THE UNIVERSITY OF TEXAS AT SAN ANTONIO

DOCUMENTS AND PROCEEDINGS OF THE GENERAL FACULTY

SUMMARY MINUTES OF THE
FACULTY SENATE MEETING
of December 5, 2019

The regular monthly meeting of the Faculty Senate for the 2019-2020 academic year was held December 5, 2019, at 3:30 p.m. in the Assembly Room (JPL 4.04.22) with Dr. Chad Mahood, Chair of the Faculty Senate, presiding.

I.   Call to order and taking of attendance

Present: Diane Abdo, Vangie Aguilera, Sonya Aleman, Gina Amatangelo, Paul Ardoin, Rajendra Boppana, Lorenzo Brancaleon, Curtis Brewer, Ian Caine, Amarie Carnett, James Chambers, Roger Enriquez, Alexis Godet, Abraham Graber, Jamon Halvaksz, David Hansen, Richard Harris, Matthias Hofferberth, Becky Huang, Jeffrey Hutchinson, Kim Kline, Andrew Konove, Dennis Lopez, Chad Mahood, Debra Pena, Priya Prasad, Rica Ramirez, Pablo Requena, Nathan Richardson, Devon Romero, Dan Sass, Liang Tang, John Wald, Xiaodu Wang, Alistair Welchman, Karen Williams, Tina Zawacki, Rene Zenteno

Absent: Samson Alva, Sabina Bhattathiry-Kapoor, David Bojanic, Emily Bonner, Langston Clark (excused), James Dawes, Glenn Dietrich, Mike Doyle, Ovidio Giberga, Drew Johnson, Ram Krishnan, Sandeep Langar, Huy Le, Michael Miller, Ashok Nedungadi, Chris Packham, Branco Ponomariov, Bill Ramos, John Zarco

Guests: Myron Anderson, Eric Cooper, Veronica Mendez, Heather Montoya (Paisano), Rudy Sanchez (Paisano), Sarah Soulek, Joseph Torres (Paisano)

Total members present: 38   Total members absent: 19

II.   Consent Calendar

•   Approval of minutes – November 7, 2019

The minutes were approved.

*On November 22, the Faculty Senate conducted an electronic vote regarding the Provost's email concerning workload. The outcome of the vote is below:

21   Yes, I vote that the Faculty Senate recognize and distribute the Provost's email
0   No, I vote that the Faculty Senate not recognize and distribute the Provost's email
9   Abstain

III.   Reports

❖   Campus Climate Survey and Inclusivity Statement
    o   Myron Anderson, Vice President for Inclusive Excellence
        Dr. Anderson presented the current version of the university's inclusivity statement and said that he would welcome the senate's endorsement and any input to the

existing statement. Input has already been solicited from various affinity groups and the President's cabinet. Additional feedback to be incorporated includes adding a statement about UTSA as a HSI and language recognizing the reason why UTSA was established. The senate agreed to send any feedback to Dr. Mahood and would vote regarding endorsement at a later date once everyone has viewed the statement.

A. Chair's Report – Chad Mahood

Dr. Mahood said that he is serving as the faculty representative on the selection committee for campus food services and any feedback regarding food services can be sent to him by December 13th. He is also serving as a representative for DEI (Diversity, Equity, Inclusion) Inventory and is looking for volunteers to help assess what programs/groups currently exist and determine what their part of the institution has done in the past to recognize diversity, as well as what should be done in the future.

B. Provost's Report – Kimberly Andrews Espy

Dr. Espy thanked the senate for raising their concerns and participating in the recent meeting regarding workload. The goal is to create college-specific guidelines and promote more dialogue. In order to do that, Dr. Espy is planning to set up meetings with the colleges to increase dialogue, scheduling more meetings with the senate for those working on an administrative level on various projects and initiatives, and giving regular updates more often to the senate.

Dr. Espy said that Dr. Mahood and Dr. Shipley are working to get more representation on the discussion involving NTT appointments and titles. An update was sent to all HCaP faculty regarding the dean's search. Candidates are expected to be screened in January and brought to campus in January or February. The COLFA dean's search is also underway and the Provost has asked the screening committee to look at identifying more diverse candidates after screening the first pool.

- Strategic Enrollment Updates
  - o Eric Cooper, Associate Vice Provost, Strategic Enrollment

Eric Cooper give an update on UTSA's Strategic Enrollment Initiatives. The main goal is to improve recruitment, retention and academic support processes to enable UTSA to become a Model for Student Success by:
- Ensuring current and prospective students have a positive UTSA experience
- Supporting the Colleges in data-driven academic decision making; and
- Addressing unintended silos, communication gaps and barriers to student progress

Improvements are being made to the following areas to achieve this goal:
- Orientation - improve the "first UTSA experience" on joining our academic community of learners in preparation to start classes in the fall semester.
- Degree Planning - improve effectiveness of tools (Degree Works) to support students' timely progress towards degree completion.
- Course Scheduling/Registration - promote timely degree completion via improved academic planning through more effective, data-driven alignment of course demand and availability.
- Course Availability & Waitlist Monitoring - promote timely degree completion via improved academic planning through more effective, data-driven alignment of course demand and availability.
- Registration Holds - reduce unnecessary barriers to registration while optimizing addressing unresolved student issues

- ▪ Supporting Students with CRM - Salesforce, our Customer Relations Management (CRM) tool, enables the data-informed management of the entire student life cycle. Phase 1 implementation focused on recruitment activities, including prospect and inquiry management, case management, funnel reporting, and automated communication campaigns. Next steps involve incorporating online programs operations into CRM and identifying licenses and CRM activities for each college.

- • Budget and Finance Update
  - o Veronica Mendez, Senior Vice President for Business Affairs

Ms. Mendez presented a budget update and annual financial results. She discussed the IRM (Incentivized Resource Management) budget model and gave an update on the annual operating margin, ratio of spendable cash and investments to total debt, and overall financial condition ratios. She discussed functional expenditures broken down into the following sectors: instruction, research, public service, academic support, student services, institutional support, operations & maintenance, scholarships & fellowships, auxiliary enterprises and depreciation. Research expenditures have increased $10.5MM (18%). In order to calculate administrative cost measures, the amount of institutional support expenses is divided by the total operating expenses minus auxiliary expenses. UTSA's administrative cost measure in 2019 is 8.74%. Ms. Mendez also discussed state exemptions like the Hazlewood Act and presented a chart with salary and wage expenses displayed by group/type. She discussed some new endowments that have been added to the university's endowment fund in the amount of $6.4MM as well as ongoing and new capital activity (Science and Engineering building, Guadalupe hall, etc.). The full budget presentation can be viewed on the senate's SharePoint site.

- C. Curriculum Committee – Rajendra Boppana
  - o No update

- D. Graduate Council Chair – Alistair Welchman
  - o No update

- E. Budget Committee – John Wald
  The Budget Committee presented a resolution regarding the IRM implementation, citing that the current policy was not transparent, pointing out the high tax rates on colleges and need for subvention, and addressing the lack of details shared about administrative costs. There was a motion, which was seconded, to approve the resolution and send it forward. **The senate voted to approve the resolution as follows: 32 approve, 0 do not approve, 1 abstention.**

- F. Academic Freedom, Evaluation and Merit Committee – Richard Harris
  The AFEM Committee presented a memo highlighting the concerns about the workload framework previously distributed, specifically table 1 and the option of a 5-5 workload. There was a motion, which was seconded, to approve the memo and send it forward. **The senate voted to approve the memo as follows: 34 approve, 0 do not approve, 1 abstention.**

- G. HOP Committee – Xiaodu Wang
  The HOP Committee reviewed changes to the COI policy and posted some revisions. The chair asked for a vote endorsing the changes and the senate voted as follows:

26 approve, 0 do not approve, and 3 abstentions. The revised version will be sent forward for review by other stakeholders.

    H. Research Committee – Jamon Halvaksz
- o No update

IV.   Unfinished Business

V.   New Business

VI.   Open Forum

VII.   Adjournment

There being no further business, a motion to adjourn was made, seconded, and unanimously passed at 5:01 p.m.