has been active in research especially around non-accidental traumatic brain injury, leading to work that has helped characterization, recognition and understanding of this leading cause of death in children.

Selection Process:

Discussion with donor and Vice Chairs of the Department of Pediatrics. Donor especially was supportive of Dr. Currie in this role.

Salary Data:

Current base salary:	\$104,081
Supplement	\$ 10,000 (Division Chief supplement)
Nortons Children Med Group	\$104,081
Total Compensation:	\$218,162
Proposed base salary:	\$134,081 (includes Endowed Chair, \$30,000)
Proposed supplement:	\$ 10,000 (current Division Chief supplement)
NCMG compensation:	\$104,081
Proposed compensation:	\$248,162
Budget Impact:	\$ 30,000 (UofL base salary increase)

Median benchmark comparison:	\$279,000
Benchmark position title:	Professor (Forensic Medicine)
Benchmark source:	AAAP National Salaries (Division Chief, full Professor)
Year of benchmark data:	2019-2020
Benchmark data number of incumbents:	23
Benchmark data number of institutions:	108

Susan Galandiuk, MD, Professor (Tenured) of Surgery; additional appointment as the Price Endowed Professorship in Surgery, November 1, 2021 through October 31, 2026.

Notable Accomplishments:

Dr. Galandiuk is currently the Program Director of the Division of Colorectal Surgery and the Director of the Price Institute of Surgical Research. She is a member of all the important learned societies within her discipline. She has over 180 peer-reviewed publications, 3 books, and over 50 book chapters. As Director of the Price Institute of Surgical Research, she has mentored numerous medical students, surgical residents and fellows from multiple disciplines from around the world.

Selection Process:

The Department of Surgery Chair, Dr. Kelly McMasters, recommended that this endowed professorship be appointed to the Director of the Price Institute of Surgical Research. This recommendation was sent to Dr. Toni Ganzel, Dean of the School of Medicine, who agreed with the recommendation.

Salary Data:

Current base salary: \$ 88,037
Supplement: \$ 69,984
Supplement: \$ 16,984
Supplement: \$ 25,750
Supplement: \$122,110
Supplement: \$226,639 - ULP
Total compensation: \$548,000

Proposed base salary: \$ 88,037
Proposed supplement: \$ 69,984
Proposed supplement: \$ 16,984
Proposed supplement: \$ 25,750
Proposed supplement: \$122,110
Proposed supplement: \$226,639 – ULP
Proposed total: \$548,000

Budget impact: None, overall salary will not be increasing. The endowment will provide an additional source of funding.

Median benchmark comparison: \$451,000
Benchmark position title: Professor of Surgery (General Surgery)
Benchmark source: AAMC
Year of benchmark data: 2019-2020
Benchmark data number of incumbents: 212

PROMOTION AND TENURE

University Libraries

Matthew Ertz, MLS, Assistant Professor (Probationary) of University Libraries; promotion to Associate Professor and award of tenure, December 1, 2021.

COMMITTEE ACTION:

Passed X

Did Not Pass _____

Other _____

ps
Signature on file

Assistant Secretary

BOARD ACTION:

Passed X

Did Not Pass _____

Other _____

ps

Assistant Secretary