La Raza Conversation

Dr. Taylor Eighmy
President, UTSA

Dr. Kimberly Andrews Espy
Provost & Senior Vice President

March 24, 2022
Agenda

Relevant progress updates/data requests
Provost Espy

President’s Remarks
President Eighmy
Overhauled Searching

- *Inclusive Searches* Training
- Diversity Candidate Pool Requirements
- Inclusive Language in PD’s
- Candidate Statements
- Standardized Interview Question
- Universal Diversity & Inclusion Training
- Consistent Venue Advertising
- Stealth Recruitment Portal
- Accountability
Strategic Hiring Initiative

• Clustered & Connected Hiring Program

• Advancing Academic Excellence through Accelerating Faculty Diversity Hiring Program

• Dual Career Academic Partners Hiring Program

• Accelerated Hiring of Nationally Recognized Faculty Program
Provost’s Diversity Post-Doctoral Fellows Program

Post-doctoral fellowship program seeks to identify, advance, and nurture the work of outstanding early career diverse postdoctoral scholars, with the goal to prepare participants for faculty positions at UTSA (or elsewhere), particularly in fields where there are fewer members of underrepresented groups.
LAUNCHING

Bold Beginnings at Roadrunner Nation
Mentoring Hub: Faculty Champions

- Early career department faculty mentoring
- Peer mentoring teams
- Mid-career mentoring
- Becoming a Mentor training
- Mentoring meet-ups
- Tenure track network club
- Resources through the National Center for Faculty Development & Diversity
Nurturing Next Leaders

Advancing Next-Gen Faculty Leadership Fellow Program

Sponsoring External Opportunities:
• Hispanic Association of Colleges and Universities (HACU) Leadership Academy
• iAspire Leadership Academy

Associate Vice Provost for Diversity & Inclusion in Faculty Success Division
iAspire Leadership Fellows

2021

Nicole Beebe
Chair of the Department of Information Systems and Cyber Security and the Melvin Lachman Chair in Entrepreneurship

Astrid Cardona
Professor and Chair of the Department of Molecular Microbiology and Immunology

2020

Nicole Wicha
Professor, Department of Biology

2019

Kelly Nash
Associate Professor, Department of Physics & Astronomy
Racial/Ethnic Composition of New T/TT Faculty

- White
- Asian
- Other
- International
- Black or African-American
- Hispanic or Latino

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Asian</th>
<th>Other</th>
<th>International</th>
<th>Black or African-American</th>
<th>Hispanic or Latino</th>
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<tbody>
<tr>
<td>Fall 2018</td>
<td>45%</td>
<td>6%</td>
<td>14%</td>
<td>14%</td>
<td>20%</td>
<td>18%</td>
</tr>
<tr>
<td>Fall 2019</td>
<td>39%</td>
<td>13%</td>
<td>23%</td>
<td>7%</td>
<td>7%</td>
<td>4%</td>
</tr>
<tr>
<td>Fall 2020</td>
<td>48%</td>
<td>7%</td>
<td>10%</td>
<td>4%</td>
<td>18%</td>
<td>19%</td>
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<tr>
<td>Fall 2021</td>
<td>30%</td>
<td>4%</td>
<td>18%</td>
<td>4%</td>
<td>22%</td>
<td>7%</td>
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T/TT Resignations by Race/Ethnicity by AY

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Asian</th>
<th>Other</th>
<th>International</th>
<th>Black or African-American</th>
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<tbody>
<tr>
<td>2018-19</td>
<td>46%</td>
<td></td>
<td>8%</td>
<td>12%</td>
<td>15%</td>
<td>4%</td>
</tr>
<tr>
<td>2019-20</td>
<td>38%</td>
<td></td>
<td>19%</td>
<td>13%</td>
<td>19%</td>
<td>6%</td>
</tr>
<tr>
<td>2020-21</td>
<td>41%</td>
<td></td>
<td>24%</td>
<td>12%</td>
<td>18%</td>
<td>6%</td>
</tr>
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</table>
Reach out to faculty who have advised of their intent to resign from UTSA

Schedule a 30 meeting (face to face or virtual) to conduct survey if they are willing

Enter answers in spreadsheet

UTSA Process

UTSA provide names on an annual basis to COACHE of those faculty who have resigned within the past year

COACHE administers the survey by email to the group. If they don’t respond, they will try a couple of times and then we also try.

At the end of the three-year cycle report generated

COACHE Process
Endowed Professors by College

**Alvarez College of Business**
- **White**: 28.6%
- **Asian**: 42.9%
- **International**: 14.3%
- **Black or African-American**: 7.1%
- **American Indian or Alaskan Native**: 7.1%

**Klesse College of Engineering and Integrated Design**
- **White**: 44.0%
- **Asian**: 40.0%
- **Hispanic or Latino**: 16.0%

**College of Education and Human Development**
- **Unknown or Not Reported**: 20.0%
- **Hispanic or Latino**: 20.0%
- **White**: 60.0%

**College of Liberal and Fine Arts**
- **Unknown or Not Reported, 9.5%**
- **Hispanic or Latino, 8.3%**
- **White, 66.7%**

**College for Health, Community and Policy**
- **Unknown or Not Reported, 20.0%**
- **Asian, 20.0%**
- **International, 20.0%**
- **White, 40.0%**

**College of Sciences**
- **White, 38.1%**
- **Hispanic or Latino, 14.3%**
- **Asian, 38.1%**
Administrators include all employees in Assistant Vice Provost/Vice President positions and higher: Associate Vice Provost/President, Deans, Vice Provosts, and Vice Presidents.
Identified Race/Ethnicity of all T/TT Faculty by AY

- White: 51%, 50%, 49%, 50%
- Asian: 18%, 20%, 19%, 19%
- Other: 6%, 6%, 6%, 6%
- International: 7%, 6%, 6%, 6%
- Black or African-American: 14%, 14%, 15%, 15%
- Hispanic or Latino: 16%, 16%, 17%, 18%

Fall 2018 | Fall 2019 | Fall 2020 | Fall 2021

Identified Race/Ethnicity of Full-time Faculty by AY

- White: 53%, 52%, 51%, 51%
- Asian: 6%, 6%, 6%, 6%
- Other: 7%, 7%, 5%, 7%
- International: 5%, 6%, 6%, 4%
- Black or African-American: 14%, 14%, 15%, 15%
- Hispanic or Latino: 19%, 19%, 20%, 20%

Fall 2018 | Fall 2019 | Fall 2020 | Fall 2021
UTSA ranks high in faculty diversity among Hispanic Serving Carnegie R1 universities

UTSA has made intentional, strategic efforts to recruit, hire and retain faculty from diverse backgrounds that reflect the demographic makeup of its student body.
SEAL OF EXCELENCIA

Timeline

SPRING 2019
First Seal of Excelencia submission

OCT 2019
Small group attend Excelencia Alignment Institute

SUMMER 2019
Debrief with Excelencia Team

NOV/DEC 2019
UTSA forms Tiger Team

MAR 2020
Excelencia announces Seal application deadlines

SPRING/SUMMER 2020
UTSA Tiger Team meets regularly to assemble application Smaller groups attend Excelencia Institutes

MAY 2020
Application reviewed by Belinda Harmon & La Raza members

JUNE 2020
Seal of Excelencia application submitted

AUG 2020
UTSA President interview with Excelencia team

SEP 2020
UTSA notified as certified Seal of Excelencia recipient for Cohort 2

OCT 2020
Official announcement & ceremony by Excelencia in Education
Cohorts

2019
- Arizona State University
- Austin Community College
- Channel Islands Community College
- El Paso Community College
- FIU
- Grand Valley State University
- South Texas College
- The University of Arizona
- UTEP

2020
- Sacramento State
- Long Beach City College
- Texas
- The University of Texas at Austin
- UIC
- University of Illinois Chicago
- UTSA
- The University of Texas at San Antonio™

2021
- Fresno State
- California State University Fullerton
- Miami Dade College
- Riverside
- University of Central Florida
- Rio Grande Valley
- Texas A&M University San Antonio
- San Diego State University
SEAL OF EXCELENCIA

Announcement

www.edexcelencia.org/seal-excelencia
HISPANIC THRIVING INSTITUTION

Leadership Council
HTI LEADERSHIP COUNCIL

Charge and Responsibilities

- Advise the President and Provost
- Articulate how Hispanic Thriving can be incorporated more deeply across our mission, three strategic destinations, and our strategic plan
- Create strategies for UTSA connected to Latino student success and advancing diverse representation, equity and inclusion (DEI) of Latino faculty, staff, and administration
- Intentionally implement and advance evidence-based practices using cross-functional teams centered on Latino student success and DEI
- Create a formalized approach to communicate and convey to the UTSA community the work being implemented around student success and DEI
- Determine opportunities to visually and intentionally represent UTSA’s Hispanic Thriving commitment as a core aspect of the university’s identity

UTSA Academic Affairs

April 19, 2021

Dear Colleague,

At UTSA, we embrace our Hispanic serving identity in everything we do—from honoring our founding history, to bolstering student success, to fostering excellence in faculty research, to partnering with our communities.

We understand that our Hispanic Serving Institution (HSI) federal designation is an important part of our story—a foundation for our efforts—not an end goal in itself. We are taking intentional and bold steps to move beyond Hispanic serving to Hispanic Thriving. Our commitment to becoming Hispanic thriving sets UTSA apart to serve as a model HSI Research University that provides the highest quality education to Latino students to advance social mobility and economic opportunity to benefit our communities. Our intention is to go beyond Latino student enrollment and produce Latino thought leaders who can propel San Antonio’s 21st century economy forward and address our historically higher levels of poverty.

This commitment sets us apart from other public research universities, and well positions us as a model for how institutions in Texas and the U.S. can close the gaps in higher education to drive a bold future. In many ways, we are the university of the future, set in the city of the future, and we have the responsibility and the capacity to lead in this space.

Advancing our commitment as Hispanic Thriving will require focus, resources and intentionality. UTSA has received the Seal of Excellence, another milestone in our journey. With this way point, we next want to expand our support and reinforce our institutional capacity to better serve our Latino students using the Seal of Excellence framework.

The benefits of the Seal of Excellence designation are foundational to our intentionality to continuously evolve as an Hispanic thriving institution focused on student success: advancing enrollment; retention; transfer in; degree completion; financial support; and the diversity of our administration, faculty, staff, and students. How we build on this foundation as we articulate our own strategy for Hispanic Thriving will be instrumental to our path forward.

In order to create a comprehensive institutional strategy, we are establishing a new council at the institutional level. The Hispanic Thriving Institution (HTI) Leadership Council and will act as a standing institutional body under the President and led and supported by the Provost and Senior Vice President of Academic Affairs. This council will include faculty and staff representatives across UTSA. We are inviting you as one of the Provost’s at-large faculty representatives to serve and provide expertise and perspective to help shape UTSA’s strategy to evolve as an Hispanic Thriving Institution.

The responsibility of the HTI Leadership Council will be as follows:

- Advise the President and Provost

MB 4, 323 • One UTSA Circle • San Antonio, Texas 78249-0668
Meetings

- May 24, 2021 · Launch: Group Brainstorming
  How can we best operationalize our focus and effort this next year for maximal impact?

- Oct. 4, 2021 · What does it mean to be “Hispanic Thriving”?
  President Taylor Eighmy & Vice President Eyra A. Pérez, *Excelencia in Education*

- Feb. 4, 2022 · Empirical Research: Toward Hispanic Thriving
  Presentation: Dr. Vanessa Sansone, Dept. of Educational Leadership & Policy Studies
Opportunity of “Hispanic Thriving”

- Position UTSA to provide highest quality education to Hispanic-identifying students, galvanizing social mobility & economic support.

- Support the cultivation of Latino thought leaders who can propel San Antonio’s 21st century economy forward.

- Authenticate UTSA’s mission to reflect serve and partner with San Antonio, a growing city that reflects the demographic future of the US.

- Enhance UTSA’s goal to be a model for student success, supporting efforts to recruit, retain and graduate all students.

- Expand partnerships and collaborations with the local business community – particularly minority-owned businesses – further integrating UTSA into the cultural fabric of San Antonio.

- Raise institutional profile for scholarship contributions to support Hispanic students from entry to graduation.
What does “Thriving” mean?
The university’s HSI 1994 federal designation is an important part of our story
Our legacy of distinction
A foundation for our future efforts
The Seal of Excelencia recognizes UTSA’s purposeful, university-wide commitment and ability to accelerate Latino student success
Waypoint in our journey -- expand our support and reinforce our institutional capacity to better serve our Latino students using the Seal of Excelencia framework.
HOW ARE HSIS FOUND TO "SERVE" LATINX STUDENTS?

01 Outcomes

02 Experiences

03 Internal Organization Dimensions

04 External Influences

Can serving be defined in minoritized or undervalued ways of knowing?

SOURCE: GARCIA, NÚÑEZ & SANSONE, 2019
Hispanic-Serving Institutions

Example Action Process using Sansone’s Framework

• Desired Outcome
  ◦ We want more Latinx STEM majors

• Structure in Place
  ◦ SAT/ACT score used as an indicator of academic merit to pursue STEM
  ◦ No incentive for faculty to teach in culturally inclusive ways or advocate for policy changes
  ◦ Student affairs STEM advisors had no voice, especially with advocacy for students

• Context
  ◦ Inequitable K-12 system
  ◦ SAT/ACT score empirically shown to only be a measure of class

• Address
  ◦ Removed use of the SAT/ACT score
  ◦ Created a STEM bridge program with local high school and community college to support all students, especially Latinxs
  ◦ Incentivized faculty P&T, created different indicators of teaching/learning beyond course evaluation

• Evaluate
  ◦ Developed an evaluation plan, data included hearing from multiple stakeholders
HTI Meeting # 4 (Proposed):
Using Sansone’s Framework for HTILC’s Action Steps

Excelencia
“Student-focused” Thriving Areas

1. Enrollment Strategy
2. Retention
   • FYE
3. Transfer
4. Support Financially
5. Degree Completion
6. Data & Practices
   • Workforce & Success Post Completion

Excelencia
“University-focused” Thriving Areas

1. Representation
2. Leadership (Institutional Mission)
   • HR practices; faculty professional development practices
   • Communication
   • Engagement
   • Outreach (community)
   • Institutional Culture
3. Latino Alumni Connections

IR updates data in Excelencia application – adding last two years.

Break into 2 ongoing working groups re – topics below.

Review most current data and information

Survey current and new programs / practices; Evaluate for impact

Use Dr. Sansone’s framework to identify and prioritize new opportunities that address gaps between our aspirations and the current

Assign VP/Dean/VP lead and team to implement

Break into 2 ongoing working groups re – topics below.

Survey current and new programs / practices; Evaluate for impact

Use Dr. Sansone’s framework to identify and prioritize new opportunities that address gaps between our aspirations and the current

Assign VP/Dean/VP lead and team to implement
Alliance of Hispanic Serving Research Institutions

HSIs with R1 Designation

- Arizona State University
- Florida International University
- University of Arizona, Tucson
- University of California, Riverside
- University of California, Santa Cruz
- University of Colorado - Denver
- University of Illinois Chicago
- University of New Mexico, Albuquerque
- University of Texas at Austin
- University of Texas at Arlington
- University of Houston
- University of Nebraska, Lincoln
- University of Nevada, Las Vegas
- University of North Texas, Denton
- University of Texas at San Antonio
- University of Texas at El Paso
- CUNY Graduate School & Univ. Ctr.
- Texas Tech University, Lubbock
- University of California, Irvine
- University of California, Santa Barbara
- University of Central Florida
- University of Colorado - Denver
- University of Houston
- University of Nevada, Las Vegas
- University of North Texas, Denton
- University of Texas at San Antonio
- University of Texas at El Paso

CARNEGIE R1 CLASSIFICATION
Overview | Alliance of Hispanic Serving Research Universities

- Consortium of 20 universities that have R1 (research intensive) and Hispanic-Serving Institution (HSI) status (this includes two affiliates that are projected to obtain the HSI designation)
- Goal is to increase the number of Latinx graduate students and expand those students’ pathways to the professoriate
- To achieve these goals, the Alliance will:
  - Develop and test new models of cross-institutional intellectual, research, and resource-sharing communities, leveraging the strength and experience of its members.
  - Disseminate the results of these efforts to the academic community.
## Areas of Focus

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<tr>
<th>HUMANITIES</th>
<th>STEM</th>
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<tr>
<td>• Financial support for doctoral students</td>
<td>• Collective education of undergraduate and graduate students on pathways to the professoriate</td>
</tr>
<tr>
<td>• Cross-institutional research initiatives focusing on local Latinx communities</td>
<td>• Shared information and administrative processes to achieve seamless transition from undergraduate to graduate education</td>
</tr>
<tr>
<td>• Annual Summer Institute in Latinx humanities methodologies and theory for doctoral students</td>
<td>• Collective resources to recruit and mentor graduate students, and hire and advance faculty</td>
</tr>
<tr>
<td>• Cross-institutional mentorship programs for doctoral and post-doctoral students and junior faculty</td>
<td>• Relationships with non-academic organizations (business, non-profit, government agencies) to strengthen regional economic ties and create professional development opportunities for graduate students</td>
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<tr>
<td>• Dedicated digital platform for intellectual exchange (shared lectures, workshops and teaching modules)</td>
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UTSA is a leader among R1 HSIs

Of the 19 Hispanic Serving Institutions that also have Carnegie R1 Classification, UTSA ranks in the top three for percentage of degrees awarded to students who identify as Hispanic or Latino.
More work together ahead to achieve our aspirational goals!