

# UTSA<sup>®</sup> The University of Texas at San Antonio<sup>™</sup> FACULTY SENATE

Chair's Report

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# Welcome Back

- Orientation materials
- Committee “meetings”
- Role of committees

# Faculty Concerns Survey

	Salary/Compensation	External Funding	Safety	DFW Policy	Research	Departmental Issues	NTTs	Workload	Grad Student
5	Compensation is not competitive for individuals with comparable vitas at peer universities	Support for gaining external funding	End Concealed Carry on Campus	Dean Gelo's DFW Policy	Research	Can there be (or does there exist) an external mediator for dept/college inequities?	NTT faculty policies	Other issues related to workload	
5	Salary Compression	More administrative support from RSC (doing administrative tasks takes away from actually doing the research)	A safe environment for faculty, staff, students, and campus guests (re: campus carry)	Punitive rather than supportive policies to address DFW		Some oversight for departments that lose a lot of faculty - often due to inequitable annual review process and/or inequitable treatment	NTT concerns - contracts, salary, evaluation process	Teaching Workload	
5	Support for faculty retention (e.g. merit raises) that matches support for new hiring		Giving faculty an actual say in defining and re-defining gun-free zones	Pressures by administration to inflate grades		Exit interviews to uncover departmental issues		faculty have been overburdened with administration assignments and paperwork to comply with infinite regulations at different levels which leads to serious lack of productivity for active researchers	
5	Research and travel support for social science researchers			DFW mandates					
5	Support for conference attendance			Faculty generated solutions to DFW rates					

# UTSA Faculty Senate Survey of Faculty Concerns

## Graphical Analysis

### Response Histogram

