

Faculty Senate

APRIL 4, 2024



Heather Shipley, Ph.D.

Interim Provost & Executive Vice President for Academic Affairs

PREPARING CAREER-READY ROADRUNNERS

Elevating lifetime earning potential

Average salary of UTSA graduates in the last three years:



\$65,082

All graduates



\$75,018

Master's degree graduates

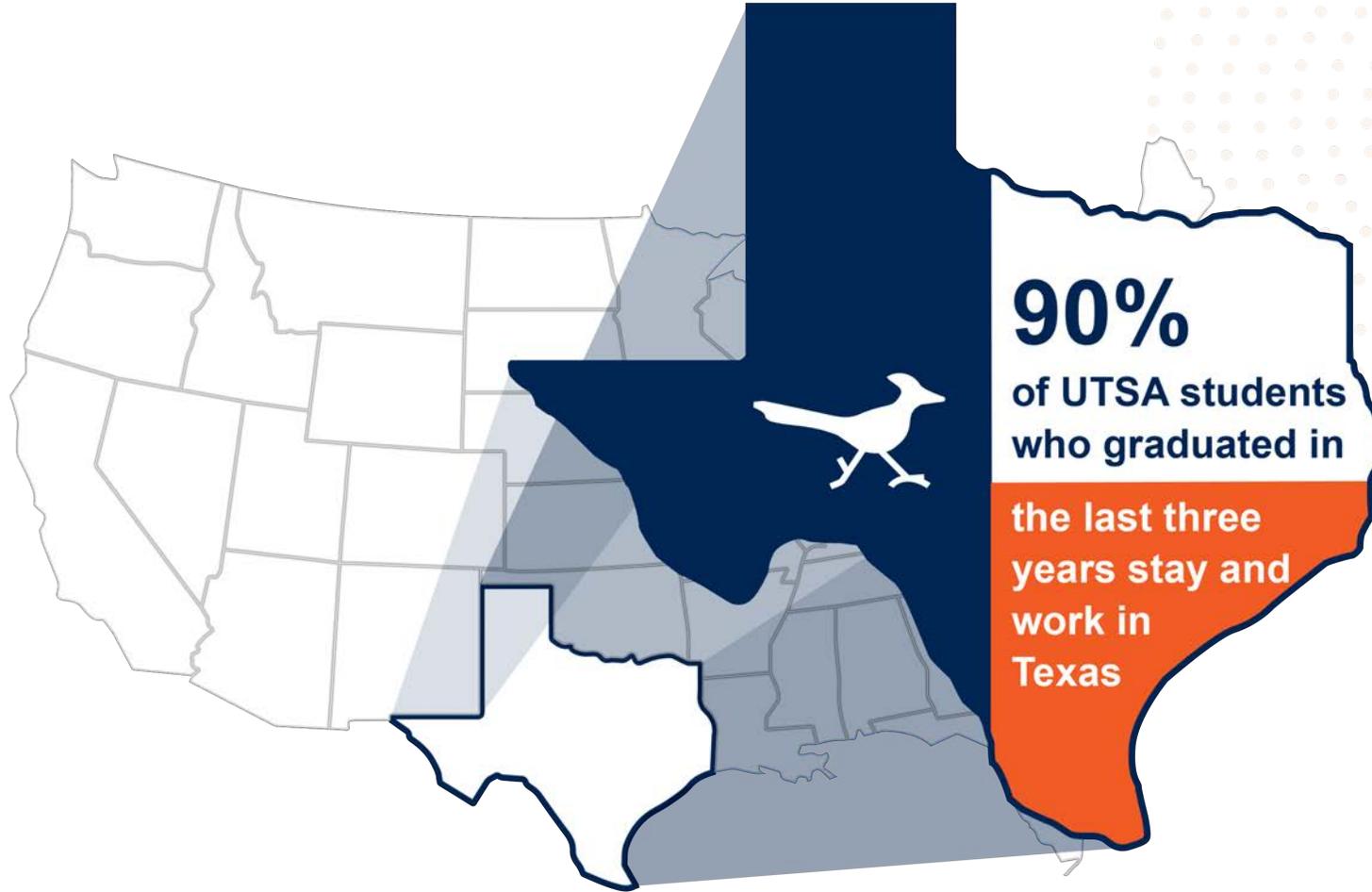


\$94,536

Doctoral degree graduates

Average salary in San Antonio metropolitan statistical area is \$54,060.

Average salary in Texas is \$57,300.





Faculty and Staff Compensation Study and Practices



Staff and FTT Compensation Study Goals



Fairness & Equity

Ensure fair and equitable compensation based on factors such as skills, experience and responsibilities



Retaining Talent

Offer competitive compensation to retain top talent and reduce employee turnover



Attracting Talent

Benchmark our compensation against peers, making UTSA more attractive to prospective employees



Employee Engagement

Boost morale and engagement levels, leading to higher productivity and job satisfaction



Legal Compliance

Ensure continued compliance with laws regarding fair pay and equal opportunity

Staff Compensation Study Timeline – *completed in late November 2024*



Faculty Promotion Practices

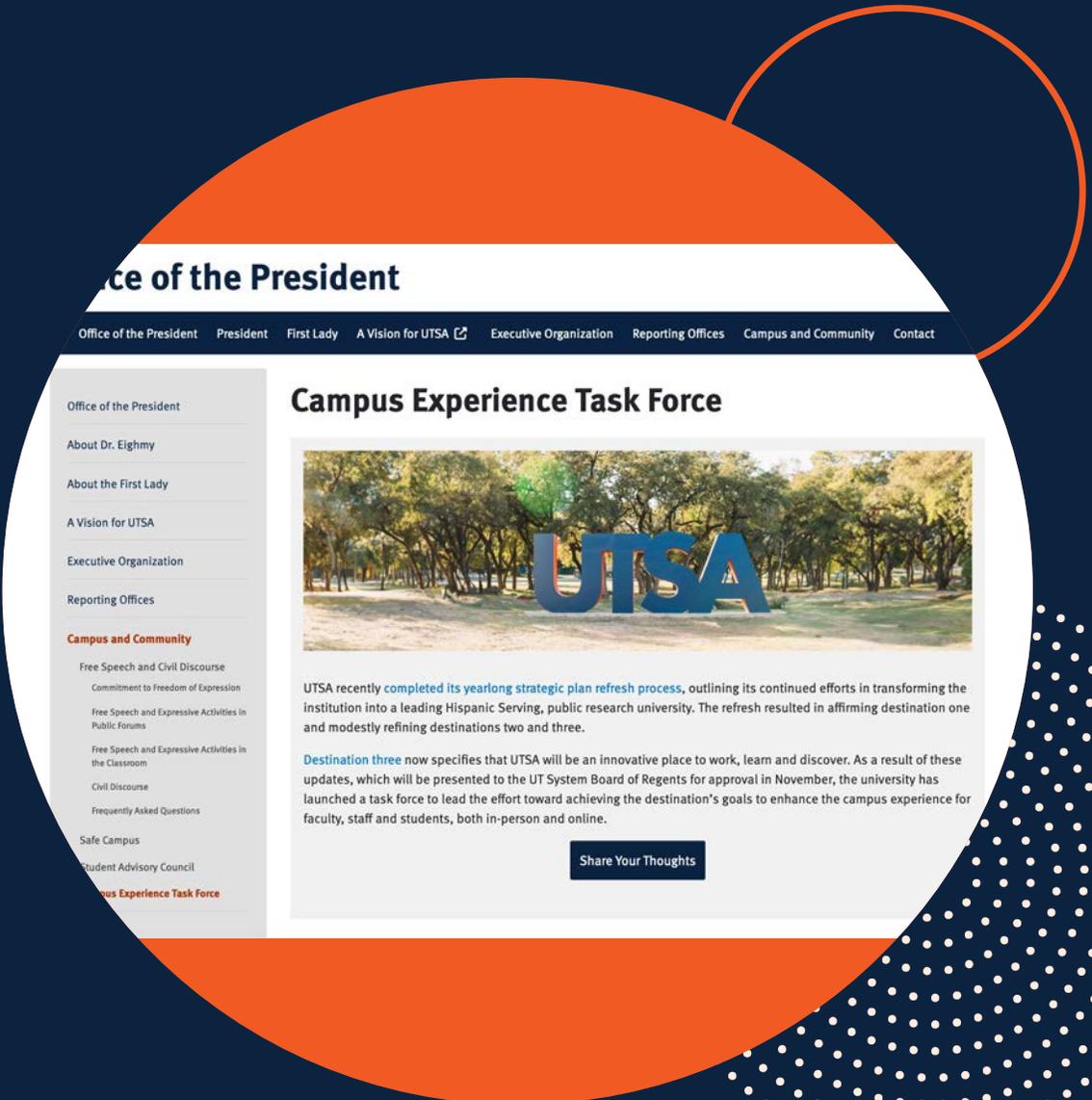
- TT/T Faculty: who are successfully reviewed and approved for P&T will receive a 10% salary increase or \$5,000 (for assistant to associate professor) / \$7,000 (for associate to full professor), whichever is greater.
- Tenured Faculty: \$3,000 for meeting expectations or higher for CPE
- Established FTT promotion minimums

Rank	Increase*
Lecturer to Senior Lecturer	\$2,000 or 5%
Senior to Assistant	\$3,000 or 5%
Assistant to Associate	\$4,000 or 5%
Associate to Full	\$5,000 or 5%

*whichever is greater

- Changes go into effect Fall 2025

Campus Experience Task Force



Framework

GOALS

Identify best practices that promote an exceptional campus experience

Develop flexible work arrangement guidance

Optimize academic course and program modality

PROCESS OVERVIEW

Launched fall 2023

Review of best practices, reports, stakeholder input

Work modality data collection

Development of preliminary working group recommendations

STAKEHOLDER INPUT

Membership representative of all divisions and governing groups

Outreach to campus stakeholders to gather feedback

Online feedback form and regular communication

Working Groups



Wellbeing & Community

Best practices for promoting an exceptional campus experience



Flexible Work Playbook

Resources to support flexible work modalities and review of the out-of-state work exemption process



Academic Experience

Assessment of student needs and expectations for program and course modality alternatives and support services



Value Proposition

Catalog of perks and benefits of working and learning at UTSA

Recommendations

ACADEMIC EXPERIENCE



Course Offerings

Recommendation

Offer core & high-demand courses in multiple modalities, as appropriate

Planned Actions

- Continue to offer courses in multiple modalities
- Remove “Online Hybrid” modality beginning Spring 2025

Recommendations

ACADEMIC EXPERIENCE



Advising Enhancements

Recommendation

Hold a regular meeting between academic advising and departments to get timely updates on course offerings, catalog changes, and input on course sequencing.

Planned Actions

- Leverage Associate Deans Council on Undergraduate Studies to facilitate communication among Advising, Departments, and College Curriculum Committees

Recommendations

ACADEMIC EXPERIENCE



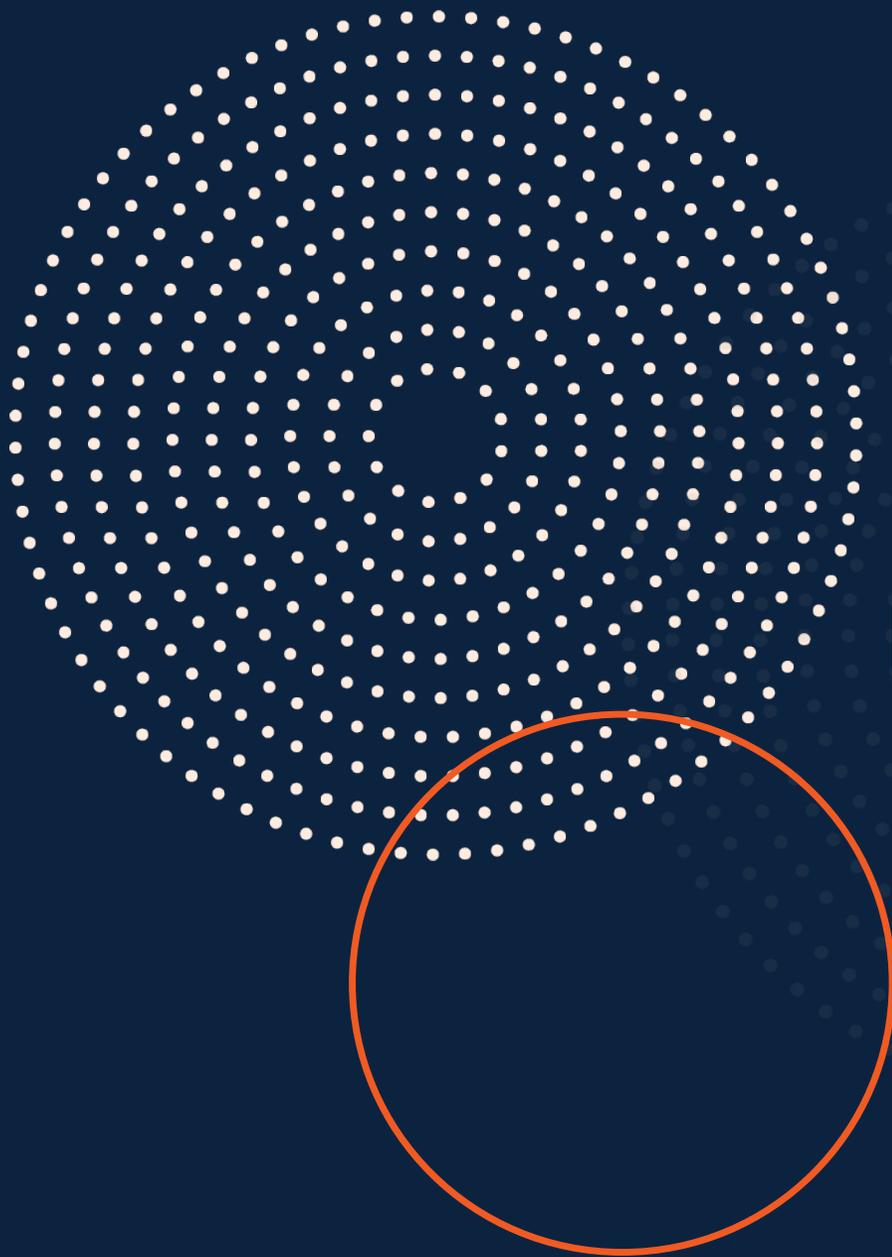
Communication and Collaboration

Recommendations

- Improve the onboarding experiences for the students through an online orientation
- Host more info sessions by different academic units (e.g., library, student success centers) to make students aware of available resources
- Host events to connect faculty and students to foster good relationships beyond the classroom.

Planned Actions

- Leverage Ruby Tuesday group to identify communication improvements related to existing resources (e.g., First-Year Journey Working Group)



UTSA Academic Affairs