

Dean of the College of Business

Leadership Profile

Fall 2024



Executive Summary

The University of Louisville (UofL) seeks a collaborative, entrepreneurial, and experienced academic leader to serve as its next Dean of the College of Business.

Founded in 1798 as one of the nation's first city-owned public universities, the <u>University of Louisville</u> is a vital ecosystem that creates thriving futures for students, the community, and society. As one of only 84 universities in the U.S. to earn recognition by the Carnegie Foundation as both a Research 1 and a Community Engaged university, UofL is uniquely positioned to impact lives in areas of student success and research and innovation, while their dynamic connection with the local and global communities provides unparalleled opportunities for both students and citizens.

Spreading across three campuses, UofL is a state-supported research university that is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). With an enrollment of over 24,000 students, its academic programs attract students from every state in the U.S. and countries all over the world. UofL offers graduate, professional, baccalaureate, and associate degrees, as well as certificates in over 200 fields of study. UofL is especially well-known for excellence in teaching, research, and service to the Louisville community and the advancement of educational opportunities for its citizens. With more than 170,000 alumni residing in the U.S. and around the world, UofL's reach extends far beyond the region in which it resides.

The University of Louisville College of Business, established in 1953, is dedicated to enhancing the intellectual and economic vitality of Louisville, the region, and the broader business world. The College offers a wide range of programs, including undergraduate degrees, masters, and doctoral programs. It is home to over 2,500 students, 80 full-time faculty, 70 full-time staff, and more than 27,100 alumni worldwide. Known for its strong emphasis on entrepreneurship, innovation, and critical thinking, the College provides students with real-world experience through its various centers and initiatives, such as the Ulmer Career Management Center, Yum! Center for Global Franchise Excellence, and the Forcht Center for Entrepreneurship. With a commitment to diversity and community engagement, the University of Louisville College of Business prepares students to excel in a dynamic global business environment. The College of Business and its School of Accounting were successfully re-accredited by AACSB International in 2024.

As the College's chief executive officer, the Dean is responsible for the vision, leadership, and ultimate accountability for all activities within the College. The Dean reports to the Executive Vice President and University Provost, Gerry Bradley, and serves on the University's Council of Academic Officers. The primary activities of the Dean are to represent the College to external audiences, be an advocate for College activities, communicate the College's needs to internal and external constituents, and develop resources through program initiatives, internal University resources, and external fundraising. In addition, the Dean should build partnerships and promote and enhance the College's reputation and reach to broader national and international audiences. Reporting directly to the Dean are the associate and assistant deans, the department chairs, and the directors of major College initiatives. For those having faculty appointments, the reporting relationship will be limited to administrative responsibilities.

The ideal candidate must have a strong demonstrated record of fundraising, scholarship, and strategic leadership in higher education and the skills required to oversee a large, complex college. Candidates should have excellent communication skills and the ability to work effectively and build meaningful relationships across multiple constituencies. The candidate must possess a terminal degree and academic credentials that merit appointment with tenure at the rank of professor in one of the College's departments.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

Role of the Dean of the College of Business

As the College's chief executive officer, the Dean is responsible for the vision, leadership, and ultimate accountability for all activities within the College. The Dean reports to the Executive Vice President and University Provost, Gerry Bradley, and serves on the University's Council of Academic Officers. The primary activities of the Dean are to represent the College to external audiences, be an advocate for College activities as well as communicate the College's needs to internal and external constituents, and develop resources through program initiatives, internal university resources, and external fundraising. The Dean's activities will not only focus on the regional community but will also cover national and international audiences. Reporting directly to the Dean are the associate and assistant deans, the department chairs, and the directors of major College initiatives. For those having faculty appointments, the reporting relationship will be limited to administrative responsibilities.

Opportunities and Expectations for Leadership

The new Dean of the College of Business will be expected to carry out the following priorities:

Provide strategic vision and direction for the College

The mission of the College of Business is to prepare the University of Louisville's students for successful careers with a curriculum that reflects an entrepreneurial mindset, the global economy, and the importance of ethical practices. In partnership with faculty, staff, students, and alumni, the next Dean will advance a forward-looking vision for the College of Business through their 2023-2027 strategic plan. As this plan is being implemented, it is critical to ensure that the College is in alignment with UofL's current LEARN, DISCOVER, WORK, and CONNECT strategy as well as AACSB accreditation standards.

It will be essential for the Dean to gain a deep understanding of the College, its departments and centers, as well as its role in the Louisville business community to implement the goals and objectives of the current strategic plan. The Dean will be expected to leverage the College's strengths, seek out new opportunities that advance the College, and serve as a catalyst for interdisciplinary partnerships. The Dean must also bring an understanding of top-tier business schools and the evolving higher education landscape.

Support student success and retention

The College of Business serves more than 2,500 students, with 91% of their students employed in the business field within three months of graduation. The incoming Dean should understand how to attract high-quality and diverse students while ensuring that the student experience and outcomes remain strong. This individual will have a record of supporting teaching excellence, advancing new opportunities for students, and engaging industry to understand what knowledge and skills they are seeking from graduates. The Dean must demonstrate an unwavering commitment to student success and the ability to engage with students from all backgrounds and life experiences.

Effectively manage and allocate the College's resources

The Dean oversees the College's annual budget of about \$30 million. The Dean will be responsible for developing and recommending the College's annual budget and managing resource acquisition and allocation to support the College's and University's goals for teaching and research activities. The incoming Dean should be an experienced academic leader capable of projecting, managing, and leveraging resources in a way that incentivizes innovation, philanthropy, creativity, and entrepreneurism. The next Dean must have a proven record of administering resources strategically, fairly, and responsibly, with the ability and willingness to make difficult and transformative decisions while clearly communicating their decision-making process.

Strengthen fundraising, alumni, and corporate engagement:

The incoming Dean will develop, lead, and support all corporate, alumni, and donor relations strategies and activities on behalf of the College of Business. The College has a passionate and dedicated alumni base and a very engaged <u>Board of Advisors</u> comprised of prominent business and industry leaders who serve as an invaluable resource for the Dean. The next Dean must have the energy, enthusiasm, and passion to communicate the College's strengths effectively in a way that inspires donors and industry partners to grow philanthropic support.

The incoming Dean will also need to be a confident and compelling advocate who will work to enhance the visibility of the College, both internally and externally. The Dean will need to understand the opportunities and challenges facing the Louisville business community and how the University of Louisville and the College can help support the region's needs. This includes effectively preparing students for the workforce, developing academic programs that meet industry needs, and leveraging the city of Louisville as the state of Kentucky's thriving economic hub.

Advance faculty research and scholarship

As a premier research institution, the University of Louisville is an innovation powerhouse that promotes a spirit of entrepreneurship and creativity. The incoming Dean will join a College of Business that is comprised of world-class scholars who value impactful research, critical thinking, and the exchange of new ideas. The new Dean will sustain an environment in which research can flourish, moving the College toward higher levels of excellence and productivity, building on its exceptional breadth and interdisciplinarity, and further enhancing the depth and strength of its robust research portfolio. The Dean should exemplify a deep commitment to research through their own record of scholarly activity and demonstrate a leadership approach that will utilize the skills and expertise within the College.

Recruit, retain, and develop exceptional faculty and staff

The University of Louisville's College of Business has attracted top-tier faculty and a dedicated team of staff who are deeply committed to the College's mission and students. The next Dean will foster and manage an academic enterprise that facilitates recruiting, retaining, and developing talented and diverse faculty and staff. The Dean must ensure that both faculty and staff have the support and infrastructure they need to thrive, including mentorship and opportunities for professional development.



Professional Qualifications and Personal Qualities

The ideal candidate must have a strong demonstrated record of fundraising, scholarship, and strategic leadership in higher education and the skills required to oversee a large, complex College. Candidates should have excellent communication skills and the ability to work effectively and build meaningful relationships across multiple constituencies. The candidate must possess a terminal degree and academic credentials that merit appointment with tenure at the rank of professor in one of the College's departments: Economics, Marketing, Finance, Accounting, Management & Entrepreneurship, Information Systems Analytics & Operations, Equine Industry Department.

In addition, the ideal candidate should possess a record of accomplishment in the following areas:

- Demonstrated experience working collaboratively with others to identify strategic goals, implementing a plan
 to achieve desired outcomes, and engaging and empowering others to lead initiatives that advance a unit's
 mission and vision.
- A commitment to shared governance and to listening to the variety of constituents represented in the College, including faculty, staff, students, alums, donors, and industry.
- An appreciation for and understanding of academic excellence across all disciplines in the College and its
 connections to the University broadly, to create an environment that encourages world-class academic
 research, high-quality teaching, and innovative initiatives.
- Success in creating an environment that ensures the recruitment, development, and retention of top-notch tenure-track and non-tenure-track faculty, academic specialists, and staff members.
- A deep commitment to student success and an understanding of the curricular and co-curricular experiences
 that will prepare students to succeed after graduation.
- A record of effectively utilizing existing resources and identifying new resources that will advance a unit's strategic objectives.
- The capacity to serve as the public face of the College, a record of engaging with external partners to gain insights and create mutually beneficial relationships, and the skills required to articulate the College's vision to alums and corporate partners.
- A demonstrated commitment to fostering an environment where everyone is welcomed, valued, respected, and engaged.
- Strong written, verbal, and interpersonal skills and the ability to inspire others through authenticity and supportive relationships.
- Impeccable personal and professional integrity, strength of character, ethical qualities of the highest order, and alignment with the University's mission and values.
- The ability to play a key role in University leadership, advocating for the College, forging strategic connections across colleges, and an ability to work collaboratively with other deans and campus units to further the goals and objectives of the College and the University of Louisville.

About the College of Business

Points of Distinction

The spirit of entrepreneurship courses through everything at the College of Business at the University of Louisville. It is essential to community growth, job creation, and prosperity. The College is committed to students who are builders, creators, and doers. It gives students the tools to take that entrepreneurial spirit and change the world. The University of Louisville's College of Business is deeply and deliberately "of Louisville." The College builds upon the city's strengths and contributes to those strengths in purposeful and reciprocal ways. The College is committed to making all of Louisville and all of its citizens better. At the same time, the city defines the College and grounds its strategies and programs. This is not a provincial vision; the College of Business is an essential part of what makes Louisville a vital global city.

The College has demonstrated strength in developing entrepreneurial mindsets focused on possibilities and the expert pursuit of opportunities. This entrepreneurial orientation is manifest in programs focused specifically on new venture creation and suffuses all the programs, providing all of the students with the optimistic mindsets of opportunity recognition and creative change. The College has a history of great success and an unyielding commitment to creating access and accelerating opportunities for individuals in pursuit of principled ambitions. This emphasis on advancing opportunities reflects a proactive commitment to inclusion—welcoming people of all backgrounds, experiences, and perspectives—and fostering a diverse, nurturing, and supportive community where everyone can thrive.



The College is committed to securing its place as a global leader in producing principled citizens and business leaders who act ethically and with integrity, shaping sustainable, socially-responsible organizations that change the world consistent with their values and aspirations.

Notable Rankings:

#1	in KY for Entrepreneurship by Princeton Review
#6	in the South for Entrepreneurship by Princeton Review
#26	Professional MBA by Eduniversal Best Masters 2022 Rankings
#17	Online Bachelor's in Business by U.S. News
#26	Online MBA for veterans in the U.S. by U.S. News
#42	Online MBA in the U.S. by U.S. News

Mission

To prepare the students for successful careers with a curriculum that reflects an entrepreneurial mindset, the global economy, and the importance of ethical practices. To enhance the intellectual and economic vitality of Louisville, Kentucky, the region, and the broader business community through our academic programs, research, and community outreach activities.

Vision

The University of Louisville has a state-mandated mission to be recognized as a "premier metropolitan research university." Consistent with this University-level mission, the College of Business seeks to be broadly recognized as one of the top metropolitan research business schools in the U.S. and the leading business school in this region.

The College of Business will:

- Build upon its national reputation in the area of entrepreneurship
- Develop programs with the potential for unique distinction in the areas of supply chain management, franchising, family business, and equine business
- Develop innovative programming that produces a growing number of alumni who create new ventures and revitalize established organizations by using their functional skills, leadership talents, and entrepreneurial way of thinking
- Implement a core business management curriculum that is judged to be among the best in terms of currency, content, and delivery
- Offer opportunities for high-quality functional specialization
- Develop a comprehensive menu of graduate business program offerings
- Develop programs to serve the lifelong learning needs of our alumni and the broader community
- Support the scholarly research of its faculty

Academic & Programs

Undergraduate Programs:

- Accountancy
- Business Administration
- Computer Information Systems
- Economics
- Equine Business
- Finance
- Management
- Marketing

Graduate Programs:

- Dual MBA
- PhD in Entrepreneurship
- Full time MBA
- Innovation MBA
- M.S. in Accounting and Analytics
- M.S. in Business Analytics
- Professional MBA

Online Programs:

- Undergraduate Programs:
 - BSBA in Accountancy
 - Accounting Certificate
 - Horse Racing Industry Business Certificate
 - Franchise Management Certificate
- Graduate Programs:
 - MBA
 - MS in Business Analytics
 - Business of Healthcare Certificate
 - Distilled Spirits Certificate
 - Franchise Certificate
 - Family Business Management & Advising Certificate
 - Horse Racing Industry Certificate
 - Managerial Analytics Certificate

Executive Education:

- Project Management Certificate
- ProStart for New Professionals
- Al Essentials for Executives
- Lean on Healthcare
- Accelerating Growth for Franchise Leaders
- Grant Writing Certificate
- Professional Skills Accelerator Series
- Custom Solutions



Centers & Initiatives

Forcht Center for Entrepreneurship: Established in 2008 with a generous alumni gift from Corbin, Kentucky-based entrepreneurs Marion and Terry Forcht, the Forcht Center for Entrepreneurship at the University of Louisville College of Business is a comprehensive suite of programs that develop and nurture entrepreneurial skills, experiences, and opportunities. These programs have received high marks from U.S. News & World Report, The Princeton Review, EntrePoint, Entrepreneur Magazine, Latin Trade Magazine, and the U.S. Association for Small Business and Entrepreneurship. The Forcht Center for Entrepreneurship in the College of Business has expanded entrepreneurial opportunities for the next generation of innovative business leaders.

<u>Family Business Center</u>: Since 1993, the Family Business Center (FBC) at the University of Louisville has proudly served family-owned businesses in the Kentuckiana region. Our members receive collective insights of established family-owned businesses, respected advisors, and scholars from the UofL College of Business. The Center's mission is to sustain Kentuckiana family businesses through connections, support, education, and advocacy. We leverage local and best-in-class resources with the University of Louisville.

<u>Center for Free Enterprise</u>: Founded in August 2015, the mission of the Center for Free Enterprise is to engage in research and teaching that explores the role of enterprise and entrepreneurship in advancing the well-being of society. The Center gives students the opportunity to learn about the use of innovation, creativity, and entrepreneurial thinking in their work, no matter their intended major or career choice.

<u>Ulmer Career Management Center</u>: Available to students and alumni, the Ulmer Career Management Center offers a variety of resources, including mentoring, career counseling, internship searches, interview preparation, career fairs, and events, all focused on maximizing your professional readiness.

Yum! Center for Global Franchise Excellence: Yum! Center for Global Franchise Excellence is committed to empowering communities to create and sustain generational wealth through franchising. As a world-class leader in franchise education and research, its mission is to unlock entrepreneurial opportunities, particularly for underrepresented populations, by providing industry-leading instruction that equips students with the skills and knowledge needed to excel in franchising.

Center for Positive Leadership: The Center for Positive Leadership was founded in October 2018 with generous donations from the University of Louisville Athletic Department, Vince Tyra, and the Rechter Foundation. Early efforts in the center focused on supporting research on positive leadership, developing leadership tools, and helping to create change in the athletic department. As the Project grew, the center recruited affiliated professionals and a board of advisors. The Center continued to develop tools and research. It added the conversation series and leadership tools showcases. As the time approached for the Center to become a University Center, it updated its strategy so that all of the activities contributed to and benefited from the newest initiative: Local WorldChangers. The Center became an official University Center in April 2023 and continues to expand its operations and impact.

Value for Diversity & Inclusion

The College has a diverse community that values all members and their contributions, treats one another with civility and respect, and embraces inclusive leadership throughout the College.

Community Involvement

A thriving Louisville community sits at the heart of the College of Business mission. The College has programs, business contests, and resources for community members —including high school students — to take advantage of, but the College also sends students out to learn from and benefit the community.

The Cardinal Bridge Academy: The mission of the Cardinal Bridge Academy (CBA) is to offer a transformative educational experience to high school juniors and seniors from talented, diverse communities. By providing access to high-quality college and career opportunities, we strive to provide our Scholars with a seamless pathway to success. Through potential college credits, mentoring, and career preparation opportunities, Scholars have the chance to sharpen their business, technology, and leadership skills and earn early direct admission to the University of Louisville College of Business.

<u>Al Council</u>: The Al Council is a group of up to 20 regional business professionals, college students, and staff and faculty from the College of Business who are passionate about Al. The Council focuses on identifying practical applications for Al within the College, University, and industry and helping to define the strategy, skill sets, tools, and pedagogies needed to successfully implement those applications.

Board of Advisors: The Board of Advisors provides advice and counsel to the Dean, serves as ambassadors and advocates for the College, and helps secure the private resources needed for the College to achieve its mission. The Board serves as a key partner in building a leading global, professional College of Business. The College's graduates will be known for their effective and principled business leadership as well as their technical and managerial skills with their guidance and support. The College's research will influence business leaders, academics, and policymakers. They help the College ensure that it will be a workplace of choice for faculty, staff, and students, a valued member of the UofL community, and a contributor to the welfare of the City of Louisville, the Commonwealth of Kentucky, and the world beyond its borders.



About the University of Louisville

Overview

Founded in 1798 as one of the nation's first city-owned public universities, the University of Louisville (UofL) is a vital ecosystem that creates thriving futures for students, our community, and society.

As one of only 84 universities in the US to earn recognition by the Carnegie Foundation as both a Research 1 and a Community Engaged university, UofL is uniquely positioned to impact lives in areas of student success and research and innovation, while our dynamic connection with our local and global communities provides unparalleled opportunities for students and citizens both.

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Facts & Figures

Established: 1798

President: Kim Schatzel, Ph.D.

Student Body: 24,131

Faculty & Staff: 6,976 (including instruction/ research assistants)

Alumni: More than 170,000 residing in the United States and around the world

Operating Budget: \$1.7 billion, including \$900 million from the commonwealth of Kentucky

Endowment: \$918 million (FY 2023)

Federal agency sponsored research funding: \$98.1 million

Athletic Conference: Atlantic Coast Conference

Mascot: Cardinal

- Carnegie Classifications:
 - Community Engagement
 - Research 1 Doctoral University (Very High Research Activity)
- Accreditation: Southern Association of Colleges & Schools Commission on Colleges (SACSCOC)

Mission Statement

The University of Louisville pursues excellence and inclusiveness in its work to educate and serve its community through:

- 1. teaching diverse undergraduate, graduate, and professional students in order to develop engaged citizens, leaders, and scholars,
- 2. practicing and applying research, scholarship, and creative activity, and
- providing engaged service and outreach that improve the quality of life for local and global communities.

The University is committed to achieving preeminence as a nationally recognized metropolitan research university.

Vision Statement

The University of Louisville will be recognized as a great place to learn, discover, connect, and work because they celebrate diversity, foster equity, and strive for inclusion.

Strategic Plan 2023-2025: Ways Forward

The University of Louisville continues to prioritize and demonstrate how, together, the Cardinal Community leads the charge to help a better world take flight. The new plan prioritizes UofL's efforts to be a great place to learn, where we redefine student success, and work, where we live our mission of creating thriving futures for our students, our community, and our society. Other priorities focus on efforts to make UofL a great place to discover, thanks to its high standing as a research and innovation powerhouse, and a great place to connect as a valuable resource to and partner with our community. The plan also includes five- and ten-year mileposts and an overarching statement of pride and purpose to guide us on our journey.

Academics

Accredited by the Southern Association of Colleges and Schools Commission on Colleges, UofL awards bachelor's, master's, specialist, doctoral, and first-professional degrees (DMD, JD, MD, and PhD) through 12 schools. Students are offered a plethora of internships, co-op, service learning, and research opportunities.

Faculty at UofL are among the top researchers and scholars in their fields. The student-faculty ratio is 14:1, and 42% of UofL classes have fewer than 20 students, facilitating close relationships between students and faculty and enabling students to do advanced independent work. Of UofL's 2,650 faculty members, 47% are women, 53% are men, and 21% are persons of color.

Colleges & Schools

College of Arts & Sciences School of Law

College of Business School of Medicine

School of Dentistry School of Music

College of Education & Human Development School of Nursing

School of Engineering School of Public Health & Information Sciences

Graduate School School of Social Work & Family Science

Leadership

Kim E. Schatzel, Ph.D., President

Dr. Kim Schatzel became the 19th president of the University in February 2023 after serving as the President of Towson University (TU) in Maryland. Prior to her presidency at TU, Dr. Schatzel served as the Interim President, Provost, and Executive Vice President of Academic and Student Affairs at Eastern Michigan University and as Dean of the University of Michigan-Dearborn College of Business. She is one of only two percent of university presidents nationwide with extensive corporate and entrepreneurial experience, having co-founded and led a multinational advanced manufacturing firm. UofL welcomes her skillset and expertise as she leads the \$1.6 billion enterprise that includes an affiliated \$2.5 billion health care system. President Schatzel holds a Ph.D. in business administration with a concentration in marketing and technology from Michigan State University. She earned a bachelor's degree from Washington University in St. Louis.

Gerry Bradley, BDS, MS, Dr.Med.Dent., Executive Vice President and University Provost

Gerry Bradley is the Executive Vice President and University Provost (EVPUP) for the University of Louisville. As EVPUP, he is second in authority over the University, serves as the chief academic officer, and oversees all colleges, schools, and deans. He joined UofL as Dean of the School of Dentistry in August 2016 and has served as Provost since 2022.

Before coming to Louisville with his wife and five sons, Provost Bradley was chair and professor of Developmental Sciences at Marquette University School of Dentistry and also served as the associate dean for Research and Graduate Studies. He is a diplomate of the American Board of Orthodontics and a member of the American Dental Association, the American Board of Orthodontics, the American Dental Education Association, the International Association for Dental Research, and is a member of the Edward H. Angle Society of Orthodontics.

Provost Bradley received his BDS in Cork, Ireland, his orthodontic specialty training and MS degree at The Ohio State University, and a Doctorate in Dentistry at the University of Bern, Switzerland.

The EVPUP (PDF) manages both the day-to-day and long-term academic operations of the University. The EVPUP provides leadership for the academic affairs of the University and not only is responsible for setting the University's academic course, through collaboration with faculty, staff and students, but also is charged with assuring that it stays on course. The EVPUP is an advisor to the University President and acts as president during presidential absences.



Louisville

Located in the heart of Kentucky's largest metropolitan area, the Greater Louisville Metropolitan area has a population of approximately 1.3 million, while the city of Louisville has a population of approximately 626,000. The perfect mix of Southern charm and big city culture, the thriving metropolitan city is a vibrant center of cultural activity, boasting great foods, sports, concerts, a beautiful parks system, cultural events, and world-class attractions. Situated on the banks of the Ohio River, America's 17th largest city boasts a cost of living that is substantially lower than the national average, with a broad range of affordable housing options from high-rise apartments and historic Victorian homes to suburban communities and rural farms.

Louisville by the numbers

#4

Most Beautiful & Affordable Places to Live, <u>Travel + Leisure 2023</u>

#9

Best Food Cities in the U.S., Travel + Leisure 2023

#14

Best Cities for New College Graduates, SmartAssets 2022



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the University of Louisville in this search. For fullest consideration, candidate materials should be received by February 3rd, 2025

Application materials should be submitted using WittKieffer's candidate portal.

Nominations and inquiries can be directed to:

Zachary A. Smith, Ph.D., Julia Bradley, and Natalie Song

UofLBusinessDean@wittkieffer.com

The University of Louisville is committed to and will provide equality of educational and employment opportunity 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 and expression, marital status, pregnancy, or veteran status – except where sex, age, or ability represent bona fide educational or employment qualifications or where marital or veteran status are statutorily defined eligibility criteria for Federal or State benefit programs. Further, the university seeks to promote campus diversity by enrolling and employing a larger number of minorities and women where these groups have historically been and continue to be under-represented within the university in relation to availability and may extend preference in initial employment to such individuals among substantially equally qualified candidates, as well as to veterans.

This affirmation is published in accordance with 41 CFR 60 and is in keeping with Title VII & Title IX of the Civil Rights Act of 1964, as amended; Executive Order 11246; the Rehabilitation Act of 1973; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; the Civil Rights Restoration Act of 1988 and Kentucky Statutes. The university aims to achieve, within all areas of the university community, a diverse student body, faculty, and staff capable of providing for excellence in the education of its students and for the enrichment of the university community.

President's Affirmative Action and EEO Policy Statement.