

MINUTES OF THE MEETING OF THE PERSONNEL COMMITTEE OF THE  
UNIVERSITY OF LOUISVILLE BOARD OF TRUSTEES.

November 13, 2008

In Open Session

Members of the Personnel Committee of the University of Louisville Board of Trustees met on Thursday, November 13, 2008, at 1:30 p.m., in the Jefferson Room of Grawemeyer Hall, with members present and absent as follows:

Present: Mr. Brent Fryrear, Vice Chair, Presiding  
Ms. Marie Abrams  
Mr. Brent Fryrear  
Dr. Robert Curtis Hughes  
Prof. Melissa Laning  
Ms. Jessica Loving (arrived at 1:40 pm.)  
Mr. Frank Minnifield

Absent: Ms. Margaret Handmaker

Other Trustees

Present: Mr. Ron Butt  
Dr. Salem George  
Ms. Rebecca Jackson  
Ms. Brucie Moore  
Mr. Steven Poe  
Dr. William Selvidge  
Ms. Sandy Metts Snowden  
Mr. Rudolph Spencer, III  
Mr. Bill Stone

From the

University: Dr. James Ramsey, President  
Dr. Shirley Willihnganz, Executive Vice President and Provost  
Dr. Larry Cook, Executive Vice President for Health Affairs  
Dr. Manuel Martinez, Executive Vice President for Research  
Mr. Keith Inman, Vice President for University Advancement  
Mr. Mike Curtin, Vice President for Finance  
Mr. Larry Owsley, Vice President for Business Affairs  
Dr. Thomas Jackson, Jr., Vice President for Student Affairs  
Mr. Dan Hall, Vice President for Community Engagement  
Ms. Angela Koshewa, University Counsel  
Ms. Terri Rutledge, Associate Vice President for Business Affairs

Ms. Susan Ingram, Director of Budgets  
Ms. Anne Rademaker, Manager, General Accounting and Reporting  
Ms. Cynthia Hess, Director of Communications  
Ms. Carolyn Cochran, Assistant to the Provost  
Mrs. Kathleen M. Smith, Assistant Secretary  
Mrs. Debbie Dougherty, Board Liaison

I. Call to Order

Having determined a quorum present Vice Chair Fryrear called the meeting to order at 1:30 p.m.

Minutes Approved

Ms. Abrams made a motion, which Dr. Hughes seconded, to approve the minutes of October 2, 2008. The motion passed.

II. Action to Approve Arts & Sciences Personnel Policy/Procedures

Dr. Billingsley reviewed the proposed policy change in the College of Arts & Sciences which will align the personnel policy with Redbook revisions. He confirmed that these changes were approved by the College of Arts and Sciences Faculty Assembly and by the Faculty Senate on September 24, 2008. Ms. Abrams made a motion, which Dr. Hughes seconded, to approve the

**President's recommendation that the Board of Trustees approve the revisions to the personnel document of the College of Arts & Sciences as attached hereto.**

The motion passed.

III. Executive Session

Ms. Abrams made a motion, which Dr. Hughes seconded, to go into executive session at 1:38 p.m. The motion passed.

IV. Open Session Reconvened

Vice Chair Fryrear reconvened the open session at 2:10 p.m. and reported that during executive session, the Committee discussed personnel matters and the 2009 Grawemeyer Awards. No action was required for the 2009 Grawemeyer Awards. Ms. Abrams made a motion, which Mr. Minnifield seconded, to approve the

**President's recommendation that the following personnel recommendations be approved by the Board of Trustees;**

## **ADMINISTRATION**

**Robert S. Goldstein, M.P.H.;** promotion from Assistant University Provost for Institutional Research, Assessment and Data Management to Associate University Provost for Academic Accountability, Institutional Research and Effectiveness, November 13, 2008. The appointment as Associate University Provost is at the pleasure of the Board of Trustees.

**Mary H. Griffith, B.A.,** Centre College; Senior Associate Vice President for Advancement, November 13, 2008. The appointment as Senior Associate Vice President is at the pleasure of the Board of Trustees.

**Patricia R. Payette, Ph.D.;** promotion from Executive Director, “Ideas to Action” Program, to Executive Director, “Ideas to Action” and Associate Director, Delphi Center for Teaching and Learning, November 13, 2008. The appointment as Executive Director and Associate Director is at the pleasure of the Board of Trustees.

**Gale S. Rhodes, Ed.D.;** promotion from Assistant University Provost for Distance and Continuing Education to Associate University Provost and Executive Director, Delphi Center for Teaching and Learning, November 13, 2008. The appointment as Associate University Provost and Executive Director is at the pleasure of the Board of Trustees.

**Connie C. Shumake, M.Ed.;** promotion from Director of Accreditation and Program Management to Assistant University Provost for Accreditation, Academic Planning and Engagement, November 13, 2008. The appointment as Assistant University Provost is at the pleasure of the Board of Trustees.

## **SCHOOL OF DENTISTRY**

**Anibal M. Silveira, D.D.S.,** Professor, Department of Orthodontic, Pediatric, and Geriatric Dentistry; change of additional appointment from Interim Chair to Chair, Department of Orthodontic, Pediatric, and Geriatric Dentistry, December 1, 2008. The appointment as Chair is at the pleasure of the Board of Trustees.

## **DUAL APPOINTMENTS**

**David W. Hein, Ph.D.,** Professor and Chair of Pharmacology and Toxicology, School of Medicine and Peter K. Knoefel Professor of

**Pharmacology and Toxicology; additional appointment as Special Assistant to the University Provost for Strategic Planning, November 13, 2008. The appointments as Chair and Special Assistant are at the pleasure of the Board of Trustees.**

The motion passed.

V. Action Item: Approval of the Creation of Vice President for Human Resources

President Ramsey briefed the committee on the recommendation to create a new position of Vice President for Human Resources. The President recognized the University's faculty and staff as the most important assets and with greater emphasis on human resource administration, the University's employees will benefit. Currently, the head of human resources is an associate vice president in business affairs. Ms. Abrams made a motion, which Mr. Minnifield seconded, to approve the

**President's recommendation that the Board of Trustees approve the establishment of the position of Vice President for Human Resources reporting to the Executive Vice President/University Provost, effective January 1, 2009, in accordance with the position description attached hereto as Exhibit A.**

The motion passed.

VI. Adjournment

Ms. Abrams made a motion, which Dr. Hughes seconded, to adjourn the meeting at 2:20 p.m. The motion passed.

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In Executive Session

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Ms. Marie Abrams  
Mr. Brent Fryrear  
Dr. Robert Curtis Hughes  
Prof. Melissa Laning  
Ms. Jessica Loving  
Mr. Frank Minnifield

Absent: Ms. Margaret Handmaker

Other Trustees

Present: Mr. Ron Butt  
Dr. Salem George  
Ms. Rebecca Jackson  
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Dr. William Selvidge  
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Mr. Dan Hall, Vice President for Community Engagement  
Ms. Angela Koshewa, University Counsel  
Ms. Carolyn Cochran, Assistant to the Provost  
Mrs. Kathleen M. Smith, Assistant Secretary  
Mrs. Debbie Dougherty, Board Liaison

I. Call to Order

Vice Chair Fryrear called the executive session to order at 1:40 p.m.

II. Personnel Matters

Monthly Personnel Recommendations

Dr. Billingsley and Vice President Inman briefed the Committee concerning monthly personnel recommendations.

Grawemeyer Awards 2009 Consultation

Dr. Allan Dittmer briefed the Committee regarding the nominations for the 2009 Grawemeyer Awards. Dr. Dittmer and remaining staff departed.

Update on Personnel and Real Estate Matters

Vice President Jurich entered and briefed the Committee on the status of coaches and real estate matters. Mr. Jurich departed.

Update on External Review of Grants and Contracts Management

Mr. Simon Keemer and Mr. Dub Newell from Cotton & Allen entered and briefed the Committee regarding the external audit of grants and contracts management.

III. Adjournment

Ms. Abrams made a motion, which Dr. Hughes seconded, to adjourn the executive session at 2:08 p.m. The motion passed.

**BOARD ACTION:**

Passed \_\_\_\_\_

Did not pass \_\_\_\_\_

Other \_\_\_\_\_

Date \_\_\_\_\_

Asst. Secretary *Katalin M. Smith*