NOVEMBER 2021

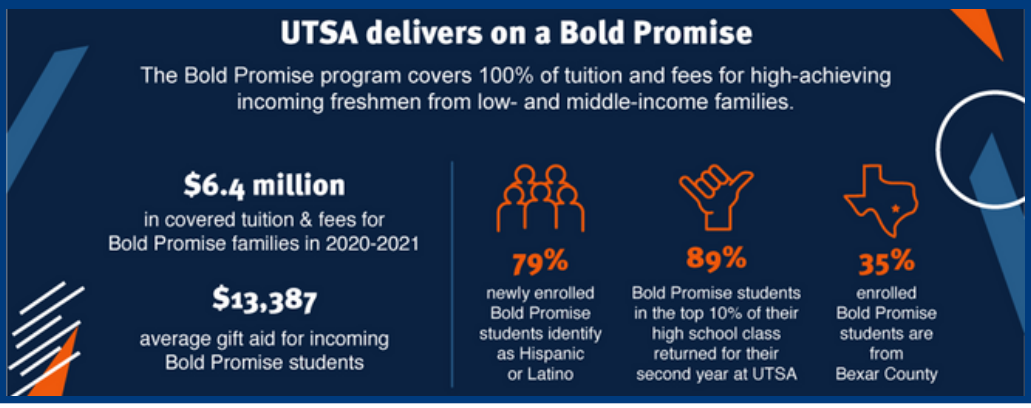
SENATE HIGHLIGHTS

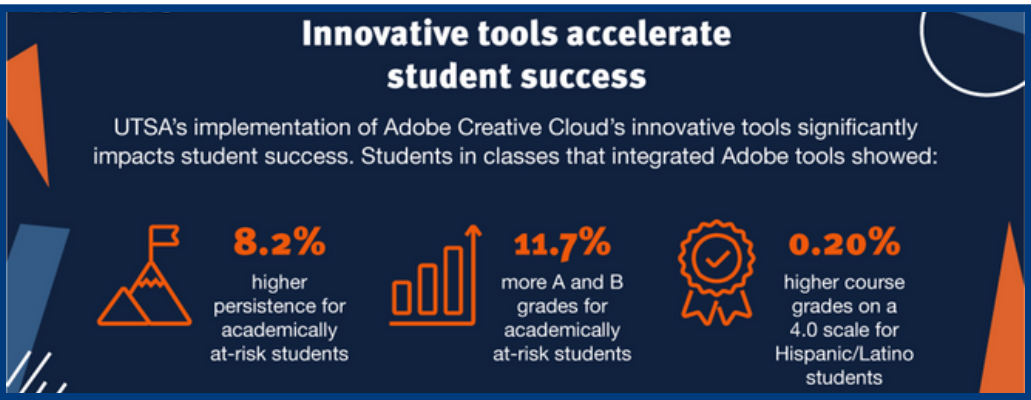
UTSA FACULTY SENATE NEWSLETTER

Leadership Report: Academic Affairs

PROVOST KIMBERLY ESPY

- UTSA has raised the family income level to $70k to expand the Bold Promise program supporting more Texas students and families.
- **COVID-19** daily case numbers, hospital trends, and weekly positive tests are steadily decreasing. The outlook for spring is positive.
- Thanks to all who attended the Academic Affairs **Season of Thanks** celebration on Nov. 8. If you did not attend, there are still some Academic Affairs tumblers available, while supplies last. Contact Melinda, if interested.





2020–2021 OFFICERS AND EXECUTIVE COMMITTEE

CHAD MAHOOD: CHAIR
VACANT: VICE CHAIR ELECT
CHRIS PACKHAM: SECRETARY OF THE GENERAL FACULTY
CURTIS BREWER: PARLIAMENTARIAN
MARY MCNAUGHTON-CASSILL: SECRETARY
DREW JOHNSON: CHAIR, ACADEMIC FREEDOM, EVALUATION AND MERIT COMMITTEE
JURGEN ENGELBERTH: CHAIR, GRADUATE COUNCIL
JOHN WALD: CHAIR, BUDGET COMMITTEE
MATTHIAS HOFFERBERTH: CHAIR, HOP COMMITTEE
ALEXIS GODET: CHAIR, FS RESEARCH COMMITTEE
ANDREW LLOYD: CHAIR, CURRICULUM COMMITTEE
DIANE ABDO: ADTS REPRESENTATIVE

FOR FULL FACULTY SENATE MINUTES & REPORT, CLICK HERE

FOR MORE DETAIL, CONTACT YOUR SENATOR

The purpose of the newsletter is to communicate updates from the Faculty Senate and to encourage faculty participation in the spirit of shared governance and the success of UTSA students, faculty, and staff.

University Leadership Updates

SHERI HARDISON, SENIOR ASSOCIATE VICE PRESIDENT FOR FINANCIAL AFFAIRS AND DEPUTY CFO

A Budget Update was shared with the senate. Revenue and expense highlights were discussed, as well as a breakdown of university income and expenditures **(see full budget presentation attached).**
The new Incentivized Resource Management (IRM) Budget Model was discussed. **Learn more about IRM**

Goal for next year: Continue to improve upon communication and provide training resources to a variety of different audiences, including faculty and university leaders.

Despite delays from COVID in 2020, IRMY22 is the third year of the model.
- See **Annual budget statements**

UTSA engaged Huron Consulting to provide feedback on our progress with IRM.
- **Final report from Huron Consulting**

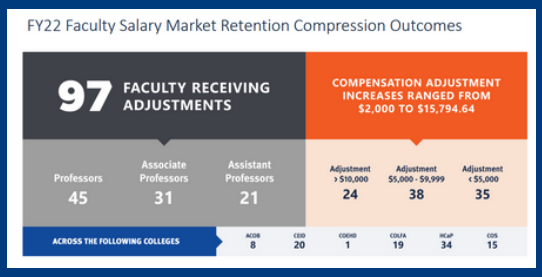
NOTE: Increased general revenue from the state resulted directly from successful efforts by the colleges and academic support divisions to increase enrollment, retention and externally sponsored activity.

Using changes in activity, IRMY22 allocated the earned activity-based revenue to units, creating additional opportunity for investment directed towards strategic goals and for hiring and retaining best-in-class faculty and staff to meet those goals.

- Minimum pay rates for Fixed Term Faculty and Staff
- Compression and market retention adjustments for Faculty & Staff
- Faculty promotions and tenure
- Institutional merit
- New Faculty hires
- Graduate student support
- Startup expenses
- Increased student services
- Operations
- Space enhancement

Compensation Strategy Investments

Reminder: The model works by the proportionate share; colleges earn their revenue based on their activity and then the colleges have the autonomy to decide the relative mix of how they put the dollars to work according to their priorities.



Faculty Market Retention Compression Adjustment Process

- The proportionate share of academic activity determines the revenues allocated to the college, where the earned allocated revenue supports all faculty compensation costs.
- College Deans, using a college-specific consultation process, determined the proportion of funding allocation to college-specific purposes (e.g. new hires, market retention compression adjustments, graduate students investments, etc.)

The **Strategic Investment Fund** was launched, with a committee comprised of faculty and staff from throughout the university. Learn more about the **Strategic Investment Fund here.**

Operational Review Committee completed their first reviews in IRMY22. This collaborative review process assesses internal policies, processes and priorities and identifies opportunities to improve outcomes and recognize efficiencies. Learn more about the **Operational Review Committee here.**

Regarding merit, can you share more details about how the process of annual evaluation scores are tied to percentage increases? Will this be communicated to the faculty?

That is a good question because different procedures have been used at UTSA over time, unfortunately, since the evaluation scores will not be in until the 15th there is not a definitive answer yet, but here are some principles
1. *A localized contact is important, so deans are involved*
2. *Since we went through the process to do the evaluation scores and given that we have time, we will use those in addition to the big buckets, however, what that score distribution will be has not been determined. We are looking at comparability across faculty and staff although their are different variables so we are looking at all that.*

Yes, this will all be shared.

How will COVID/pandemic checklist be used in the process? Is it up to each dean?

A best practice document was created for the colleges to use as a part of how they went about looking at that. Often it was looked at for how to help a faculty member depending on stages to increase resources, help with training, or provide opportunities. The colleges took it from there to apply it to their individual processes.

University Leadership Updates

ROBERT RICO, DIRECTOR OF RESTORATIVE JUSTICE & MYRON ANDERSON, VICE PRESIDENT FOR INCLUSIVE EXCELLENCE

Restorative Justice is part of inclusive excellence ecosystem plan for the institution to have a welcoming and inclusive environment. UTSA is only the second school in Texas to have this program. Restorative Justice is a relational approach to building community, creating a space where people can come together and have a conversation with honest dialogue. Universities are very diverse, and these practices lessen tension between different populations. Restorative Justice gives faculty, students, and staff a safe place to voice their opinions in a respectful manner. We know conflicts will occur, the goal is to humanize conflicts and issues.

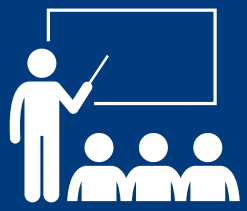
Learn more about **Restorative Justice at UTSA here.**

Consent Agenda

Approval of minutes: **APPROVED**

Curriculum Committee

ANDREW LLOYD: CHAIR, CURRICULUM COMMITTEE/DEPT. OF MUSIC



Curriculum Proposal:

- HCaP- Community Health Worker Certificate Proposal - **APPROVED**

Q
A

Can you help us understand what a community health worker is or does? Is this a profession in itself or something that people in other professions can train to do as well?
Community health workers are typically community members who get 160 hours of training to help clinical trained professionals reach out to the community concerning public health issues. The American Public Health Association specifically says a community health worker is a frontline public health worker who is a trusted member of the community and understands the community they serve. This trusted relationship enables the community worker to serve as a liaison between health services and the community to facilitate access to services and improve the quality and cultural competence of service delivery. It is both a profession in and of itself and an additional educational training that someone can have who is interested in aspects of health professions, whether as a physician, nurse, physical therapist, etc. It is a philosophy that can help health professionals be more cognizant of their patients and cultural roots.

What are the grounds for thinking enrollment will be what you indicate?
It was based on the expected initial interest in the certificate would be and grow as more students learn about it and based on collaboration with UT System Center in Laredo where there is a focus on health and community health initiatives and providing programming there tha aligns with what Laredo Community College has focused on in some of their associate programs.

Clarification on the what departments will administer the certificates in HCaP?
It would be housed at the college level because it is an application for students across HCaP and even outside HCaP

Chair's Report

CHAD MAHOOD, PH.D.
FACULTY SENATE CHAIR/ASSOCIATE PROFESSOR DEPT. OF COMMUNICATION

- Starting in December
  - Future presentations to full Senate are not to exceed 15 minutes each.
  - Presentation slide decks are requested to be provided at least 24 hours in advance to allow time for review prior to the meeting (draft versions are understandable and acceptable).
- Compliance training is due Jan. 14. Technical issues should be resolved.
- ULC Update: VPBA presented a proposal for a 2.7% tuition increase (max allowed by UT System) and noted that our current tuition is low compared to other Texas universities. VPBA has discussed the increase with SGA.
- As Faculty Senators, you are required to update your Department on Faculty Senate meetings. The method of communication is up to you, but forwarding the Faculty Senate Newsletter is encouraged. It is available **online**.

Secretary of the General Faculty Report

CHRIS PACKHAM: SECRETARY OF THE GENERAL FACULTY/ DEPT. OF PHYSICS AND ASTRONOMY

- Attended Texas Council of Faculty Senates
  - Very broad range of responses to COVID depending on university and huge disparity in how they have dealt it and with faculty evaluations. UTSA falls on the good side of responses.
  - Enrollment in some institutions is slightly up and others is really down. Those with decreases are also seeing retention issues,
- Talking with some people in staff senate, SGA, and sustainability at UTSA about a climate (weather & emissions) audit and there seems to be interest from UT System and Texas Council of Faculty Senates to do an audit more widely across the higher education institutions in Texas.

HOP Committee

MATTHIAS HOFFERBERTH: CHAIR, HOP COMMITTEE/DEPT. OF POLITICAL SCIENCE AND GEOGRAPHY

University Technology Solutions is currently looking into expanding the HOP by adding a new chapter on certain policies which have been spread out and which are now more relevant (i.e. information use and security policy, cloud computing policy, etc.)

HOP Committee is reviewing these policies but there is nothing critical; some are just moved around or reworded. If anyone would like a sneak peek of this work or have any questions, reach out to the committee.

Research Committee

ALEXIS GODET: CHAIR, RESEARCH COMMITTEE/DEPT. OF GEOLOGICAL SCIENCES

The Research Committee completed the RSC document with a series of feedback for Dr. Saygin and VPREDKE. The document will be submitted in the coming days.

Unfinished Business

Faculty Senator Kim Fonzo (English Department) introduced Kerry Sinanan and Jocelyn Moody from the English Department for public comment regarding how the Curriculum Committee discussed a degree proposal at the last meeting. The full statement can be found in the **minutes**.

Open Forum

John Wald: Chair, Budget Committee:
Introduction of topic for future discussion
There could be interest in proposing new language to strengthen the faculty governance language in the HOP. This issue was discussed in the past and there could be renewed interest in forming an ad hoc committee and revisiting the topic moving forward.

2021–2022 FACULTY SENATE MEMBERS

UTSA COLLEGE OF ENGINEERING AND INTEGRATED DESIGN
- **JOHN ALEXANDER,** SCHOOL OF ARCHITECTURE & PLANNING
- **AUGUST (GUS) ALLO,** FIXED-TERM TRACK REPRESENTATIVE
- **DREW JOHNSON,** DEPT. OF CIVIL AND ENVIRONMENTAL ENGINEERING
- **SANDEEP LANGAR,** DEPT. OF CONSTRUCTION SCIENCE AND MANAGEMENT
- **SUE ANN PEMBERTON,** SCHOOL OF ARCHITECTURE & PLANNING
- **JEFFREY PREVOST,** DEPT. OF ELECTRICAL AND COMPUTER ENGINEERING
- **GABRIELA ROMERO URIBE,** BIOMEDICAL ENGINEERING AND CHEMICAL ENGINEERING

COLLEGE OF BUSINESS
- **VICTOR DEOLIVERIA,** DEPT. OF MANAGEMENT SCIENCE AND STATISTICS
- **RICK GRETZ,** DEPT. OF MARKETING
- **DANIEL HOLLAS,** DEPT. OF ECONOMICS
- **HUY LE,** DEPT. OF MANAGEMENT
- **CHARLES LIU,** INFORMATION SYSTEMS & CYBER SECURITY
- **DENNIS LOPEZ,** DEPT. OF ACCOUNTING
- **MAHO SONMEZ,** FIXED-TERM TENURE TRACK REPRESENTATIVE
- **JOHN WALD,** DEPT. OF FINANCE

COLLEGE OF ENGINEERING
- **KIRAN BHAGANAGAR,** DEPT. OF MECHANICAL ENGINEERING

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT
- **SONYA ALEMAN,** DEPT. OF RACE, ETHNICITY, GENDER AND SEXUALITY STUDIES
- **CURTIS BREWER,** DEPT. OF EDUCATIONAL LEADERSHIP AND POLICY STUDIES
- **FELICIA CASTRO-VILLAREAL,** DEPT. OF EDUCATIONAL PSYCHOLOGY
- **BECKY HUANG,** DEPT. OF BICULTURAL-BILINGUAL STUDIES
- **RICA RAMIREZ,** DEPT. OF INTERDISCIPLINARY LEARNING AND TEACHING
- **DEVON ROMERO,** DEPT. OF COUNSELING

COLLEGE OF LIBERAL AND FINE ARTS
- **WHITNEY CHAPPELL,** DEPT. OF MODERN LANGUAGES AND LITERATURES
- **BRIAN DAVIES,** DEPT. OF HISTORY
- **KIMBERLY FONZO,** DEPT. OF ENGLISH
- **MARCUS HAMILTON,** DEPT. OF ANTHROPOLOGY
- **DAVID HANSEN,** FIXED-TERM TENURE TRACK REPRESENTATIVE
- **MATTHIAS HOFFERBERTH,** DEPT. OF POLITICAL SCIENCE AND GEOGRAPHY
- **KIM KLINE,** DEPT. OF COMMUNICATION
- **S. ANDREW LLOYD,** DEPT. OF MUSIC
- **HUMBERTO SAENZ,** DEPT. OF ART AND ART HISTORY
- **JOSH THUROW,** DEPT. OF PHILOSOPHY AND CLASSICS

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- **RAJENDRA BOPPANA,** DEPT. OF COMPUTER SCIENCE
- **LORENZO BRANCALEON,** DEPT. OF PHYSICS AND ASTRONOMY
- **JAMES CHAMBERS,** MOLECULAR BIOLOGY AND IMMUNITY
- **MIKE DOYLE,** DEPT. OF CHEMISTRY
- **ALEXIS GODET,** DEPT. OF GEOLOGICAL SCIENCES
- **DMITRY GOKHMAN,** DEPT. OF MATHEMATICS
- **BRIAN LAUB,** DEPT. OF ENVIRONMENTAL SCIENCE AND ECOLOGY
- **RICHARD LEBARON,** DEPT. OF NEUROSCIENCE, DEVELOPMENTAL AND REGENERATIVE BIOLOGY

COLLEGE FOR HEALTH, COMMUNITY AND POLICY
- **GINA AMATANGELO,** FIXED-TERM TENURE TRACK REPRESENTATIVE
- **ROGER ENRIQUEZ,** DEPT. OF CRIMINAL JUSTICE
- **GINNY GARCIA,** DEPT. OF SOCIOLOGY
- **WILLIAM LAND,** DEPT. OF KINESIOLOGY
- **MARY MCNAUGHTON-CASSILL,** DEPT. OF PSYCHOLOGY
- **EMILY NICKLETT,** DEPT. OF SOCIAL WORK
- **BRANCO PONOMARIOV,** DEPT. OF PUBLIC ADMINISTRATION
- **ZENONG YIN,** DEPT. OF PUBLIC HEALTH
- **RENE ZENTENO,** DEPT. OF DEMOGRAPHY

UNIVERSITY COLLEGE
- **LAUREN RIOJAS-FITZPATRICK,** FIXED-TERM TENURE TRACK REPRESENTATIVE

EX-OFFICIO MEMBERS
- **DIANE ABDO,** REPRESENTATIVE, ACADEMY OF DISTINGUISHED TEACHING SCHOLARS
- **EMILY BONNER,** PAST FACULTY SENATE CHAIR
- **JURGEN ENGELBERTH,** CHAIR, GRADUATE COUNCIL
- **CHAD MAHOOD,** CHAIR, FACULTY SENATE
- **CHRIS PACKHAM,** SECRETARY OF THE GENERAL FACULTY