Chair’s Report
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September 1, 2016
Welcome Back

• Orientation materials
• Committee “meetings”
• Role of committees
# Faculty Concerns Survey

<table>
<thead>
<tr>
<th>Concern</th>
<th>Salary/Compensation</th>
<th>External Funding</th>
<th>Safety</th>
<th>DFW Policy</th>
<th>Research</th>
<th>Departmental Issues</th>
<th>NTTs</th>
<th>Workload</th>
<th>Grad Students</th>
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</thead>
<tbody>
<tr>
<td>Compensations not competitive for individuals with comparable vitas at peer universities</td>
<td>Support for gaining external funding</td>
<td>End Concealed Carry on Campus</td>
<td>Dean Geolo's DFW Policy</td>
<td>Research</td>
<td>Can there be (or does there exist) an external mediator for dept/college inequities?</td>
<td>NTT faculty policies</td>
<td>Other issues related to workload</td>
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<td>Salary Compression</td>
<td>More administrative support from RSC (doing administrative tasks takes away from actually doing the research)</td>
<td>A safe environment for faculty, staff, students, and campus guests (re: campus carry)</td>
<td>Punitive rather than supportive policies to address DFW</td>
<td>Some oversight for departments that lose a lot of faculty - often due to inequitable annual review process and/or inequitable treatment</td>
<td>NTT concerns - contracts, salary, evaluation process</td>
<td>Teaching Workload</td>
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<td>Support for faculty retention (e.g. merit raises) that matches support for new hiring</td>
<td>Giving faculty an actual say in defining and re-defining gun-free zones</td>
<td>Pressures by administration to inflate grades</td>
<td>Exit interviews to uncover departmental issues</td>
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<td>Research and travel support for social science researchers</td>
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<td>Support for conference attendance</td>
<td>Faculty generated solutions to DFW rates</td>
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UTSA Faculty Senate Survey of Faculty Concerns

Graphical Analysis

Response Histogram

- Salary/Compensation: 59
- External Funding: 25
- Safety: 21
- DFW Policy: 35
- Research: 15
- Departmental Issues: 25
- NITs: 10
- Workload: 27
- Grad Students and TaGs: 23
- Administrative Issues: 33
- Shared Governance and Other: 28