

SENATE HIGHLIGHTS

UTSA FACULTY SENATE NEWSLETTER



2021-2022 OFFICERS AND EXECUTIVE COMMITTEE

- CHAD MAHOOD: CHAIR
- RENE ZENTENO: VICE CHAIR ELECT
- CHRIS PACKHAM: SECRETARY OF THE GENERAL FACULTY
- CURTIS BREWER: PARLIAMENTARIAN
- MARY MCNAUGHTON-CASSILL: SECRETARY
- DREW JOHNSON: CHAIR, ACADEMIC FREEDOM, EVALUATION AND MERIT COMMITTEE
- JURGEN ENGELBERTH: CHAIR, GRADUATE COUNCIL
- JOHN WALD: CHAIR, BUDGET COMMITTEE
- MATTHIAS HOFFERBERTH: CHAIR, HOP COMMITTEE
- ALEXIS GODET: CHAIR, FS RESEARCH COMMITTEE
- ANDREW LLOYD: CHAIR, CURRICULUM COMMITTEE
- DIANE ABDO: ADTS REPRESENTATIVE

FOR FULL FACULTY SENATE MINUTES & REPORT, [CLICK HERE](#)

FOR MORE DETAIL, CONTACT YOUR SENATOR

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.

Consent Agenda

- Approval of minutes
- MS in Engineering Education
- Ph.D. in Chemical Engineering

ALL ITEMS APPROVED

Chair's Report

CHAD MAHOOD: CHAIR, FACULTY SENATE/DEPT. OF COMMUNICATION

- We are in need of a Secretary of the General Faculty
 - Responsibilities include participation in UT System Faculty Advisory Council, serving on several university committees, and assistance in Faculty Senate Leadership.
 - Nominations are required in writing before the March meeting
- Texas Conference of American Association of University Professors (AAUP) general meeting is March 26, 2022 at 9AM (zoom link in the PowerPoint). Any faculty are invited to attend.
- Still need a Staff Senate liaison, please email Chad, if interested.

Leadership Report

PROVOST KIMBERLY ESPY

- **Graduate Council Resolution:** Appreciate the input and endorsement from the Graduate Council as we begin planning to center these investments on supporting doctoral students, programs and graduate faculty to continue to advance our progress towards becoming a great research university (our UTSA strategic destination).
 - To clarify, there are no specific doctoral thresholds that define an R1 institution (no minima number of doctoral graduates) , reference in memo is NRUF criteria which is not one of the criteria under which we are seeking that status.
 - Being a great research university is about impact, innovation and quality. We will be engaging in a process for long-range planning using a 5-year horizon.
- **Faculty Senate & Budget Committee Memorandum:** It is appreciated that the memo recognizes the multifaceted actions that are part of the UTSA compensation strategy, including merit, the market retention compression adjustment, the adjustments for hot skills, the FTT faculty minima pay scales, the minimum wage, etc.
 - To clarify, the climate survey data mentioned in the memo was collected before the programs were put into place.
 - We recognize pandemic-related inflation has been strong. We will watch national trends and try to adjust as best we can, to continue to invest in our faculty and staff.
- - Reviewed compensation data from memo with Business Affairs and while the total UTSA wage data is correct, there is some context that wasn't evident for the faculty data. Business Affairs added the salary detail to the financial presentation in 2018, but the data wasn't available in that format for 2016 and 2017, so it seems the instructional function salary expense from the Annual Financial Report Schedule was used in the table included in the memo. However, that data isn't consistent with comparison data because it also includes staff and GTA salaries in addition to faculty salaries so that overstates faculty salaries. When the faculty salary accounts are used (as shown for 2018-2021), the faculty salary amount and the percent of faculty salary total wages changes as shown in the table below. There is a progressive increase in the proportionate faculty wages relative to the total except for 2020, which is reflective of the university wide budget reductions.

COMPENSATION STRATEGY

Faculty Wages

	2016	2017	2018	2019	2020	2021
Total Faculty Wages	\$ 88,687,612	\$91,297,547	\$93,549,210	\$99,523,120	\$101,757,610	\$105,441,571
Total UTSA Wages	239,030,654	243,122,144	247,957,951	262,470,845	276,012,704	273,022,284
Faculty Wages as a % of all UTSA wages	37.10%	37.55%	37.73%	37.92%	36.87%	38.62%

UTSA CREATING BOLD FUTURE

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- Faculty Compensation Next Steps
 - Continue investing in our talented faculty and staff.
 - Update the dashboards with faculty salaries post adjustments and merit, annual review scores, and CUPA and other benchmarks.
 - Deans lead their college-based processes to allocate their activity-based available funds, re: new hires, proposed searches, market retention compression adjustments, etc.

Note: All strategies are predicated on having resources available to invest. Those resources are generated in Texas through enrollment (i.e. tuition, state appropriations).





University Leadership Updates

**LISA CAMPOS, VICE PRESIDENT FOR INTERCOLLEGIATE ATHLETICS &
GREGG MICHEL, DEPT OF HISTORY & FACULTY ATHLETICS REPRESENTATIVE**

For additional details see full presentation

- Vice President Campos presented an overview of Athletics.
 - Every NCAA campus has a Faculty Athletics Representative (FAR), appointed by the president, who serves as a liaison between athletics and the rest of the campus community. The FAR represents UTSA at the national level as well as at the conference level. FAR responsibility boils down to being an advocate for student athletes.
 - Intercollegiate Athletics Council serves as an advisory group to President Eighmy and includes representation from across campus including faculty members and stakeholders from various departments, two faculty senators, student athletes, and non-athlete students.
 - 17 sport programs (9 women's programs and 8 men's programs).
 - 82% graduation success rate
 - 30% of nearly 400 student athletes received academic honors in the past year
 - Outside of the GI Bill, intercollegiate athletics is the second largest scholarship program in the nation
 - UTSA is the first school ever to adopt the Tracy rule which ties eligibility to behavior. Annually athletes sign pledge of their support to finding an end to sexual violence and any violent crimes.
- Athletic Budget Overview
 - **Note: Athletic programs in the state of Texas do not have access to state appropriation funds, Permanent University Fund (PUF), or tuition revenues bonds**
 - Support is raised through ticket sales, sponsorships, fundraising, and an athletic fee.
 - Athletic annual budget is only 5% of entire UTSA overall budget.
 - Direct institutional support is only 1.1% of the overall UTSA budget
 - Student-athletes are projected to send more than \$5 million back to the university in the form of tuition, fees and housing. These dollars help to support their respective colleges through the IRM model as well as campus-wide support services
- Athletics aligns with UTSA's strategic destinations
 - Athletics Academic Services and the UTSA Division of Student Success are integrated units.
 - Classroom to Career: there are approx. 75-100 non-athlete students working in athletics in a variety of roles
 - Athletics has collaborative partnerships with Kinesiology, Engineering, Music and Marketing.
 - UTSA/UT Health partnership: UT Health San Antonio plans to build a community medical facility at UTSA's Park West Campus for San Antonio's northwest side and to support the sports medicine program for UTSA student-athletes
 - Athletic facilities receive support from donors, city and county partnerships and the capital campaign.
 - Athletics brings national and international exposure to UTSA through traditional and social media

Q

A

Students do pay a fee for athletics but is it correct that whenever that fee goes up to be changed it is voted on by SGA?

Yes, by statute SGA controls the process of bringing the student fee forward for a student body vote. They decide when to bring it forward and how the information is shared. They run the election process and tabulate the votes. It cannot be mandated.

What is being done to keep our classrooms up to standard, as well.

We are investing \$20 million HEERF dollars into our classrooms and technology so we hope to cover as many classrooms as we can with that funding.

HOP Committee

MATTHIAS HOFFERBERTH: CHAIR, HOP COMMITTEE/DEPT. OF POLITICAL SCIENCE AND GEOGRAPHY

Committee Update:

The committee has been reviewing three policies: HOP802 - Property Accounting responsibilities; HOP929 – Institutional Naming of Facilities and Programs; HOP1010 – Human Research.

If you have interest in hearing more, please reach out to the committee for more details.

Research Committee

ALEX GODET: CHAIR, RESEARCH COMMITTEE/DEPT. OF EARTH AND PLANETARY SCIENCES

Committee Update:

The committee meets with Dr. John Saygin of VPREDKE twice a semester about how research is happening at UTSA. He provided insight on how pre and post award staff are rotating out and the plan to try to retain them longer so we can build a capacity to better support research opportunities at UTSA. He laid out his plan of action for spring and raised a concern for why there are so many post award modifications on budgets, so the research committee is discussing how they can help him. The Research Committee raised a concern about Post-Award support in their meeting; Dr. Saygin says new accounts should be set up within 8-10 business days. If you have colleagues who report that it is taking more than 8-10 days to set up new accounts, reach out to Dr. Saygin so he can look into what is happening, so the funds can be available for research sooner rather than later.



Discussing student evaluations being outdated particularly to the new permanent modalities. Recommend rewording some of the questions in student evaluations to make them relevant.

This topic has been brought up in various meetings across campus, so this is being evaluated at many levels.

AdHoc Governance Committee

BRANCO PONOMARIOV: CHAIR, ADHOC GOVERNANCE COMMITTEE/DEPT. OF PUBLIC ADMINISTRATION

Committee Update:

The committee had their inaugural meeting, established their initial goals and are getting started on their first order of business which is proposed language to establish a university building committee.

Unfinished Business

- Mary McNaughton-Cassill: The university employee facing wellbeing committee has a spin off group which is working on initiatives for the whole campus to offer mental health first aid training and compassion fatigue sessions for faculty. Mental health first aid training is a certificate program. If you are interested go through your AD or contact Mary or Donna Edmondson.

New Business

- Becky Huang shared a memo from her department questioning how merit is parsed for faculty.

Open Discussion

- Andrew Konove: comment on structure of meetings, would like to shorten the presentations; Chad is working on limiting presentations to 15 minutes each. Marcus Hamilton shared the same concerns about faculty senate business that might not be attended to due to long presentations and not enough time in meetings to discuss faculty related issues.
- Chad Mahood: should we resume face to face/hybrid meetings? Melinda will create an electronic survey for faculty senators to vote.

2021–2022 FACULTY SENATE MEMBERS

UTSA COLLEGE OF ENGINEERING AND INTEGRATED DESIGN

- **JOHN ALEXANDER**, SCHOOL OF ARCHITECTURE & PLANNING
- **AUGUST (GUS) ALLO**, FIXED-TERM TRACK REPRESENTATIVE
- **KIRAN BHAGANAGAR**, DEPT. OF MECHANICAL ENGINEERING
- **DREW JOHNSON**, DEPT. OF CIVIL AND ENVIRONMENTAL ENGINEERING
- **SANDEEP LANGAR**, DEPT. OF CONSTRUCTION SCIENCE AND MANAGEMENT
- **SUE ANN PEMBERTON**, SCHOOL OF ARCHITECTURE & PLANNING
- **JEFFREY PREVOST**, DEPT. OF ELECTRICAL AND COMPUTER ENGINEERING
- **GABRIELA ROMERO URIBE**, BIOMEDICAL ENGINEERING AND CHEMICAL ENGINEERING

COLLEGE OF BUSINESS

- **VICTOR DEOLIVEIRA**, DEPT. OF MANAGEMENT SCIENCE AND STATISTICS
- **RICK GRETZ**, DEPT. OF MARKETING
- **DANIEL HOLLAS**, DEPT. OF ECONOMICS
- **HUY LE**, DEPT. OF MANAGEMENT
- **CHARLES LIU**, INFORMATION SYSTEMS & CYBER SECURITY
- **DENNIS LOPEZ**, DEPT. OF ACCOUNTING
- **MAHO SONMEZ**, FIXED-TERM TENURE TRACK REPRESENTATIVE
- **JOHN WALD**, DEPT. OF FINANCE

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

- **SONYA ALEMAN**, DEPT. OF RACE, ETHNICITY, GENDER AND SEXUALITY STUDIES
- **CURTIS BREWER**, DEPT. OF EDUCATIONAL LEADERSHIP AND POLICY STUDIES
- **FELICIA CASTRO-VILLAREAL**, DEPT. OF EDUCATIONAL PSYCHOLOGY
- **BECKY HUANG**, DEPT. OF BICULTURAL-BILINGUAL STUDIES
- **RICA RAMIREZ**, DEPT. OF INTERDISCIPLINARY LEARNING AND TEACHING
- **DEVON ROMERO**, DEPT. OF COUNSELING

COLLEGE OF LIBERAL AND FINE ARTS

- **WHITNEY CHAPPELL**, DEPT. OF MODERN LANGUAGES AND LITERATURES
- **BRIAN DAVIES**, DEPT. OF HISTORY
- **KIMBERLY FONZO**, DEPT. OF ENGLISH
- **MARCUS HAMILTON**, DEPT. OF ANTHROPOLOGY
- **DAVID HANSEN**, FIXED-TERM TENURE TRACK REPRESENTATIVE
- **MATTHIAS HOFFERBERTH**, DEPT. OF POLITICAL SCIENCE AND GEOGRAPHY
- **KIM KLINE**, DEPT. OF COMMUNICATION
- **S. ANDREW LLOYD**, DEPT. OF MUSIC
- **HUMBERTO SAENZ**, DEPT. OF ART AND ART HISTORY
- **JOSH THUROW**, DEPT. OF PHILOSOPHY AND CLASSICS

COLLEGE OF SCIENCES

- **HECTOR AGUILAR**, FIXED-TERM TENURE TRACK REPRESENTATIVE
- **RAJENDRA BOPPANA**, DEPT. OF COMPUTER SCIENCE
- **LORENZO BRANCALEON**, DEPT. OF PHYSICS AND ASTRONOMY
- **JAMES CHAMBERS**, MOLECULAR BIOLOGY AND IMMUNITY
- **MIKE DOYLE**, DEPT. OF CHEMISTRY
- **ALEXIS GODET**, DEPT. OF EARTH AND PLANETARY SCIENCES
- **DMITRY GOKHMAN**, DEPT. OF MATHEMATICS
- **BRIAN LAUB**, DEPT. OF ENVIRONMENTAL SCIENCE AND ECOLOGY
- **RICHARD LEBARON**, DEPT. OF NEUROSCIENCE, DEVELOPMENTAL AND REGENERATIVE BIOLOGY

COLLEGE FOR HEALTH, COMMUNITY AND POLICY

- **GINA AMATANGELO**, FIXED-TERM TENURE TRACK REPRESENTATIVE
- **ROGER ENRIQUEZ**, DEPT. OF CRIMINAL JUSTICE
- **GINNY GARCIA**, DEPT. OF SOCIOLOGY
- **TIANOU ZHANG**, DEPT. OF KINESIOLOGY
- **MARY MCNAUGHTON-CASSILL**, DEPT. OF PSYCHOLOGY
- **EMILY NICKLETT**, DEPT. OF SOCIAL WORK
- **BRANCO PONOMARIOV**, DEPT. OF PUBLIC ADMINISTRATION
- **ZENONG YIN**, DEPT. OF PUBLIC HEALTH
- **RENE ZENTENO**, DEPT. OF DEMOGRAPHY

UNIVERSITY COLLEGE

- **LAUREN RIOJAS-FITZPATRICK**, FIXED-TERM TENURE TRACK REPRESENTATIVE

EX-OFFICIO MEMBERS

- **DIANE ABDO**, REPRESENTATIVE, ACADEMY OF DISTINGUISHED TEACHING SCHOLARS
- **EMILY BONNER**, PAST FACULTY SENATE CHAIR
- **JURGEN ENGELBERTH**, CHAIR, GRADUATE COUNCIL
- **CHAD MAHOOD**, CHAIR, FACULTY SENATE
- **CHRIS PACKHAM**, SECRETARY OF THE GENERAL FACULTY