

**BOLD
FUTURES**

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**UTSA'S BOLD
ADVANTAGE**

Faculty Senate



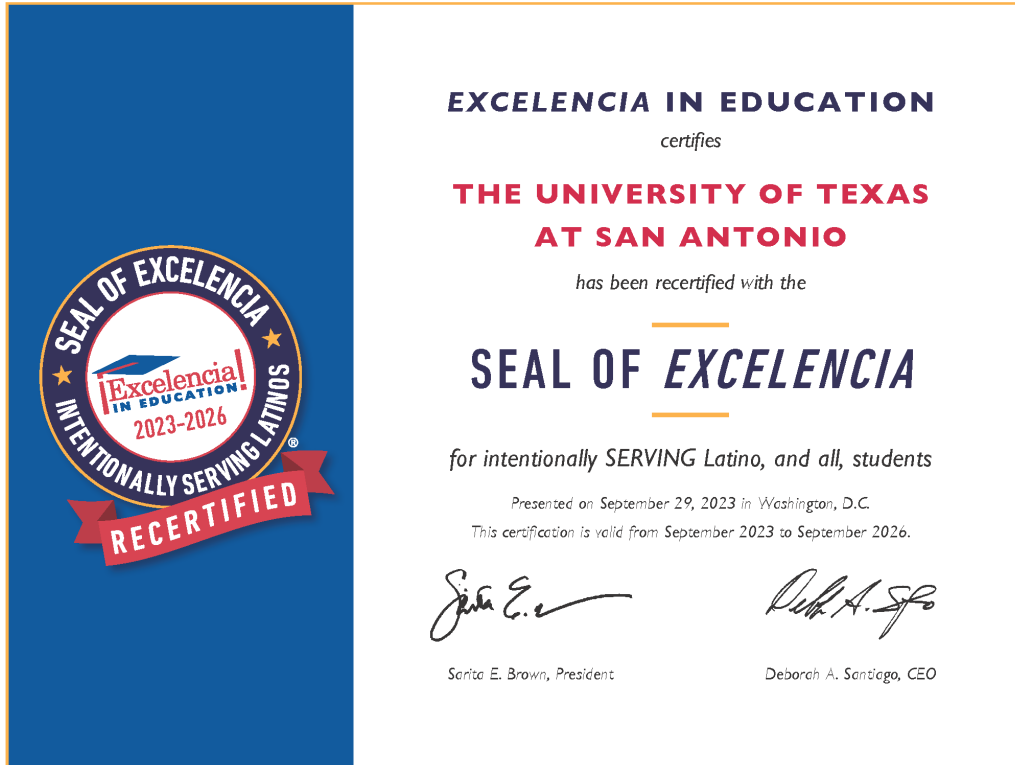
Heather Shipley, Ph. D.

Interim Provost & Senior Vice President for Academic Affairs

October 12, 2023

Seal of *Excelsencia*

In recognition of the UTSA's commitment and ability to accelerate Latino student success, UTSA received Seal of *Excelsencia* recertification from *Excelsencia* in Education.



Examples of *Excelencia*

Congratulations to the UTSA Graduate School's Keep Running With Us program for being named a 2023 Examples of *Excelencia* finalist

KRWU enables UTSA to retain talented undergraduate students and alumni pursuing graduate education by streamlining the application process for selected candidates to reduce application completion time and remove many common application barriers



Market Retention/Compression Adjustments

- » UTSA continues to invest in our talented faculty and staff.
- » Funding was allocated by colleges to address market & salary compression for T/TT faculty.
- » Deans used the following data to guide salary recommendations for review by university leadership prior to implementation
 - dashboard analysis of R1 and R2 salary medians by CIP code
 - department
 - rank
 - years of experience
 - teaching and research/scholarly work
 - past evaluations
 - consultations/nominations from college leadership (chairs and/or associate deans)

Market Retention/Compression Adjustments

131 Faculty received adjustments, effective Sept. 1

At each rank

34 Assistant Professors
46 Associate Professors
51 Professors

Across the Colleges

12 ACOB
14 COEHD
36 COLFA
15 COS
16 HCAP
38 KCEID

Increase Increments

23 faculty at \$10,000 +
49 faculty at \$5,000 to \$9,999
59 faculty at \$2,000 to \$4,999

Advancing UTSA's National Impact Travel Award

Increasing support for faculty & staff travel to enhance pedagogical skills and showcase the university's accomplishments on a national scale

- » Open to T/TT and FTT faculty and college or academic support division staff
- » Reimbursement up to \$2,000 for full-time FTT faculty with no matching funds required by the sponsoring college or support unit.
- » Reimbursement up to \$1,500 for T/TT faculty & staff with a maximum of \$1,000 if the college or support division provides \$500 through a 2:1 fund matching model.



UTSA'S Review Process

Moving Toward SB 17
Compliance Together



A Consultative and Iterative
Internal Review Process: Fall 2023



Guided by Cole Values

“We want to acknowledge that this is **a challenging matter to navigate**. As a university, we are committed to **adhering to our core values** and supporting **academic freedom** while creating a strategy that aligns with **UT System guidelines**. Our students, faculty, and staff remain our top priority, and we will ensure our efforts are guided by **our deep commitment to the inclusiveness, collaboration, and well-being** of all Roadrunners.”

- An email to the UTSA community on 8/28/23 Heather Shipley, Veronica Salazar, and Carlos Martinez

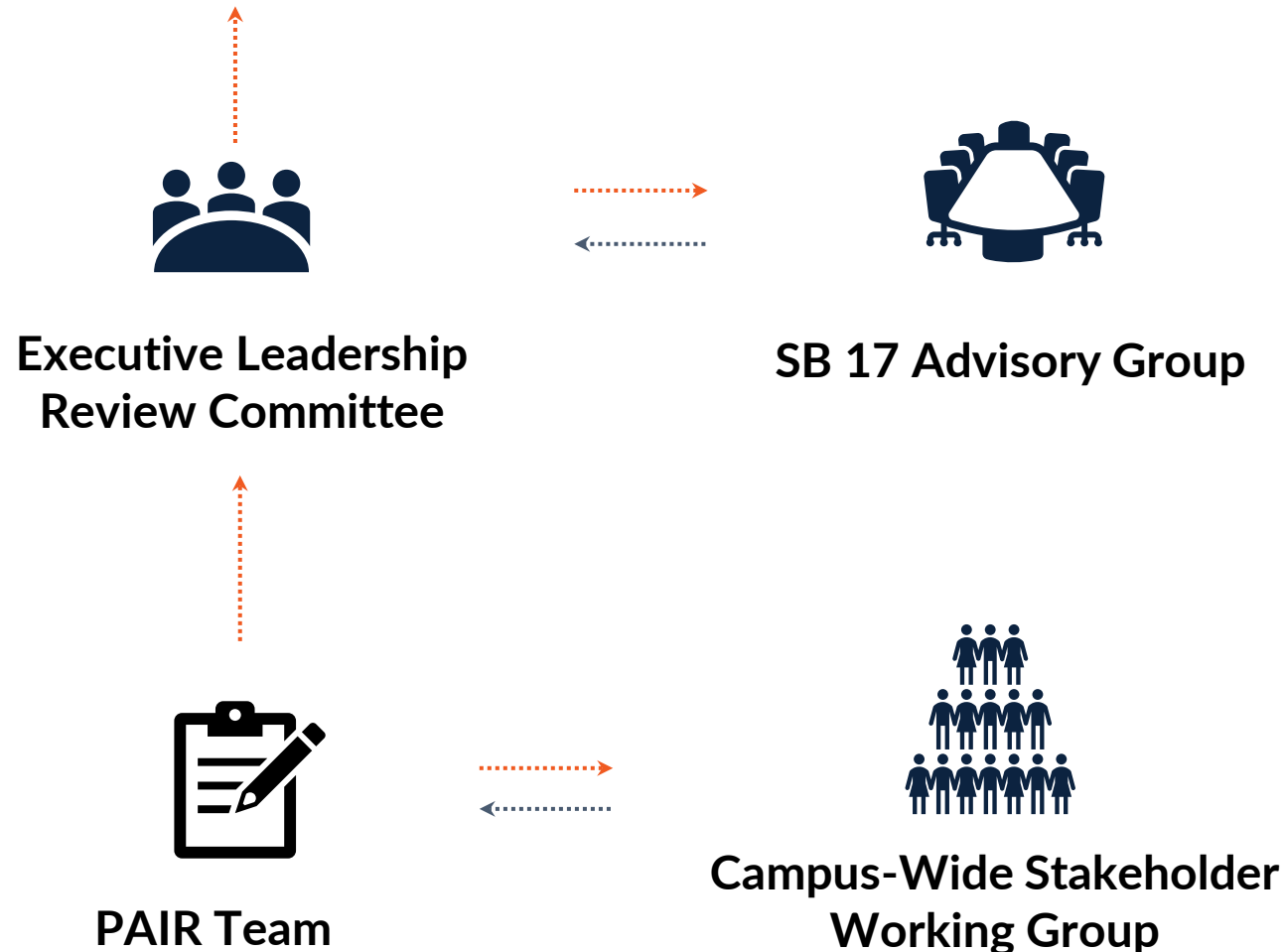
Implementation Timeline

UTSA's internal review process is intended to move swiftly to provide UTSA community members with timely guidance prior to SB 17 becoming effective. Regular communication will be provided throughout the process and at key milestones.



SB 17 Review Process

Presidential Review and Approval



Presidential Review and Approval

Will make final determinations of permissibility based on the provided recommendations.

Executive Leadership Review Committee

Will make recommendations to the President regarding permissible activities, communicate findings, and direct implementation efforts.

SB 17 Advisory Group

Will consult and provide advice on the process and serve as a consultative body on determinations.

PAIR Team

Will facilitate the collection of materials for review and use a UT System-approved rubric to make a preliminary recommendation based on the characteristics of a program, activity, or initiative.

Campus-Wide Stakeholder Working Group

Will collect, screen, and submit programs, activities, and initiatives that are subject to SB 17 on behalf of divisions, colleges, and units.



Will UTSA's status as a Hispanic Serving Institution change due to SB 17?

No. Hispanic Serving Institutions (HSI) are defined in federal law (the Higher Education Opportunity Act, Title V, 2008). The complete federal definition can be found [here](#). As SB 17 is a state law, it does not impact UTSA's HSI designation.

See the Hispanic Association of Colleges and Universities website for additional information (www.hacu.net)



No

Process Update

The submission process is intended to be iterative, consultative and responsive.

The PAIR team is reviewing entries submitted by the working group and will make preliminary recommendations to share with the executive group later this month.

As questions arise, the PAIR team continues to seek guidance from the Campus Stakeholders, the Executive Leadership Review Committee and UT System's Office of General Council



Engage Students in Understanding SB 17

Discussions patterned after PAIR process

Topics

- SB17 overview
- Current exempt activities
- Methods used to monitor institutional compliance
- UTSA's implementation timeline

Q&As

- Checking for understanding
- What's missing?
- Needs and support

SB 17 Student Communications

Messaging Development and Dissemination

- Present **Roadshow/Information Sessions** to SGA and other Sponsored Student Orgs/Registered Student Orgs
- **Community Gatherings** (multiple modalities, virtual and in-person)
- Discuss with **Paisano** editorial team
- Outreach through strategic **social media**
- **Meetings** with Staff Senate & Student Affairs Leadership Team to share/train on Talking Points



Navigating a Path Forward

<https://www.utsa.edu/president/campusandcommunity/SB17.html>

FAQs include guidance from the UT System

Additional questions should be directed to the PAIR team,
PAIRTeam@utsa.edu.



SB 18 PROCESS

- UT System updated Regent Rules 31002, 31007, 31008, and 31102
- Forming an SB 18 Committee to look at our HOP changes or further clarifications needed based on SB 18 and the subsequent update to UT System Regent Rules due to the new legislation
- Will be composed of 3 senators, 2 chairs, one dean, AVP Kelly Nash and staffed by Katie Meersman in Academic Affairs.
- Asked Chairs of Faculty Senate and Chairs Council for nominations

Expanded SB 18 Committee Charge

As stated in The University of Texas at San Antonio (UTSA) Faculty Rights and Responsibilities, UTSA seeks to provide, promote, and sustain a landscape that is conducive to sharing, extending, and critically examining knowledge and values, and to furthering intellectual discourse. The success of these central functions requires that faculty members be free within their respective fields of competence to pursue and teach the critical examination of knowledge and values in accord with appropriate standards of scholarly inquiry.

This committee is charged with reviewing UT System and UTSA policies and procedures related to a faculty member's ability to pursue research, scholarship and teaching within their respective fields of study and shared governance. The committee will recommend revisions to existing policies and procedures or propose the creation of new policies and practices, with the goal of clarifying and codifying a faculty member's ability to pursue knowledge as it relates to academic freedom and administrative actions or decisions. The group may also make a recommendation related to communicating policy or practice changes so a shared understanding exists among students, faculty, and staff.

SB 18 Committee

- Kelly Nash, AVP Faculty Success
- Staffed by Katie Meersman, Asst. Vice Provost for Strategic Initiatives
- Sonya Aleman (COEHD)
- Eric Brey (KCEID)
- Deepa Chandrasekaran (ACOB)
- Saugata Datta (COS)
- Marcus Hamilton (COLFA)
- Debra Pena (UC)
- Marie Tillyer (HCaP)

SAVE THE DATE

SEASON *of* THANKS CELEBRATION

**MONDAY,
NOVEMBER 6, 2023
11:30 A.M. — 1 P.M.**

Academic Affairs Reception
H-E-B Student Union Ballroom
UTSA Main Campus



UTSA Academic Affairs

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