

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

December 16, 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 1:02 p.m., December 16, 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. Lori Gonzalez, Interim President
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
Dr. Michael Mardis, Vice President for Student Affairs, Dean of Students
Ms. Sandy Russell, Vice President for Enterprise Risk, Audit, and Compliance
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. Shannon Rickett, Assistant Vice President for Government Relations
Mr. Rick Graycarek, Assistant Vice President for Budget and Financial Planning
Mr. John Karman, Executive Director of Communications
Ms. Beverly Santamouris, Treasurer/Controller
Mr. Jim Begany, Vice Provost for Enrollment Management
Mr. Robert Goldstein, Vice Provost, for Assessment & Support/Analytics
Dr. Beth Willey, Associate Provost for Undergraduate Education
Prof. Ryan Quinn, Management & Entrepreneurship, College of Business
Dr. Ian Norris, ACE Fellow

Mr. Jake Beamer, Dir. of Governance & Strategic Initiatives & Asst. Secretary

From the UofL
Foundation: Mr. Keith Sherman, Executive Director

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 1:02 p.m.

Approval of Minutes, 9-23-2021

Chair Burse noted three (3) typographical errors in the minutes and requested their correction. There were no objections.

Mr. Abramson made a motion, which Dr. Schultz seconded, to approve the minutes of the September 23, 2021 meeting, with the noted corrections.

The motion passed.

II. Action Item: 2022 Grawemeyer Awards

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

President's recommendation that the Board of Trustees ratify the following winners of the 2022 Grawemeyer Awards:

- **Music:** Olga Neuwirth
- **Improving World Order:** Mona Lena Krook
- **Psychology:** Terrie Moffitt
- **Education:** Rucker Johnson
- **Religion:** Duncan Ryuken Williams

The motion passed.

III. Action Items: Approval of New Academic Programs

President Gonzalez briefed the committee on two new academic programs: an Education Specialist Degree in Curriculum and Instruction; and a Master of Science in Accountancy and Analytics. She then fielded questions from committee members.

Education Specialist Degree in Curriculum and Instruction

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

President's recommendation that the Board of Trustees approve the creation of the Education Specialist Degree in Curriculum and Instruction, effective Summer 2022.

The motion passed.

Master of Science in Accountancy and Analytics

Dr. Schultz made a motion, which Ms. Okorie seconded, to approve the

President's recommendation that the Board of Trustees approve the creation of the Master of Science in Accountancy and Analytics, effective Fall 2022.

The motion passed.

IV. Report of the Provost

Student Retention and Graduation Update

President Gonzalez briefed the committee on undergraduate retention and graduation data using the **attached** presentation. As part of her report, she showed a video (<https://www.youtube.com/watch?v=uAzXYMFvA0M>) highlighting the work of the university's student success coordinators.

She stated that student success is a shared responsibility, and it is the university's charge to work alongside the student throughout their journey providing appropriate amounts of challenge and support to encourage independence and responsibility with guidance; assistance is always available should they need it.

Mr. Begany joined the President when fielding questions from trustees.

Kent School of Social Work Naming

Dr. Gonzalez reported on an administrative change in the bylaws of the Kent School of Social Work and her approval to rename the unit the "Raymond A. Kent School of Social Work and Family Science." The faculty, staff, and dean of the school, along with the General counsel, joined the president in this renaming.

Under *Redbook* 3.1.3, the Board of Trustees delegates to the president to approve such changes when they do not affect governance or faculty rights.

There were no objections from trustees.

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

V. Executive Session

Ms. Okorie 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 meeting recessed at 1:47 p.m.

VI. Open Meeting Reconvenes

The open meeting reconvened at 1:53 p.m. Chair Burse reported that the committee discussed personnel matters.

Personnel Matters

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

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

The motion passed.

Promotion and Tenure

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

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


The motion passed.

VII. Adjournment

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

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

Approved by:


Signature on file _____
Assistant Secretary

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

December 16, 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
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Ms. Diane Medley
Ms. Mary Nixon
Mr. John Smith

From the
University: Dr. Lori Gonzalez, Interim President
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 1:47 p.m.

II. Personnel Matters

Dr. Gonzalez discussed personnel matters.

III. Promotion and Tenure



Dr. Gonzalez discussed promotion and tenure recommendations.

IV. Adjournment

Ms. Okorie made a motion, which Dr. Schultz seconded, to adjourn the executive session

The motion passed and the session adjourned at 1:52 p.m.

Approved by:


Signature on file 
Assistant Secretary

RECOMMENDATION TO THE BOARD OF TRUSTEES REGARDING THE
2022 GRAWEMEYER AWARDS

Academic & Student Affairs Committee – December 16, 2021
Executive and Compensation Committee – December 16, 2021

RECOMMENDATION:

The President recommends that the Board of Trustees ratify the following winners of the 2022 Grawemeyer Awards:

- Music: Olga Neuwirth
- Improving World Order: Mona Lena Krook
- Psychology: Terrie Moffitt
- Education: Rucker Johnson
- Religion: Duncan Ryuken Williams

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 _____

____ Signature on file _____
Assistant Secretary

BOARD ACTION:

Passed X
Did Not Pass _____
Other _____

____ Signature on file _____
Assistant Secretary

Grawemeyer Awards[®]

December 6, 2021

Dear Members of the University of Louisville Board of Trustees:

I am honored to present the 2022 winners of the University of Louisville Grawemeyer Awards. These awards recognize ideas with the power to change the world for the better. The award winners each receive \$100,000 for their profound contributions.

We receive nominations nationally and internationally, from dozens to more than 100 for each award. Panels comprised of faculty from the University of Louisville and Louisville Seminary in each award subject area help narrow down the nominations for a panel of experts in each area to review.

The expert panels help to select three nominees from which a final panel in each area chooses the winner. Mr. Grawemeyer asked that lay community members serve as the last panelists and make the ultimate decision. This step helps ensure the selected work can be understood by the wider public and thus have greater effect.

I am pleased to announce the five lay panels have made their decisions, listed below:

Music Composition	Olga Neuwirth
Ideas Improving World Order	Mona Lena Krook
Psychology	Terrie Moffitt
Education	Rucker Johnson
Religion	Duncan Ryuken Williams

These selections are presented to the Academic & Student Affairs Committee of the Board of Trustees in December. A public announcement of the award winners occurs thereafter, pending formal approval by the full Board of Trustees.

In April, the Grawemeyer Award winners will present their ideas to the University and larger community. They also will accept their awards at the annual banquet and ceremony, which will take place April 14, 2022.

The news releases for each award are attached and include information about the winning ideas and winners. Please let me know if you have questions or need additional information. Thank you for your time and attention. Regards,

Signature on file

Marion E. Hambrick, PhD
Executive Director, Grawemeyer Awards

Grawemeyer Awards®

Dec. 6, 2021

Marc Satterwhite, 502-634-0939
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Opera exploring gender identity wins Grawemeyer music award

LOUISVILLE, Ky. — Austrian composer Olga Neuwirth has won the 2022 University of Louisville Grawemeyer Award for Music Composition for “Orlando,” an opera based on a Virginia Woolf novel about a gender-switching poet whose adventures span more than three centuries.

The opera, an unconventional piece embracing a vast range of musical styles from Tudor-era ballads to modern electronic sound layering, was commissioned by Vienna State Opera and premiered on its stage in 2019.

[Neuwirth](#) drew inspiration for the three-hour work from “Orlando: A Biography,” Woolf’s 1928 fictional account of a young male poet in 16th century England who mysteriously becomes female at age 30 and lives until the early 20th century. The book, which shows how gender can be fluid in different circumstances, is considered a feminist classic and has been extensively studied by scholars focusing on women’s, gender and transgender issues.

“I wanted to reflect the wonderful diversity of life and evoke a subtle form of sexual attraction that cannot be pigeonholed into a single gender,” Neuwirth said. “What’s more, the main character refuses to be patronized and treated in a condescending manner, something that continually happens to women with no end in sight.”

Neuwirth studied composition at the University of Music and Performing Arts Vienna and the San Francisco Conservatory of Music and painting and film at San Francisco Art College. She lives and teaches in Vienna.

Earlier this year, she won the 2021 Wolf Prize in Music, a prestigious international award presented in Israel that also went to Stevie Wonder.

“‘Orlando’ is an enormous, supremely ambitious work,” said Marc Satterwhite, who directs the Grawemeyer music award. “The libretto and multifaceted score challenge our preconceptions of gender and sexual roles and test our ideas of what opera is and is not. It also seems appropriate that the first female-composed opera to be performed at the Vienna State Opera, a venue long regarded as a bastion of tradition, should take aim at these issues.”

Ricordi Berlin, the German branch of Italian music publisher Casa Ricordi, published the winning work.

Recipients of next year’s [Grawemeyer Awards](#) are being named this week pending formal approval by university trustees. The annual, \$100,000 prizes also honor seminal ideas in world order, psychology, education and religion. Recipients will visit Louisville in April to accept their awards and give free talks on their winning ideas.

#WeAreUofL

Grawemeyer Awards®

Dec. 7, 2021

Charles Ziegler, 502-377-5205

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Analysis of violence against women in politics wins Grawemeyer world order award

LOUISVILLE, Ky. — Rutgers University scholar Mona Lena Krook has won the 2022 University of Louisville Grawemeyer Award for Ideas Improving World Order for exploring the nature of violence against women in politics and suggesting ways to prevent it.

[Krook](#), a political science professor who chairs Rutgers' doctoral program on women and politics, received the prize for ideas set forth in "Violence in Women in Politics: A Global Phenomenon," her 2020 book published by Oxford University Press.

For the book, she collected details on the growing attacks against women in politics worldwide and reviewed dozens of previous studies on the issue. Based on her findings, she sorted the violence into five types: physical, psychological, sexual, economic and intimidation through words and images. In all cases, the intent of the behavior was to exclude women from public life, she said.

As she chronicles the stories of women who have been bullied, shamed, threatened, arrested and even murdered while serving in political roles, Krook explains how the phenomenon has caused women to withdraw from politics and has made others reluctant to enter the field. She ends the book with ideas to address the problem.

"Besides harming individual victims, violence against women in politics tramples on human rights, disrupts institutions and undermines gender equity," she said. "The hostile acts continue with little being done to stop them."

Krook has received honors from the American Political Science Association and International Political Science Association for her studies of women and politics. She collaborated with the National Democratic Institute to develop #NotTheCost, a global campaign to end violence aimed at keeping women out of political life, and has advised the United Nations and U.S. Congress on gender and politics issues.

"Her work shines a spotlight on the worldwide pervasiveness of violence against women in politics and challenges us with a call to action," said Charles Ziegler, Grawemeyer world order award director. "What's more, she details specific ways to correct the problem at all levels, from local electoral districts to international organizations."

Recipients of next year's [Grawemeyer Awards](#) are being named this week pending formal approval by university trustees. The annual, \$100,000 prizes also honor seminal ideas in music, psychology, education and religion. Winners will visit Louisville in April to accept their awards and give free talks on their winning ideas.

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Grawemeyer Awards[®]

Dec. 8, 2021

Researcher who groups juvenile crime into two types wins Grawemeyer psychology award

LOUISVILLE, Ky. — Psychologist Terrie Moffitt has won the 2022 Grawemeyer Award in Psychology for shedding new light on the nature of juvenile crime.

[Moffitt](#), a Duke University psychologist and King's College, London, social development professor, discovered two types of antisocial behavior in juveniles. One persists from early childhood to adulthood, is relatively rare and seen mostly in males, while the other occurs only in adolescence and is seen in both males and females.

Although both types appear to be the same on psychological tests and in illegal behaviors, Moffitt found they are distinctly different, an insight that has changed the way the courts prosecute juveniles.

Before Moffitt's initial research paper in 1993, most psychologists thought antisocial behavior in young people was a result of poor parenting or social stressors such as poverty and essentially unchangeable. However, her real-world studies of teenagers showed the behavior is often simply part of normal adolescent development.

Her research has generated hundreds of empirical tests in the social, biological and health sciences over the past 25 years that have borne out her findings.

"She and her colleagues studied the life trajectories of people with both types of antisocial behavior and built models to identify and rehabilitate them," award judges said. "Her work has become a cornerstone of how courts decide to sentence juvenile offenders."

In the 2020 book "The Origins of You: How Childhood Shapes Later Life," Moffitt and three other psychologists shared their research on 4,000 children through adulthood. The team found that although genetics and environment affect how young people develop, neither factor alone determines their behavior as adults.

Moffitt, a licensed clinical psychologist, was elected to the National Academy of Medicine and has received both early career contribution and distinguished career awards from the American Psychological Association.

Recipients of next year's [Grawemeyer Awards](#) are being named this week pending formal approval by university trustees. The annual, \$100,000 prizes also honor seminal ideas in music, world order, education and religion. Winners will visit Louisville in April to accept their awards and give free talks on their winning ideas.

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Grawemeyer Awards®

Dec. 9, 2021

Jeffrey Valentine, 502-852-3830

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Economist who traced long-term success of school integration wins Grawemeyer education award

LOUISVILLE, Ky. — An economist who found that integrating U.S. public schools in the 1970s and 1980s benefited students over time has won the 2022 University of Louisville Grawemeyer Award in Education.

Rucker Johnson, a University of California-Berkeley public policy professor specializing in education economics, received the prize for ideas set forth in “Children of the Dream: Why School Integration Works,” his 2019 book written with Alexander Nazaryan and co-published by Basic Books and the Russell Sage Foundation.

[Johnson](#) studied the progress of more than 15,000 schoolchildren through adulthood. He found those who attended integrated schools experienced greater educational attainment, earned more income, faced less poverty, enjoyed better health and were not as likely to go to prison as adults than those who attended segregated schools.

“Many people believe integration was a failure when in fact it was actually a success,” Johnson said.

Although the United States is more racially diverse today than ever, school segregation has increased and educators are still witnessing significant student achievement gaps linked to socioeconomic status and race, he noted. The best way to fix the problem is to restore integration, boost funding for high-need schools and improve preschool education, he suggests.

“Our public schools can play a transformative role in creating opportunity, lowering poverty and encouraging upward mobility, or they can reinforce inequality. The choice is up to us.”

Johnson, who has studied topics ranging from federal spending on the Head Start program to the effects of school reform on education and the economy, has been invited to give policy briefings at the White House and Capitol Hill.

Despite a belief held by some Americans that the school integration of several decades ago did more harm than good, Johnson found the opposite to be true, said Jeffrey Valentine, who directs the education award.

“His study offers compelling evidence of how integration and more equitable school funding can improve life outcomes for black students without harming other students,” Valentine said. “He also makes a strong case for improving our nation’s educational system through public policies that encourage integration, strengthen early education and create a fairer funding model for schools.”

Recipients of next year’s [Grawemeyer Awards](#) are being named this week pending formal approval by university trustees. The annual, \$100,000 prizes also honor seminal ideas in music, world order, psychology and religion. Winners will visit Louisville in April to accept their awards and give free talks on their winning ideas.

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Dec. 10, 2021

Work describing Buddhists' faith despite confinement wins Grawemeyer religion prize

LOUISVILLE, Ky. – A scholar who explained how Japanese American Buddhists remained true to their faith even after being forced into U.S. detention camps during WWII has won the 2022 Grawemeyer Award in Religion.

Duncan Ryuken Williams, a religion professor who directs the Shinso Ito Center for Japanese Religions and Culture at the University of Southern California, won the prize for ideas set forth in "American Sutra: A Story of Faith and Freedom in the Second World War," his 2019 book published by Harvard University Press.

After Japan attacked Pearl Harbor, the U.S. government forcibly relocated more than 125,000 people of Japanese ancestry and imprisoned them in detention camps on U.S. soil. Two-thirds were practicing Buddhists.

Some were sent to live in former fairgrounds where stables were hastily converted into living quarters. Others were crowded into dwellings of tarpaper-roofed, Army-style bunkers. Many lost their homes, farms and businesses along with their possessions.

As [Williams](#) reviewed diaries and other records of their stay in the camps, he learned Buddhists continued to worship even in confinement. One family celebrated Buddha's birthday by pouring coffee over a carrot carved in his likeness when they could not perform the traditional ritual of pouring tea over a Buddha statue.

"Their imprisonment became a way to discover freedom, a liberation that the Buddha himself attained only after embarking on a spiritual journey filled with obstacles and hardships," he said.

The Buddhists' steadfast devotion to faith in such conditions showed it was possible to be both Buddhist and American and helped launch a less sectarian form of the religion in the United States, Williams found.

"Williams' work opens the way for a discussion that values religious inclusion over exclusion," said Tyler Mayfield, who directs the Grawemeyer religion award. "He shows how Japanese Americans living in a time of great adversity broadened our nation's vision of religious freedom."

The University of Louisville and Louisville Presbyterian Theological Seminary jointly give the religion prize. Recipients of next year's [Grawemeyer Awards](#) were named this week pending formal approval by university and seminary trustees. The \$100,000 prizes also honor seminal ideas in music, world order, psychology and education. Winners will visit Louisville in April to accept their awards and give free talks on the winning ideas.

###

RECOMMENDATION TO THE BOARD OF TRUSTEES
CONCERNING THE CREATION OF THE
EDUCATION SPECIALIST DEGREE IN CURRICULUM AND INSTRUCTION

Academic and Student Affairs Committee – 12-16-2021
Executive and Compensation Committee – 12-16-2021

RECOMMENDATION:

The President recommends that the Board of Trustees approve the creation of the Education Specialist Degree in Curriculum and Instruction effective summer 2022.

BACKGROUND:

The Education Specialist (Ed.S.) Degree in Curriculum and Instruction prepares classroom teachers to become curriculum and instruction specialists so that they are well-prepared to lead within their schools, districts, or region, specific to a particular area of teaching (e.g., Reading Specialist). Potential candidates for the degree are teachers who have completed a master’s degree in education (e.g., a Master’s in Education (M.Ed.) or a Master of Arts in Teaching (M.A.T.)), or related field, and are interested in continuing their educational pursuits but are not interested in pursuing a Ph.D. in Curriculum and Instruction. The program will provide graduates with expertise needed for strong instructional leadership in schools, including extensive knowledge of curriculum, leadership and coaching, data analysis and research methods to support data-driven decision making, and one area of expertise within teaching (e.g., science teaching, elementary mathematics specialist, reading specialist, special education).

Need for this program has been established through actual, regular communications with teachers who want to continue professional learning and develop more expertise. Their current options at UofL are (1) a second master’s or (2) a Ph.D. Neither option is attractive to these prospective students, so many go elsewhere. Others go into a non-degree endorsement program. As non-degree students, they are not eligible for financial aid, the rank has no meaning outside of the state of Kentucky, and they do not get a title (Education Specialist) upon completion. Hence, these students are very interested in pursuing these endorsements within a degree program. School leaders have regularly asked us to offer such a program.

The Faculty Senate recommended the creation of the Education Specialist Degree in Curriculum and Instruction at their meeting on October 6, 2021. 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
MASTER OF SCIENCE IN ACCOUNTANCY AND ANALYTICS

Academic and Student Affairs Committee – December 16, 2021
Executive and Compensation Committee – December 16, 2021

RECOMMENDATION:

The President recommends that the Board of Trustees approve the creation of the Master of Science in Accountancy and Analytics, effective fall 2022

BACKGROUND:

The College of Business is proposing that a Master of Science in Accountancy and Analytics (MSAA) degree program replace the current Master of Accountancy (MAC) degree program. The revised program better aligns with the needs for accounting and business analytics talent in the region. The seated program will have up to three credit hours offered online. The program uses the current accountancy content of the MAC degree program, which already consist of the College of Business graduate certificate in Managerial Analytics. Graduating students will have the option to apply for a graduate certificate in analytics as well as the MSAA. The program will require students to complete 34 credit hours of graduate course work. The program is cohort-based and will require three semesters to complete. These are unchanged from the current MAC degree requirements. In addition, the program will seek a STEM-eligible Classification of Instructional Programs (CIP) code. The program goal is to obtain STEM status, thereby opening up greater enrollment opportunities for international students. On average, there are 355 job openings per year in this field in a 30 miles radius of Louisville, KY (CareerBuilder).

The Faculty Senate recommended the creation of the Master of Science in Accountancy and Analytics at their meeting on December 1, 2021. 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 _____

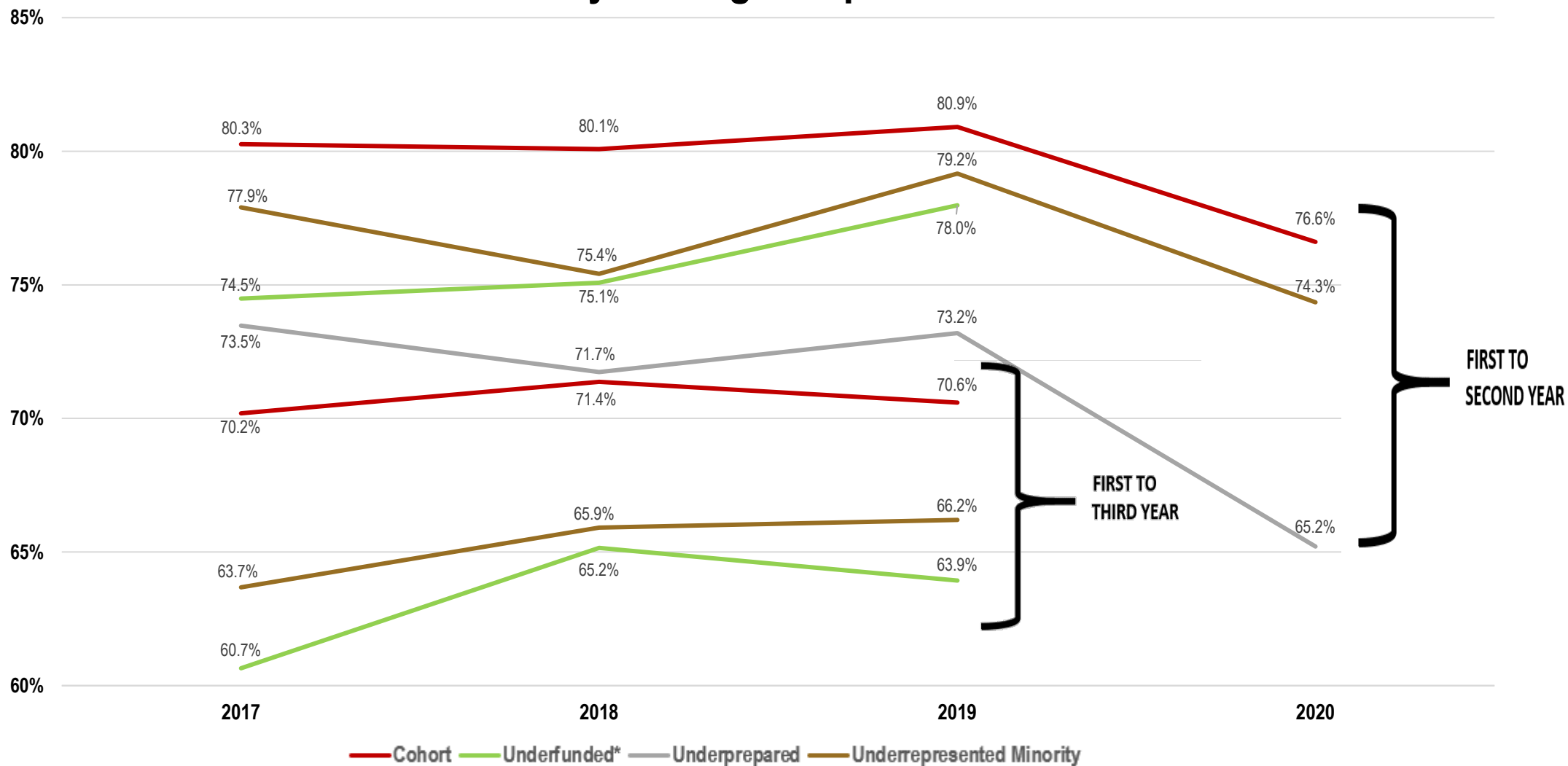

Signature on file _____
Assistant Secretary



Undergraduate Retention & Graduation Overview

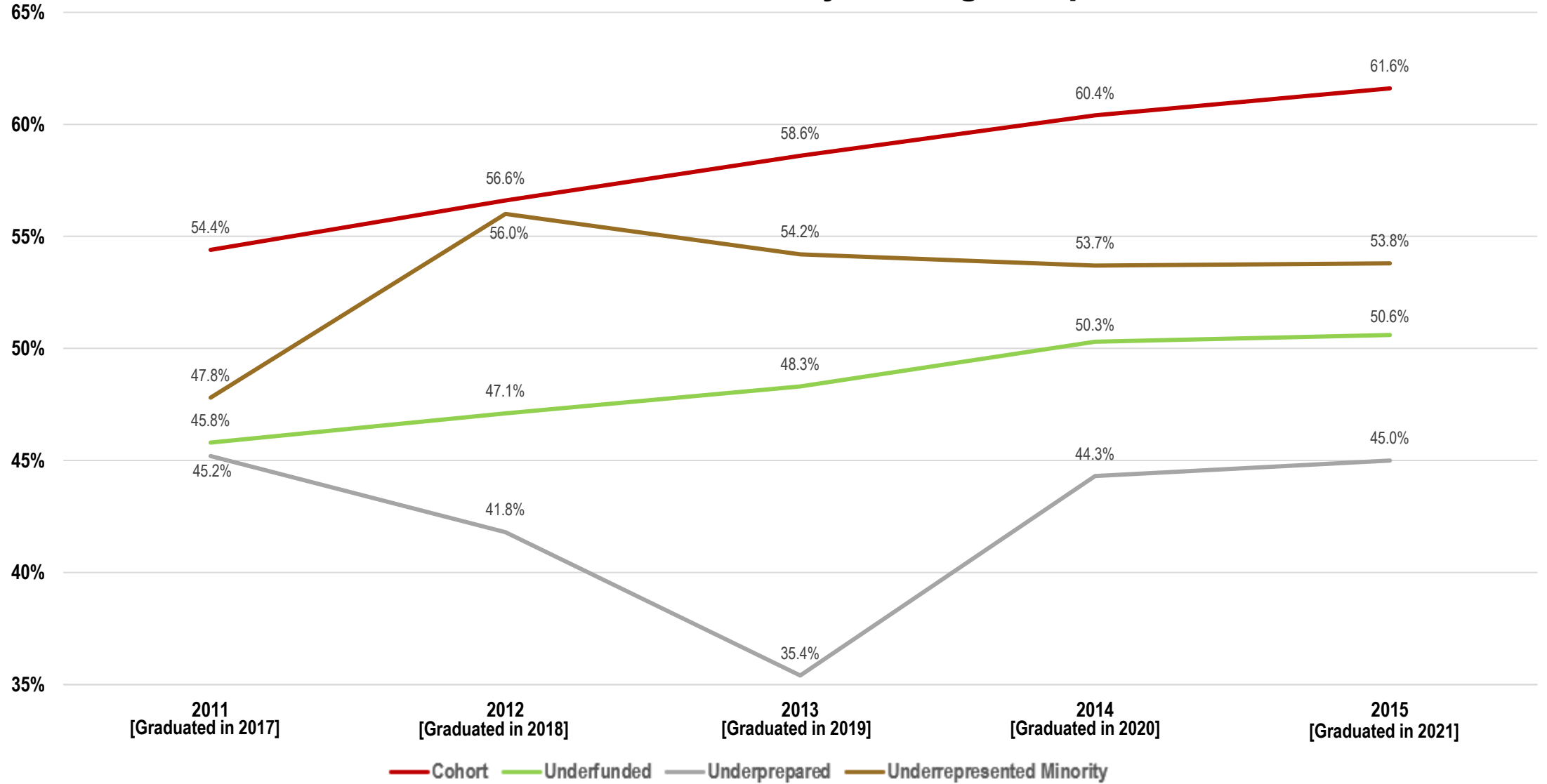
Presentation to Board of Trustees
December 2021

1st to 2nd and 1st to 3rd Year Retention Within UofL By Strategic Population



*NOTE: Underfunded student flags (CPE defined) are not yet available for the 2020 cohort

6-Year Graduation Rates by Strategic Population



Student Success Achievements

Begin with a Shared Responsibility for Student Success

Improved Systems/Processes

- Flight Plans and Cohort Designations
- Mandatory Academic Advising
- Student Success Platform Used Campus-wide for Electronic Meeting Notes/Alerts
- Key Admissions, Financial Aid and Housing communications/processes streamlined
- Course Capacity Collaborations
- Cardinal Core

Improved Student Support

- Increased Student-Facing Staff
- Exploratory & Transition Advising
- Persistence Grants
- Enrollment Outreach
- Early Alert Tracking & Outreach
- Housing
 - First and Second Year Residency Requirements
 - Living Learning Communities
- Addressing Basic Needs
- Focus on Belonging
- First-Year Peer Mentoring
- Supplemental Math Readiness Program
- Peer-Assisted Learning

Student Success Current & Future Initiatives

- Interdepartmental Collaborations
- Cultural and Equity Center
- Student Success Training and Development for Faculty and Staff
- Affordability
- Programming Focused on Wellbeing and Stress Management
- Keys to Success
- Academic, Life, and Success Coaching
- Summer Math Preparation Programs
- First-Year Curriculum
- KY Purpose First
- \$2.5 Million James Graham Brown Foundation Grant
- First Generation Student Services
 - First Scholars
 - READY Mentoring with PNC
 - Coffee & Conversation to Pair First-Gen Faculty/Staff and Students
 - Annual recognition, including honor cord for first-gen graduates

RECOMMENDATION TO BOARD OF TRUSTEES
REGARDING PERSONNEL MATTERS

Academic and Student Affairs Committee – December 16, 2021

Executive and Compensation Committee – December 16, 2021

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

Dentistry

Grace de Souza, DDS, State University of Campinas (Brazil); appointment as Associate Professor (Tenured) of Comprehensive Dentistry, December 17, 2021.

Notable Accomplishments:

Dr. de Souza is currently an Associate Professor with tenure (promoted to this rank in 2018) at the Faculty of Dentistry, University of Toronto. She has extensive teaching experience in restorative dentistry and cariology. Dr. de Souza also has a record of funded research and peer-reviewed journal publications in the field of dental biomaterials science, as well as invited presentations of her research at national scientific and professional meetings. Dr. de Souza appears to be well on her way in attaining extra-university recognition of excellence in these areas.

Selection Process:

Dr. de Souza went through the normal hiring process for Job ID 40334 and was selected by the search committee and approved by Dean Bradley

Salary Data:

Proposed base salary: \$135,000

Proposed total: \$135,000

Budget impact: \$135,000

Median benchmark comparison: \$127,528

Benchmark position title: Associate Professor

Benchmark source: American Dental Education Association
Survey of Dental School Faculty

Year of benchmark data: 2018-2019

Benchmark data number of incumbents: 109

Benchmark data number of institutions: 51

Kent Sabey, DDS, University of the Pacific; appointment as Associate Professor (Tenured) of Diagnosis and Oral Health, and Program Director of the Advanced Education Program in Endodontics, January 4, 2022.

Notable Accomplishments:

Dr. Sabey was an Associate Professor with tenure from 2016 - 2020 at the Louisiana State University (LSU) School of Dentistry. His primary area of effort is teaching, with extensive experience (starting in 2011) as the Director for the Advanced Education Program in Endodontics. Dr. Sabey has achieved national recognition as both a clinician and educator in endodontics. In April 2019, he was selected as the Director of the American Board of Endodontics (ABE) and continues to serve in that role, as well as on both the ABE's Oral and Written Examination Committees. He will also be the peer-nominated 2022 recipient of the American Association of Endodontists annual Edward M. Osetek Educator Award. Dr. Sabey has collaborated on 14 peer-reviewed journal publications and one textbook chapter.

Selection Process:

Dr. Sabey went through the normal hiring process for Job ID 40906 and was selected by the search committee and approved by Dean Bradley.

Salary Data:

Incumbent base salary:	\$193,635
Incumbent supplement:	\$ 10,000
Incumbent total:	\$203,635

Proposed base salary:	\$180,000
Proposed supplement:	\$ 10,000
Proposed total:	\$190,000

Budget impact: \$ 3,635 Savings

Median benchmark comparison:	\$140,919
Benchmark position title:	Associate Professor
Benchmark source:	ADEA Faculty Salary Summary, Table 6
Year of benchmark data:	2018-2019
Benchmark data number of incumbents:	24
Benchmark data number of institutions:	51

**Salary is significantly above the benchmark for the following:

- 1) Dr. Sabey has 10 years' experience as Endodontics Program Director
- 2) With the upcoming retirement of the current Endodontics Program Director, this is a hard to fill position, making it necessary to offer a higher salary to attract a highly experienced faculty member

Medicine

Christopher Jones, MD, Associate Professor (Tenured) of Surgery; additional appointment as the Hiram C. Polk, Jr. MD and Mrs. Lily Banerjee Chair in Surgery, March 1, 2022 through February 28, 2026.

Notable Accomplishments:

Dr. Jones is the Chief of the Division of Transplantation Surgery and Associate Professor in the Department of Surgery. He is also the Medical Director of the Louisville VCA Program for Clinical Trial of Hand Transplantation. He is a member of multiple international, national, and regional medical societies and holds numerous important leadership roles within many of these societies.

Selection Process:

Appointment by Chair of Department of Surgery

Salary Data:

Current base salary:	\$ 75,545 – general/clinical
Supplement:	\$281,323 - clinical
Total compensation:	\$356,868

Incumbent base salary:	\$130,862 – contract/APS/endowment
Incumbent supplement:	\$308,370 – contract/APS/endowment
Incumbent supplement:	\$207,588 - ULP
Incumbent total:	\$646,820

Proposed base salary:	\$ 75,545 – general/clinical
Proposed supplement:	\$281,323 – clinical
Proposed total:	\$356,868

Budget impact: There is no increase in pay associated with this appointment

Median benchmark comparison: \$601,000

Benchmark position title: Chief of Division of Transplant Surgery

Benchmark source: Association of American Medical Colleges

Year of benchmark data: 2019-2020

Benchmark data number of incumbents: 21

Dinesh Kalra, MBBS, Professor (Probationary) of Medicine; additional appointment as the Jewish Hospital Cardiovascular Innovation Institute Scientific Director Chair in Medicine, January 1, 2022 through December 31, 2026.

Notable Accomplishments:

Dr. Kalra received his medical degree from All India Institute of Medical Sciences, New Delhi, India in 1994. He then completed an Internal Medicine residency at Baylor College of Medicine in 1999. Dr. Kalra continued his training by completing a fellowship in Cardiology at Baylor College of Medicine in 2002, a fellowship in Clinical Cardiac Electrophysiology at the University of Michigan in 2008 and a fellowship in Advanced Cardiac Imaging at Weill-Cornell New York Presbyterian Hospital in 2014. He has continued his education by pursuing a Master's in Business Administration from the University of Massachusetts. He is expected to complete this program in 2022.

Selection Process:

Selected by Department Chair

Salary Data:

Current base salary:	\$200,000
Current supplement:	\$100,000
Current supplement:	\$450,000 (ULP Annual Salary)
Current total:	\$750,000

Proposed base salary:	\$200,000
Proposed supplement:	\$100,000
Proposed supplement:	\$450,000 (ULP Annual Salary)
Proposed total:	\$750,000

Budget impact: This will be an \$300,000.00 increase to the budget since this PCN was vacant. A salary higher than the median benchmark was agreed upon due to the need to recruit higher quality faculty and compete with other hospitals such as Norton.

Median benchmark comparison:	\$531,000.00
Benchmark position title:	Cardiovascular Medicine– Non-Invasive
Benchmark source:	Association of American Medical Colleges
Year of benchmark data:	2019-2020
Benchmark data number of incumbents:	19

Jason Smith, MD, Professor (Tenured) of Surgery; additional appointment as the Berel L. Abrams, MD Chair in Surgery, March 1, 2022 through February 28, 2026.

Notable Accomplishments:

Dr. Smith is a Professor in the Department of Surgery, Chief of the Division of General Surgery, and Associate Program Director for the Surgical Critical Care Fellowship Program. Dr. Smith is also the Chief Medical Officer of UofL Health. He is a member of all the important learned societies within his discipline and holds multiple leadership roles in national and regional societies. Additionally, he is a member of many national and local medical committees.

Selection Process:

Appointment by Chair after discussion with Dr. Berel Abrams

Salary Data:

Current base salary:	\$130,862 – contract/APS/endowment
Supplement:	\$308,370 – contract/APS/endowment
Supplement:	\$207,588 - ULP
Total compensation:	\$646,820

Incumbent base salary:	\$116,100 – clinical/endowment
Incumbent supplement:	\$ 89,816 – clinical/endowment
Incumbent total:	\$205,916

Proposed base salary:	\$130,862 – contract/APS/endowment
Proposed supplement:	\$308,370 – contract/APS/endowment
Proposed supplement:	\$207,588 - ULP
Proposed total:	\$646,820

Budget impact: There is no pay increase involved with this additional appointment

Median benchmark comparison:	\$567,000
Benchmark position title:	Chief of Division of General Surgery
Benchmark source:	Associate of American Medical Colleges
Year of benchmark data:	2019-2020
Benchmark data number of incumbents:	30

William T. Tse, MBBS, PhD, Associate Professor (Term) of Pediatrics; additional appointment as the Norton Children's Pediatric Oncology Endowed Chair, January 1, 2022 through December 31, 2024.

Notable Accomplishments:

Dr. William Tse is a very accomplished Pediatric Hematology-Oncology Associate Professor, clinical provider and researcher. He has an MD/PhD and has established himself in the field of Bone Marrow Transplant (BMT) and Cellular Therapies. Dr. Tse was recruited from Lurie Children's/Northwestern University in Chicago to help build our research mission in this area and to lead our clinical program. He has done both very successfully. Clinically, we are now accredited to begin CAR-T cell therapy (targeted cellular therapy) for children with resistant leukemia and we are growing our BMT program. He has been the principal investigator on multiple grants, including those submitted for state monies and has established a cellular therapy lab, for pediatric research for CAR-T therapy in children with AML and neuroblastoma. He has worked collaboratively with James Graham Brown Cancer Center researchers in this area and has worked with Dr. Ashok Raj to help raise philanthropic dollars to create the Evan Dunbar Lab for cellular therapy research. Dr. Tse has presented locally and nationally and published extensively in this area. He is growing the research footprint for our program and is highly deserving of the Endowed Chair in Pediatric Oncology Research.

Selection Process:

Appointed by the Chair after discussion with and agreement of the four Vice Chairs of the Department of Pediatrics, discussion with Dr. Ashok Raj, the Pediatric Hematology-Oncology Division Chief and the Dean of the School of Medicine

Salary Data:

Current base salary:	\$103,500.00
NCMG Compensation:	\$126,500.00
Total compensation:	\$230,000.00

Proposed base salary:	\$103,500
Proposed NCMG Compensation:	\$136,500
Proposed Total Compensation:	\$230,000

Budget impact: \$ 0 No increase to salary

Median benchmark comparison:	\$257,200
Benchmark position title:	Associate Professor
Benchmark source:	AAAP National Salaries (80th percentile)
Year of benchmark data:	2019-2020
Benchmark data number of incumbents:	248
Benchmark data number of institutions:	108

Nursing

Ratchneewan Ross, PhD, Case Western University; appointment as Professor (Tenured) of Nursing, July 5, 2022.

Notable Accomplishments:

Dr. Ross’ health promotion research focuses on mental health of vulnerable populations in the U.S. and international settings. Her research has been funded by Fulbright Scholarship Programs, the Japan Ministry of Education, the Thailand Ministry of Education, and the Thailand National Research Institute, among others. Dr. Ross has more than 80 articles, books, and book chapters, with 45 publications as first author. Google Scholar shows her cited 2,300 times. Dr. Ross’ teaching experience includes undergraduate, graduate, and professional students worldwide. She is currently a tenured Professor and Distinguished Professor at the University of North Carolina, Greensboro, School of Nursing.

Selection Process:

Position was posted from January 28 through May 31, 2021 and garnered 12 applicants, three of which were deemed suitable by the search committee to interview. After interviewing, the search committee did not feel comfortable recommending any of them to the Dean. The search was deemed to be a failed search and was re-posted June 10 through July 12, 2021, receiving two applicants. The search committee voted to recommend Dr. Ross to the Dean for consideration. Dr. Ross was brought to campus for a full day interview, including a presentation to the entire faculty and meetings with all program directors and Associate Deans. The Appointment, Promotion, and Tenure committee voted to recommend hiring at the rank of Professor, tenured, to the Dean. The Dean concurred.

Salary Data:

Proposed base salary: \$131,429
Proposed supplement: 0
Proposed total: \$131,429

Budget impact: \$131,429

Median benchmark comparison: \$131,429
Benchmark position title: Professor, 12 months
Benchmark source: American Association of Critical Care Nurses salary survey
Year of benchmark data: 2019-20
Benchmark data number of incumbents: 265
Benchmark data number of institutions: 910

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 BOARD OF TRUSTEES
REGARDING PROMOTION AND TENURE

Academic and Student Affairs Committee – December 16, 2021
Board of Trustees – December 16, 2021

RECOMMENDATION:

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

Dentistry

Juhi Bagaitkar, PhD, Assistant Professor (Probationary) of Oral Immunology and Infectious Diseases; promotion to Associate Professor and award of tenure, January 1, 2022.

Himabindu Dukka, MSD, Assistant Professor (Probationary) of Diagnosis and Oral Health; promotion to Associate Professor and award of tenure, January 1, 2022.

Robert Flint, MD, DMD, Assistant Professor (Probationary) of Oral and Maxillofacial Surgery; promotion to Associate Professor and award of tenure, January 1, 2022.

Pin-Chuang Lai, DDS, PhD, Assistant Professor (Probationary) of Diagnosis and Oral Health; promotion to Associate Professor and award of tenure, January 1, 2022.

Engineering

Jonathan Kopechek, PhD, Assistant Professor (Probationary) of Bioengineering; promotion to Associate Professor and award of tenure, April 1, 2022.

Libraries

Jessica Petrey, MSLS, Assistant Professor (Probationary) of Libraries; promotion to Associate Professor and award of tenure, January 11, 2022.

Medicine

Joshua Hood, MD, PhD, Assistant Professor (Probationary) of Pharmacology and Toxicology; promotion to Associate Professor and award of tenure, January 1, 2022.


Matthew Nystoriak, PhD, Assistant Professor (Probationary) of Medicine; promotion to Associate Professor and award of tenure, January 1, 2022.

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