

SENATE HIGHLIGHTS

UTSA Faculty Senate Newsletter

2022-2023 OFFICERS AND EXECUTIVE COMMITTEE

Rene Zenteno: Chair

Chad Mahood: Past Faculty Senate
Chair

Chris Packham: Secretary of the
General Faculty

Corey Sparks: Graduate Council

Valerie Sponsel: ADTS
Representative

Curtis Brewer: Parliamentarian

Mary McNaughton-Cassil:
Secretary

Felicia Castro-Villarreal:
Academic Freedom, Evaluation &
Merit (AFEM)

Kirsten Gardner: Budget
Committee

Sonya Aleman: HOP Committee

Alexis Godet: Research Committee

Andrew Lloyd: Curriculum
Committee



Consent Agenda

- Approval of Minutes – November 10, 2022, Faculty Senate Meeting

ALL ITEMS APPROVED

CHAIR'S REPORTS: Rene Zenteno

- Dr. Zenteno recently attended a University Leadership Council meeting where Business Affairs presented the FY2022 Financial Results. This was presented to the Faculty Senate Budget Committee which Kirsten Gardner will review in her report.
- Dr. Zenteno met with the Provost and Senior Vice Provost Heather Shipley to discuss:
 - Future compression exercises
 - Meetings with senators and college leadership to share questions and information directly with the dean in regard to budget and other issues
 - FTT's concerns
- The next Faculty Senate meeting will be held on Thursday, January 19, via Zoom unless the Assembly Room in the Faculty Center has re-opened.

**FOR FULL FACULTY
SENATE
MINUTES & REPORT,
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**FOR MORE DETAIL,
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The purpose of the newsletter is to communicate updates from the Faculty Senate and to encourage faculty participation in the spirit of shared governance and the success of UTSA students, faculty, and staff.

Special Note:

Mary Dixon, Dept. of Communications, on behalf of the Faculty Senate, recognized the passing of Barry McKinney, Associate Dean of Students and Director of Student Activities who served UTSA for nearly 18 years and made a tremendous impact on our community.



Leadership Update: UTSA Strategic Plan Refresh 2022-2023 Kimberly Espy, Provost

- The Provost's presentation focused on the process for the Strategic Plan Refresh to foreshadow what will unfold over the spring. The rationale and external trends for the process were covered in the President's town hall on Monday, November 28, 2022.
- Senators are encouraged to watch the YouTube video of the town hall session and visit www.utsa.edu/strategicplan to learn more about the plan.
- Senators were reminded that the strategic plan leverages the previous accomplishments and innovations at UTSA - past successes are essential in driving us forward as we strive to become a great public research university.
- The University of Texas System requires institutions to develop a ten-year strategic plan so initiatives can be established and outcomes tracked in an appropriate timeframe. UTSA's current plan began in 2017 when President Eighmy joined the university. The process included broad input about the future of UTSA and resulted in the three strategic destinations, the goal of becoming an innovative Hispanic thriving great public research university.
- Now midway through the process, the institution is asked to do a refresh and think about the current factors on the ground. Does the original plan make sense, are there things that should be refined? are there things that should be added or discarded?
- This is not completely restarting the process, however; rather it is giving us the chance to reflect the substantial progress made before our strategic plan, where we are after 5 years, and whether we are on track to meet the goals articulated for 2028. This will be carried out by a Strategic Refresh Steering Committee using the University Leadership Council and additional individuals from key areas that relate to strategic planning such as Facilities and HR staff.
- The university's three core destinations were reaffirmed: a model for student success, an exemplary public research institution, and a leader in strategic growth and excellence.
 - To ensure progress is being made toward these initiatives, KPIs are used to track outcomes such as on-time graduation rates - with an emphasis placed on evaluating both performance metrics and impactful change.
- Lisa Jasinski and her team are conducting an extensive analysis of our initiatives and the progress made, cataloged on the strategic planning [website](#). This research now sets the stage for a Strategic Plan Refresh process which will re-energize current projects as well as ignite new ones in line with the refresh goal.
- The Provost shared institutional outcome examples that are markers of our progress for each destination. A thorough examination of the outcomes and initiatives of each strategic destination is included in three distinct progress reports. These documents showcase the KPIs for the refresh and whether further changes are necessary to reach our goals. The deans will also provide college-specific presentations highlighting this period's advancements - a resource for those seeking insight into current developments at the university level.

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Leadership Update: UTSA Strategic Plan Refresh 2022-2023

Kimberly Espy, Provost

- Why are we doing this? It is affirming and evolving our strategic vision for the new normal. How do we think about this point in time, influenced and informed by our past successes considered within a particular landscape to determine if there are things that need to be refreshed or redefined.
- We are at a positive and yet pivotal point. The world has changed post-pandemic, so how does that change where we need to head in the future? How can we expand learning through experiences and explore new opportunities for online credentialing and lifelong learning opportunities aligned with our students' aspirations.
- The fundamental success of the refresh depends on an inclusive, transparent engaged process.
- By encouraging participation through diverse feedback channels such as town halls, focus groups, or surveys, we can ensure the integrity, viability, and success of the plan.
- The refresh plan will acknowledge and leverage the progress made since 2018, adapt to changes, capitalize on lessons learned and align our goals with our proforma. The UT System requires a proforma, a long-range financial plan, to make sure we have aligned our resource decision-making towards these goals. Our IRM model provides a natural opportunity to do that.
- The President has charged the Steering Committee led by the Provost with facilitating conversations at the local level through the iterative process to incorporate all ideas and get feedback over time.
- Engagement with faculty, staff, and student stakeholders to ensure broad participation in the process is crucial.
- As shown through the data, we are ahead of schedule in relation to our goals and are moving in the right direction.
- UTSA is about excellence, research, and a deep commitment to inclusion and to the success of those who have been historically underrepresented and left out of the conversation in higher education. Everyone's voice is essential to this refresh process.
- Detailed dates will come later. The process is built on an iterative input and dissemination engagement strategy. Tools like town hall focus groups and surveys will be used for participation in various ways. The President held a town hall in November. In December, each college and unit is holding its own updates. Then the actual process will kick off in January - March with various engagement opportunities. In March, the Strategic Planning Refresh Steering Committee will begin to incorporate the ideas and feedback to shape a draft. In May and the summer, they will work deliberately on the draft. The fall will provide time for more iterative feedback to prepare the president to present the plan refresh to the Board of Regents in November.



What is the strategy for the recruitment of Latino/a faculty, especially given our status as a Hispanic Serving Institution?

- Faculty are encouraged to engage in meaningful dialogue with their respective deans regarding recruitment issues. In the spring we typically have discussions with the Senators, deans, and the Provost to discuss issues such as this. Right now our goal is to reach an increased representation of 50% more within 10 years through additional hiring programs such as FDP and DCP, in addition to traditional departmental hiring plans. New NRUF hires should be noted as well during this conversation around recruitment strategy goals going forward.

As we focus on what is next after R1, how are we searching for a new VP of Research and setting up our research goals at the same time?

- With the difficulty of waiting for a new Vice President of Research to set standards and goals, having an up-to-date strategic plan created through input from many people is beneficial moving forward. This provides the incoming VPR with a clear vision and direction from which they can develop initiatives to help reach desired objectives while taking advantage of opportunities in our dynamic university environment.

There are several facilities and technological disparities among classrooms and buildings. When will classrooms be updated?

- During a recent meeting of the Budget Committee, Dr. Espy informed attendees that over the past three years, 75 classrooms have been upgraded with either technology only, fit-and-finish updates, or both. Funding for this initiative came from institutional funds as well as those allocated via CARES funding. To demonstrate these enhanced capabilities to faculty not teaching in updated rooms and make them more aware of what is available through classroom technology upgrades, Dr. Espy proposed hosting an upcoming Senate meeting at one such renovated space - similar to how last October's gathering was held at the new Southwest Campus facility.

Building classrooms need attention. Is there a resource to report these safety hazards or malfunctioning technologies so they can be addressed promptly?

- It is important to convey these reported maintenance issues directly to CFO Veronica Salazar. The Provost extended the offer of forwarding the relevant information in order to achieve this effect; however, she believed the direct conversation was essential for success.

As an R1 institution, what efforts can we further develop to increase enrollments, increase facilities, build teaching labs, and attract more students?

- Dr. Espy recognized the need to invest in infrastructure and proposed considering a Strategic Investment Fund (SIF). Chad Mahood endorsed this idea as an ideal opportunity for strategic planning refreshment, encouraging further consideration of how best to communicate these concepts.

University Curriculum Committee: Andy Lloyd, Chair

- Undergraduate Certificate in Computer Programming for Engineers.
 - The University Curriculum Committee has approved the Undergraduate Certificate in Computer Programming for Engineers.



Budget Committee

Kirsten Gardner, Chair

- Business Affairs' Sheri Hardison and Veronica Salazar presented an overview of the IRM 2023 and FY2022 Financial Reports at the Faculty Senate Budget Committee Meeting, an informative recording is available on SharePoint for quick recall.
- During the discussion, Veronica and Sheri were transparent about the Annual Financial Review Analysis and provided an insightful look into the inner workings of Integrated Resource Management (IRM).
- The Budget Committee is accelerating the development of a memo expressing their backing for an upgrade in promotion standards at UTSA. Provost Espy's previous requests from Senate have been duly noted, and data collected suggests that our increases for promotion are notably lower than both UT Austin and those seen across other institutions within the System.
 - Two members, Felicia Castro-Villarreal and Mary McNaughton-Cassill, were recognized for gathering relevant information on rates currently employed by Texas universities.



Should the CPE be included as part of the increases and the memo?

- *Dr. Espy invited the formation of a group to look at providing increases for CPE and looking at current P&T rates.*

Will the Strategic Investment Funds be managed at the university level or the college?

- *Dr. Zenteno and Chad Mahood have affirmed that the Student Innovation Fund is a university-level initiative with all colleges having an opportunity to present proposals for consideration. To ensure full representation from across campus on its committee of decision makers - held by mostly Deans - Provost Espy has requested volunteers interested in contributing their input reach out directly via email.*

2022-2023 FACULTY SENATE MEMBERS

Alvarez College of Business

- **Dennis Lopez**, Dept. of Accounting
- **Don Lien**, Dept. of Economics
- **Zijun Wang**, Dept. of Finance
- **Maho Sonmez**, Fixed-term Tenure Track Representative
- **Charles Liu**, Dept. of Information Systems & Cyber Security
- **Huy Le**, Dept. of Management
- **Victor DeOliveria**, Dept. of Management Science and Statistics
- **Rick Gretz**, Dept. of Marketing

College of Education and Human Development

- **Sidury Christiansen**, Dept. of Bicultural-Bilingual Studies
- **Devon Romero**, Dept. of Counseling
- **Curtis Brewer**, Dept. of Educational Leadership and Policy Studies
- **Felicia Castro-Villarreal**, Dept. of Educational Psychology
- **Rica Ramirez**, Dept. of Interdisciplinary Learning and Teaching
- **Sonya Aleman**, Dept. of Race, Ethnicity, Gender and Sexuality Studies
- **Zaid Haddad**, Fixed Term Track Representative

Klesse College of Engineering and Integrated Design

- **John Alexander**, School of Architecture and Planning
- **Sue Ann Pemberton**, School of Architecture and Planning
- **Gabriela Romero Uribe**, Dept. of Biomedical Engineering and Chemical Engineering
- **Drew Johnson**, School of Civil and Environmental Engineering and Construction Management
- **Jeffrey Prevost**, Dept. of Electrical and Computer Engineering
- **August (Gus) Allo**, Fixed-Term Track Representative
- **Kiran Bhaganagar**, Dept. of Mechanical Engineering

College of Liberal and Fine Arts

- **Marcus Hamilton**, Dept. of Anthropology
- **Humberto Saenz**, School of Art
- **Kim Kline**, Dept. of Communication
- **Kerry Sinanan**, Dept. of English
- **Mary Dixon**, Fixed-term Tenure Track Representative
- **Kristen Gardner**, Dept. of History
- **Whitney Chappell**, Dept. of Modern Languages and Literatures
- **S. Andrew Lloyd**, School of Music
- **Xunwu Chen**, Dept. of Philosophy and Classics
- **Neil Debbage**, Dept. of Political Science and Geography

College of Sciences

- **James Chambers**, Dept. of Molecular Microbiology and Immunology
- **Kirk Schanze**, Dept. of Chemistry
- **John Quarles**, Dept. of Computer Science
- **Brian Laub**, Dept. of Integrative Biology
- **Alexis Godet**, Dept. of Earth and Planetary Sciences
- **Hector Aguilar**, Fixed-term Tenure Track Representative
- **Lorenzo Brancaleon**, Dept. of Physics and Astronomy
- **George Perry**, Dept. of Neuroscience, Developmental and Regenerative Biology
- **Dmitry Gokhan**, Dept. of Mathematics

College for Health, Community and Policy

- **Marie Tillyer**, Dept. of Criminology & Criminal Justice
- **Ying Huang**, Dept. of Demography
- **David Weber**, Fixed-term Tenure Track Representative
- **Tianou Zhang**, Dept. of Kinesiology
- **Mary McNaughton-Cassill**, Dept. of Psychology
- **Branco Ponomariov**, Dept. of Public Administration
- **Zenong Yin**, Dept. of Public Health
- **Candace Christensen**, Dept. of Social Work
- **Ginny Garcia**, Dept. of Sociology

University College

- **Lauren Riojas-Fitzpatrick**, Fixed-term Tenure Track Representative

Ex-Officio Members

- **Rene Zenteno**, Chair, Faculty Senate
- **Chris Packham**, Secretary of the General Faculty
- **Corey Sparks**, Chair, Graduate Council
- **Arturo Schultz**, Department Chair Council Representative
- **Valerie Sponzel**, ADTS Representative
- **Chad Mahood**, Past Faculty Senate Chair
- **Justin Marmolejo**, Staff Senate Representative

