

MINUTES OF THE MEETING OF THE
EXECUTIVE AND COMPENSATION COMMITTEE
OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF LOUISVILLE

December 15, 2022

In Open Session

Members of the Executive and Compensation Committee of the University of Louisville Board of Trustees met on December 15, 2022, at 3:01 p.m., in the Jefferson Room, Grawemeyer Hall, Belknap Campus, with members present and absent as follows:

Present: Ms. Mary Nixon, Chair
Mr. Scott Brinkman
Dr. Raymond Burse
Ms. Diane Medley
Mr. Jim Rogers
Mr. John Smith

Other Trustees

Present: Mr. Jerry Abramson
Dr. Larry Benz
Mr. Al Cornish
Ms. Diane Porter
Dr. Eugene Mueller
Ms. Sherrill Zimmerman

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
Ms. Brigid Gies, Associate Vice President and Deputy Counsel

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 Nixon called the roll. Having determined a quorum present, she called the meeting to order at 3:01 p.m.

Consent Agenda

The chair read the consent agenda as listed:

- **Approval of Minutes, 9-23-2022**
- **From the Academic and Student Affairs Committee, 12-15-2022**
 - **2023 Grawemeyer Award Winners**
 - **Personnel Matters**

Mr. Rogers made a motion, which Mr. Smith seconded, to approve the consent agenda, as listed.

The motion passed.

II. Action Item: Approval of Promotion and Tenure Matters

Dr. Burse made a motion, which Mr. Rogers 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 Samuelson, Assistant Professor (Probationary) of Anatomical Sciences and Neurobiology; promotion to Associate Professor and award of tenure, January 1, 2023.

The motion passed.

III. Action Item: Approval of December Degree Candidates

Mr. Smith made a motion, which Dr. Burse seconded, to approve the

President's recommendation that the Board of Trustees approve the Candidates for Degrees and Certificates to be conferred by the University of Louisville on December 16, 2022 and that the Board authorize the Executive Vice President and University Provost to approve the awarding of degrees to others who have been certified by the unit faculties as having completed the appropriate courses of study, but missed the deadline for Board action.

The motion passed.

IV. Report of the President

Interim President Gonzalez began her report sharing various university highlights:

- The December 2022 commencement ceremony will graduate 2,239 students with more than 900 walking across the stage.
- UofL was awarded up to \$13 million from the U.S. Department of Commerce to launch a new statewide resource center, the Kentucky Manufacturing Extension Partnership, which will help small- and medium-sized businesses accelerate and strengthen growth and competitiveness in the global marketplace.
- Retiring Congressman John Yarmuth donated his congressional papers to UofL Archives and Special Collections, which will be a wonderful resource for students and the community.
- UofL Health has partnered with Central High School on a pre-medical magnet program.
- Work is ongoing on a \$144 million expansion of UofL Hospital.
- Jeff Brohm returns to UofL as head coach of Football, and the team will play the Cincinnati Bearcats in the Fenway Bowl on December 17.
- The Women's Volleyball team advanced to the NCAA Final Four, again.
- Raise Some L raised nearly \$3.3 million.
- On November 9th, UofL held the inaugural President's Inclusive Excellence Forum featuring guest speaker Freeman Hrabowski III, former president of the University of Maryland, Baltimore County. At the event, UofL was recognized for its diversity, equity and inclusion efforts for the ninth consecutive year.

Dr. Gonzalez then introduced Mr. Cowherd who shared with committee members diversity, equity, and inclusion statistics for the UofL Athletic programs including staff and student-athlete populations. He then fielded questions from trustees.

The executive committee requested additional information from the Office of Institutional Research and planning.

V. Report of the Chair

The chair had no report.

VI. Executive Session

Mr. Brinkman made a motion, which Mr. Rogers seconded, to recess to executive session to discuss proposed or pending litigation and personnel matters pursuant to KRS 61.810(1)(c) and (f). The motion passed and the open meeting recessed at 3:20 p.m.

VII. Open Meeting Reconvenes

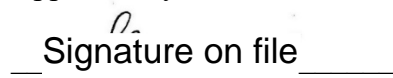
The open meeting reconvened at 3:26 p.m. Chair Nixon reported that the board discussed proposed or pending litigation and personnel matters. No action was taken.

VIII. Adjournment

Having no other business to come before the committee, Mr. Rogers made a motion, which Mr. Brinkman seconded, to adjourn.

The motion passed and the meeting adjourned at 3:27 p.m.

Approved by:


Signature on file _____
Assistant Secretary

MINUTES OF THE MEETING OF THE
EXECUTIVE AND COMPENSATION COMMITTEE
OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF LOUISVILLE

December 15, 2022

In Executive Session

Present: Ms. Mary Nixon, Chair
Mr. Scott Brinkman
Dr. Raymond Burse
Ms. Diane Medley
Mr. Jim Rogers
Mr. John Smith

Other Trustees

Present: Mr. Jerry Abramson
Dr. Larry Benz
Mr. Al Cornish
Ms. Diane Porter
Dr. Eugene Mueller
Ms. Sherrill Zimmerman

From the

University: Dr. Lori Gonzalez, Interim President
Ms. Angela Curry, General Counsel and Vice President for Legal Affairs
Ms. Brigid Gies, Associate Vice President and Deputy Counsel
Mr. Jake Beamer, Dir. of Governance & Strategic Initiatives & Asst. Secretary

I. Call to Order

Chair Nixon called the executive session to order at 3:20 p.m.

II. Personnel Matters

Ms. Curry discussed personnel matters.

No action was taken.

III. Proposed or Pending Litigation

Ms. Gies and Ms. Curry discussed proposed or pending litigation matters with the committee.

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

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 _____

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 CANDIDATES FOR DEGREES AND CERTIFICATES

Executive and Compensation Committee – December 15, 2022

RECOMMENDATION:

The President recommends that the Board of Trustees approve the Candidates for Degrees and Certificates to be conferred by the University of Louisville on December 16, 2022 and that the Board authorize the Executive Vice President and University Provost to approve the awarding of degrees to others who have been certified by the unit faculties as having completed the appropriate courses of study, but missed the deadline for Board action.

BOARD ACTION:

Passed X

Did Not Pass

Other

 n
Signature on file
 sk
Assistant Secretary