

**BOLD
FUTURES**

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**UTSA'S BOLD
ADVANTAGE**

Faculty Senate



Heather Shipley, Ph. D.

Interim Provost & Senior Vice President for Academic Affairs

November 30, 2023



SB 17 Update



A SUMMARY OF PRELIMINARY FINDINGS

**THE ELRC AND PAIR TEAMS HAVE
REVIEWED AND EVALUATED MORE
THAN 300 INVENTORY ITEMS**



SB 17 REVIEW PROCESS

Presidential Review and Approval



Executive Leadership
Review Committee

SB 17 Advisory Group



PAIR Team

Campus-Wide Stakeholder
Working Group

Presidential Review and Approval

Will make final determinations of permissibility based on the provided recommendations.

Executive Leadership Review Committee

Will make recommendations to the President regarding permissible activities, communicate findings, and direct implementation efforts.

SB 17 Advisory Group

Will consult and provide advice on the process and serve as a consultative body on determinations.

PAIR Team

Will facilitate the collection of materials for review and use a UT System-approved rubric to make a preliminary recommendation based on the characteristics of a program, activity, or initiative.

Campus-Wide Stakeholder Working Group

Will collect, screen, and submit programs, activities, and initiatives that are subject to SB 17 on behalf of divisions, colleges, and units.

SB 17 REVIEW PROCESS

Presidential Review and Approval



Executive Leadership Review Committee



PAIR Team



Campus-Wide Stakeholder Working Group

SB 17 Advisory Group

Presidential Review and Approval
President Taylor Eighmy

Executive Leadership Review Committee
Senior Vice Presidents Heather Shipley, Veronica Salazar, and Carlos Martinez

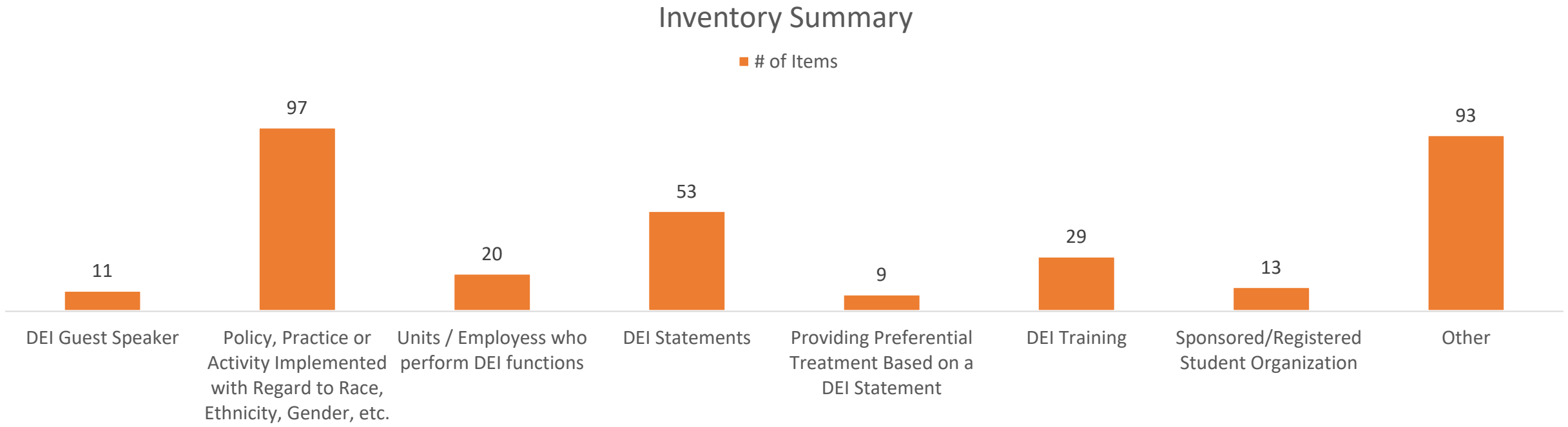
SB 17 Advisory Group
Presidential Cabinet, Representatives from Faculty Senate, Staff Senate, and SGA

PAIR Team
Lisa Jasinski, Presidents Office (Coordinator), Angie Griffith, Academic Affairs; Norma Guerra, Academic Affairs; Mary Hernandez, Business Affairs; Jason King, Legal Affairs

Campus-Wide Stakeholder Working Group
Representatives to be identified by Vice Presidents, Vice Provosts, and Deans

SUMMARY OF SUBMISSIONS FROM THE WORKING GROUP

325 Total Inventory Submissions (as of 11/22)....



SUMMARY OF REVIEW DETERMINATIONS (As of 11/22)

<p>Item Has Been or Will Be Eliminated by Unit (No Further Action Needed)</p> <p>27</p>	<p>Item is Permitted Under SB 17 (No Changes Required)</p> <p>128</p>	<p>Item Requires Modifications to Comply with SB 17</p> <p>64</p>	<p>Item May Require Modifications to Comply with SB 17</p> <p>46</p>
<p>Item Is Not Permitted Under SB 17</p> <p>36</p>	<p>Grant-Related Activity (PENDING)</p> <p>16</p>	<p>In Process/Other (PENDING)</p> <p>3</p>	<p>Duplicate (No Rating)</p> <p>5</p>

CONTINUING GUIDANCE

The UT System's Office of General Counsel (OGC) has provided additional clarification to interpret the statute.

In email correspondence, OGC clarified that that SB 17 **does not include a blanket ban on the use terms “diversity/diverse,” “equity/equitable,” and “inclusion/inclusive.”** OGC recommends that each use of these terms is evaluated on a case-by-case basis in line with SB 17.

After January 1, 2024, UTSA is permitted to say things like “diverse and talented workforce,” but we should avoid saying things like, “preference given to racially diverse applicants.”

OGC has confirmed that any aforementioned terms cannot appear in job titles. (See *FAQs dated 9/15/23, page 12*)

CONTINUING GUIDANCE

The UT System's Office of General Counsel (OGC) has provided additional clarification to interpret the statute.

The University of Texas System may share additional FAQs or SB 17 implementation guidance in addition to what was approved in the Board of Regents Meeting (Nov 15-16).

As additional information is shared, UTSA will post all documents to the SB 17 review website.

NEXT STEPS

**COMMUNICATING FINDINGS,
CAMPUS ENGAGEMENT AND
VERIFYING COMPLIANCE**



NOTIFYING UNITS OF OUTCOMES

Informing our colleagues and our students of the results of our internal review.

- Working Group Members and Vice Presidents, Vice Provosts, and Deans received **written notification** on the status of reviewed items beginning Wednesday, November 15.
- UTSA will implement a **two-step attestation** confirming that required actions have been taken by **December 14**.
- UTSA will provide notification on any **pending inventory items** as soon as determinations have been made.
- An **internal audit** is planned for January 2024; this process may result in additional actions/changes.

What if we need more time to fully implement the required changes?

SB 17 goes into effect on January 1, 2024. Units are expected to have made modifications before the law goes into effect.

It is permissible to take an initial (temporary) measure of removing flagged content by the deadlines or "pausing" programs and trainings.

And then, in the spring, undertake a more thorough and deliberative process to rethink alternative approaches that are fully compliant with SB 17.

The unit can complete the attestation to confirm that as of 1/1, all activities comply with state law.

What if we realized that we failed to submit an item for SB 17 review?

If your unit has a program, activity, or initiative that you neglected to submit for review in September...

The Working Group Member can submit it to the original Qualtrics link: https://utsa.az1.qualtrics.com/jfe/form/SV_2cq5Ck7eHoe8VVQ

**Please email PAIRteam@utsa.edu to let us know that you had a late submission.

This should be done ASAP to ensure that it can be reviewed in a timely fashion.

What if we don't understand a PAIR determination or want to provide more info?

The PAIR Team (and subsequent layers of review) did its best to make determinations based on the information provided and guidance from the unit.

If you have follow-up questions, ask us during the drop-in sessions or email PairTeam@utsa.edu.

COMMUNICATION PLAN

UTSA has created a multi-layered communication plan to reach various audiences regarding SB 17 and UTSA's internal review process. This process will continue into the new year to include informational opportunities to guide future programming and activities.

- **Audiences reached:** UTSA faculty and staff, UTSA students, Bexar County Legislative Delegation, and Community stakeholders
- **Upcoming Milestones to Highlight:** (1) End of Inventory Review / Communication of Next Steps; (2) Plans for the Office of Inclusive Excellence; (3) Education and Student Engagement
- **Deliverables Include:**
 - Campus-wide emails
 - UTSA Today articles
 - SB 17 informational webpage
 - In-person outreach to audiences (e.g., ULC, Faculty Senate, Affinity Groups, etc.)
 - Planned responses to email and social media comments

STUDENT ENGAGEMENT PLAN

UTSA has created a multi-layered communication plan to reach various audiences regarding SB 17 and UTSA's internal review process. This process will continue into the new year to include informational opportunities to guide future programming and activities.

As part of our SB 17 communication and engagement efforts, Student Affairs has developed a comprehensive plan to:

- Provide student organizations and students with an **understanding of the requirements** listed in SB17
- **Clarify modifications to programs and services** along with exempted activities
- **Provide information** about how the university is approaching and implementing program modifications
- Provide opportunities for **continued dialogue and community conversations**

To achieve these outcomes, UTSA will use a variety of strategies, including in-person meetings with SGA and student organization leaders and 'train the trainer' sessions in the new year (for employees and student leaders)



SB 18 Update





SB 18 Committee Update

The SB Committee consists of deans, department chairs, and faculty senators across all the Colleges, as well as two Academic Affairs facilitators.

- » While awaiting UT system guidance on a model policy for summary dismissal, the group is considering what the UTSA summary dismissal process should look like.
- » The group has affirmed shared values to help define the process, including due process for faculty, and ensuring clear criteria exists for initiating the process and substantiating an accusation.
- » In-person workshop scheduled for 12/6 to map out specific process and policy changes needed.

Fall 2023 Commencement Events

**Thursday,
December 7
7 p.m.**

Doctoral Hooding
Ceremony (one
ceremony for all
colleges)

**Saturday,
December 9
10 a.m.**

College for Health,
Community and Policy
College of Liberal and
Fine Arts
College of Sciences

**Saturday,
December 9
4 p.m.**

Alvarez College of
Business
College of Education
and Human
Development
Klesse College of
Engineering and
Integrated Design
University College

Please RSVP to the email you received this week by November 30 to indicate your participation in your college's ceremony.

For more information, visit www.utsa.edu/commencement/

A large, multi-tiered sign for The University of Texas at San Antonio. The top tier is a white rectangular sign with 'UTSA' in blue. The middle tier is a larger, light-colored sign with 'THE UNIVERSITY OF TEXAS AT SAN ANTONIO' in dark letters. The sign is set against a dark blue background with some trees and streetlights visible.

UTSA

THE
UNIVERSITY OF TEXAS
AT
SAN ANTONIO

THANK YOU

For A Great Semester

HAVE A RESTFUL HOLIDAY BREAK!



UTSA Academic Affairs

BOLD FUTURES

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**UTSA'S BOLD
ADVANTAGE**