

LEGISLATIVE BRIEF

INSTITUTIONAL ENHANCEMENT

Recruiting, hiring and retaining world-class faculty scholars through a variety of programs to support student success and our state's urgent need for an educated workforce

FUNDING REQUEST | \$1,788,882 per year; \$3,577,764 per biennium

OVERVIEW

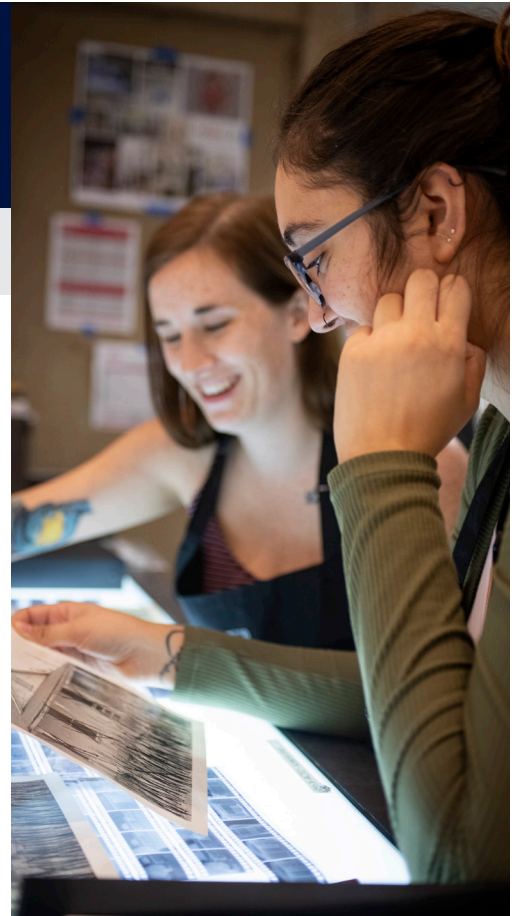
Institutional Enhancement funding permits UTSA to dynamically address university staffing needs. UTSA has leveraged Institutional Enhancement funding to recruit, hire and retain world-class faculty scholars from diverse backgrounds to align with strategic research goals and workforce needs. Assembling the best and brightest faculty, cutting edge researchers, and dedicated mentors helped UTSA achieve Carnegie R1 status while simultaneously reducing student-faculty ratios and adding course sections to support students in their progress towards completing their degrees.

THE CHALLENGE

Strategic recruitment of nationally-recognized scholars is necessary to support UTSA's growth. Equally important is having the resources to retain the talented faculty and staff who helping UTSA achieve recent academic accolades. Institutional Enhancement funding is a tool that has been used, with great success, to both recruit and retain talented personnel. UTSA has used funding to attract nationally recognized scholars —and their federally-funded research and technology commercialization— and advance student initiatives. Doing so has advanced regional economic development and job creation.

THE IMPACT

UTSA's ability to recruit and retain top-notch faculty enables the university to provide high-quality, transformational academic experiences for students. A founding member of the Alliance of Hispanic Serving Research Universities, UTSA has successfully recruited nearly 50 scholars since 2016 through cluster hiring initiatives in areas related to brain health, cybersecurity, cloud computing, data analytics, artificial intelligence, machine learning, engineering education and human health.



FOR MORE INFORMATION

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IMPACT BY THE NUMBERS

5

Faculty scholars recruited to augment existing expertise in Latin American social/environmental challenges, engineering education, and human health (2021)

\$1.3M

Faculty grants and incentive programs provided by UTSA (2021-22)

1,300+

Faculty participated in development, helping spur growth of academic, student support, and research innovation programs (2021-22)

Additionally, UTSA has been intentional in promoting a diverse and talented faculty that reflects the university's student population. Notably, among all Hispanic Serving Institutions (HSIs) that are also R1, UTSA has the second highest number of tenured/tenure-track (T/TT) faculty who identify as Hispanic or Latino. Additionally, 33% of new T/TT faculty during the 2021-2022 academic year identify as Hispanic or Black. To support this rapid trajectory and student enrollment growth, funding is necessary to continue UTSA's trajectory of recruiting, hiring, and retaining quality faculty. With any loss of faculty, students may experience increases in student to faculty ratios and/or reduced course section offerings.



TAKEAWAY

Continued Legislative support for Institutional Enhancement funding is critical to attracting and retaining accomplished and diverse faculty in support of UTSA's enrollment goals and to advance the university's future as an urban-serving, multicultural discovery enterprise focused on student success and research excellence.