

**BOLD
FUTURES**

POWERED BY
////////////////////

**UTSA'S BOLD
ADVANTAGE**

Faculty Senate

Fall 2023 Welcome



Heather Shipley, Ph. D.

Interim Provost & Senior Vice President for Academic Affairs

September 7, 2023



WELCOME BACK!



NRUF

UTSA has achieved
NRUF eligibility!



Outstanding New Faculty

- » **97** total new TT/T/FTT faculty
- » **87%** of incoming T/TT faculty received terminal degrees from R1 research institutions
- » **63%** of the incoming T/TT faculty earned their degrees from AAU member institutions
- » **13** incoming faculty hired through Strategic Faculty Hiring Initiative programs
- » **4** new department chairs hired

Nearly 1500 total faculty members across 7 academic colleges!

New leaders



Jill Fleuriet
Vice Provost
for Honors
Education



Eric Brey
Interim Dean
of the Margie
and Bill Klesse
College of
Engineering
and
Integrated
Design (Klesse
College)



Jianwei Niu
Interim Dean
of University
College



**Angelica M.
Barrera**
Associate
Vice Provost
for Student-
Athlete
Retention
and
Excellence



Kelly Nash
Associate
Vice Provost
for Faculty
Success



Libby Rowe
Inaugural
Director of
the School of
Art

New E-School

Interdisciplinary School for Engagement in the Humanities and Social Sciences within the College of Liberal and Fine Arts

- » B.A. in Medical Humanities
- » Minor in Latin American Studies
- » Minor in Museum Studies
- » Film/Media Multidisciplinary Studies



New Living-Learning Community

Blanco Hall construction to begin this fall

- » expand housing options for first-year students and sophomores
- » accommodate 594 undergraduate students in a mix of single- and double-bed units
- » 162,500 square feet
- » at the intersection of Barshop Blvd. and Tobin Ave. on a northwest corner of the Main Campus.



New Downtown Development

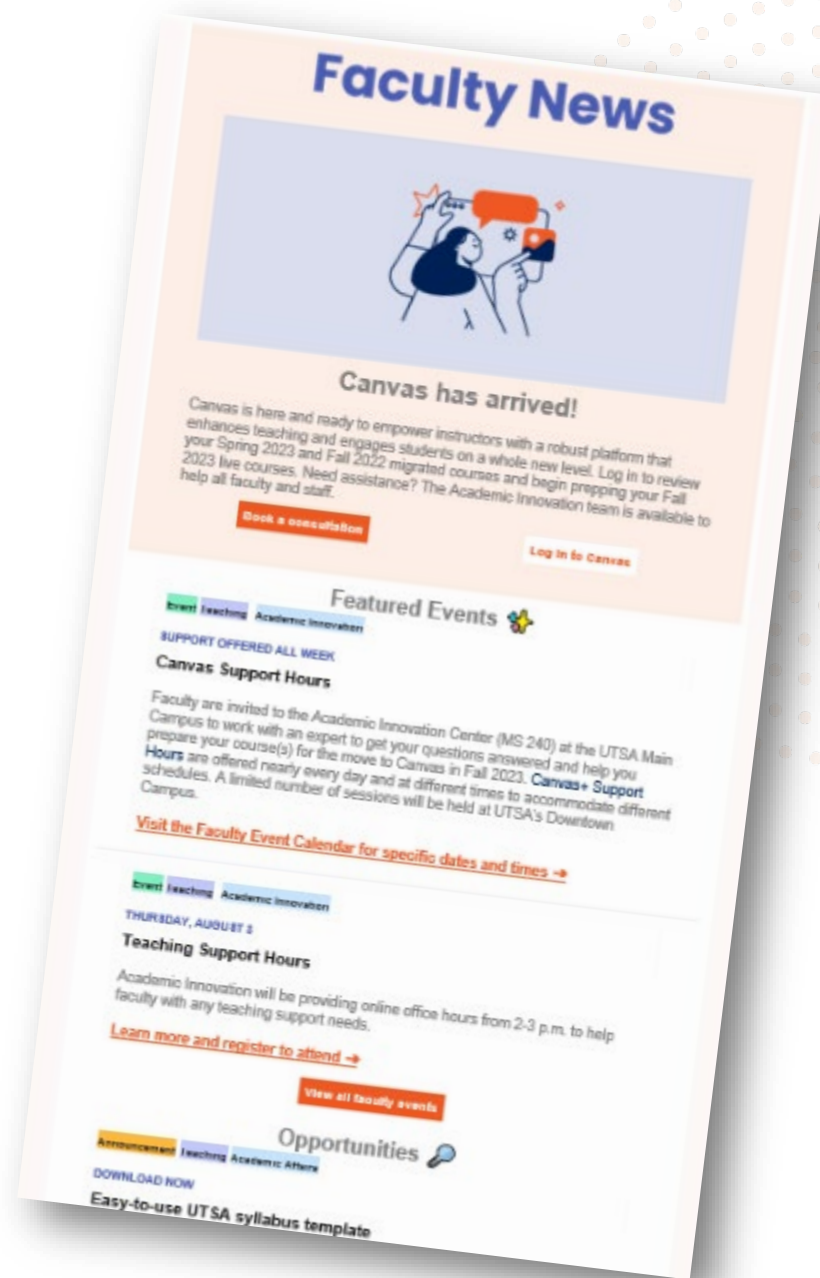
San Pedro II construction to begin this fall

- » new Innovation, Entrepreneurship and Careers (IEC) building
- » will introduce additional interdisciplinary and collaborative programs in business, engineering and sciences
- » just across the San Pedro Creek from San Pedro I



New Faculty News

Watch your inbox for your newly designed Faculty News!
Now coming from faculty@utsa.edu

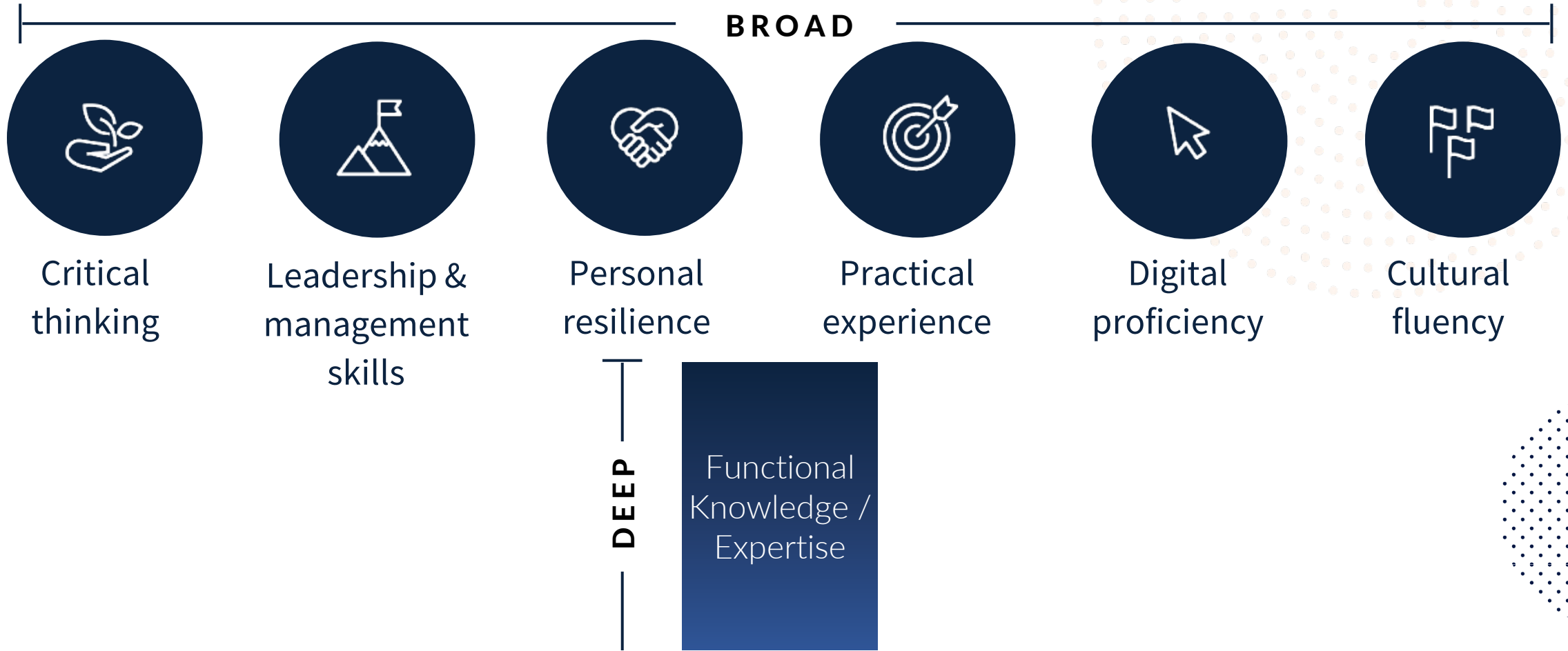




CLASSROOM TO CAREER



Industry Needs “T-Shaped” Talent



UTSA's Strategies



#1 Align academic programs with workforce needs



#2 Bring 'what comes next' into the academic experience: *Classroom-to-Career* Initiative



#3 Expand college-going to adult learners



#4 Improve readiness through linking workforce credentials to learning experiences

C2C through UTSA's Bold Advantage "Formula"

High quality instruction by R1-level faculty



Industry Aligned Programs with Cutting-edge curricula



Immersive "Learning by Doing" C2C experiences and Experiential Learning Maps



Marketable skills that prepare students and employers seek



2028 Goal:
75% graduates Complete a C2C experience



ADVANCING A CULTURE OF RESPECT AND ACCOUNTABILITY



Advancing a Culture of Respect and Accountability

Presidential Charge

We should aim to be a premier university where all students can thrive academically and emotionally and reach their potential as fellows and teachers. To achieve this goal, and our strategic destinations, we must continue to adopt national best practices in faculty mentorship. UTSA strives to be a university that can recruit and support the best graduate, doctoral and postdoctoral trainees from across the globe and prepare them to be leaders in their fields to impact our world.

UTSA's academic and research excellence must be matched by our commitment to trainee well-being and success. By furthering improving graduate, doctoral and postdoctoral education, we can achieve that goal and further elevate UTSA as a place to learn, teach, grow and thrive that benefits our communities, state and nation.

Common Vision for Mentoring Students

rooted in UTSA's core values of integrity, excellence, inclusiveness, respect, collaboration and innovation and faculty rights and responsibilities.

Hold before them the best scholarly, pedagogical and ethical standards of their discipline.

Demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and mentors.

Make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit.

Respect the nature of the relationship between professor and student.

Not engage in any exploitation, harassment, or discriminatory treatment of students.

Acknowledge significant academic or scholarly assistance from students.

Protect students' academic freedom.

Action Plan

- ✓ Reimagine Doctoral Program
- ✓ Faculty Mentoring Programs
- ✓ Faculty College Evaluation Guidelines
- ✓ New Faculty Academy: Onboarding New Faculty
- ✓ Leadership Training
- ✓ Change Management Training
- ✓ Graduate and Postdoctoral Scholar Training



STRATEGIC PLAN REFRESH UPDATE





VISION

Ten Year Strategic Plan Destinations

2018-2028

- 1** A model for student success
- 2** A great public research university
- 3** An exemplar for strategic growth and innovative excellence



STRATEGIC PLAN **REFRESH PROCESS**

In August 2023, UTSA is coming to the end of an effort to affirm and refresh our ten-year strategic plan.

WHY A REFRESH?

UTSA has risen to the challenges to serve students and deliver our mission in a changing world.

We will unite to celebrate our successes, hone our approach, and align our resources.

PROCESS OVERVIEW

Undertake an inclusive and transparent process.

Stakeholder buy-in and feedback is vital to affirm our current work and identify new opportunities for excellence.

Timeframe:
2022-23 academic year

GETTING INVOLVED

UTSA's future depends on all of us.

Stakeholders had multiple opportunities to share their perspectives throughout process to shape where we are going.

At UTSA, we create BOLD futures together.



REFRESH PROCESS GOALS

Since 2017, UTSA has made significant strides toward achieving its strategic destinations; we are on course to keep going.

A refreshed plan will allow us to:

- **Acknowledge** what we have achieved since 2018
- **Map** our progress and chart our future directions
- **Adapt** to changes in the higher education landscape
- **Capitalize** on lessons learned during the pandemic
- **Align** our goals and pro forma (long-range financial plan) as required by UT Regents

REFRESH PROCESS **KEY STEPS**

UTSA's strategic plan refresh process was designed to be iterative, transparent and comprehensive.



1. **REFLECT**

In Fall 2022, unit leaders presented an overview of achievements and accomplishments to date.



2. **SURVEY**

In February, more than 1,100 Roadrunners completed a survey and shared suggestions to improve the plan.



3. **LISTEN**

In the spring, more than 3,000 Roadrunners participated in one of 50 listening sessions.



4. **SUMMARIZE**

This summer, the Steering Committee reviewed everything that was learned and completed its report.

STRATEGIC PLAN REFRESH FINDINGS AT A GLANCE



KEY STRENGTHS

1. UTSA has built momentum
2. UTSA defies expectations
3. UTSA is ideally positioned in a great city
4. UTSA pursues excellence boldly



KEY OPPORTUNITIES

1. Facilitate growth and evolution at scale
2. Invest in exceptional faculty and staff
3. Adopt efficient and innovative practices
4. Further enhance communication and collaboration

RECOMMENDATION 1

AFFIRM UTSA'S MISSION, VISION AND VALUES

UTSA's vision, mission and values provide the underlying foundation for the Strategic Plan. Historically, these statements have played a long-standing role in reflecting who we are as a university community, our defining ideals and shared aspirations for the future.

These core tenets reflect who we are as a university community and our future aspirations.



RECOMMENDATION 2, 3, 4

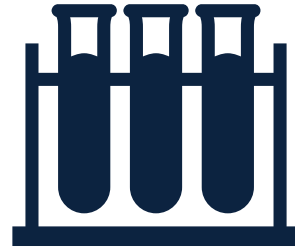
AFFIRM AND REFINE OUR DESTINATIONS



Destination One:

UTSA will be a model for student success.

Affirmed
No Changes



Destination Two:

UTSA will be a great public research university.

Affirmed
Modest Changes to Rationale



Destination Three:

UTSA will be an innovative place to work, learn and discover.

Affirmed
Further Refine Destination Name and Rationale

NEXT STEPS STRATEGIC PLAN REFRESH

Where do we go from here?



AUGUST 2023

Steering Committee shares the report with the campus and the Steering Committee



AUGUST 2023 - ONGOING

UTSA continues to provide regular communications and updates to the Strategic Plan Website



NOVEMBER 2023

President Eighthmy will present the refreshed plan and pro forma to the UT System Regents



ONGOING

Divisions, colleges and units align their priorities and activities to the Strategic Plan

1

ABOUT SB 17



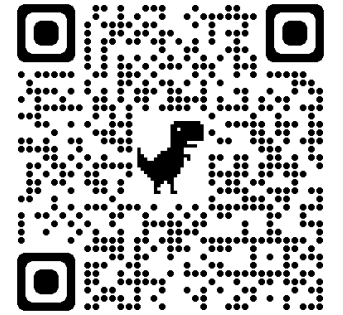
Effective January 1, 2024



ABOUT SENATE BILL 17

INFORMATION ABOUT THE BILL AND THE TIMELINE:

- The bill was signed into law by the Governor in June 2023
- Law goes into effect on January 1, 2024
- SB 17 charges the governing board of an institution with determining that public institutions act in accordance with the bill
- UTSA is acting in accordance with **real-time guidance from UT-System**



Read SB 17
Here

ABOUT SENATE BILL 17

SB 17 is limited in scope -- many campus activities can continue uninterrupted.

Exempt activities include:

1. Academic course instruction
2. Scholarly research or a creative work by an institution's students, faculty, or other research personnel or the dissemination of that research or work
3. Any activity of a student organization registered with or recognized by the university
4. A guest speaker or performer on a short-term engagement
5. A policy, practice, procedure, program or activity to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity
6. Data collection
7. Student recruitment or admissions

These activities are presumed to be exempt and can continue

ABOUT SENATE BILL 17

Campus programs, activities, language, and initiatives that must be reviewed include:

1. Offices, divisions, units, and employees established to perform DEI functions named in the bill
2. The use of DEI statements
3. Preferential consideration to a person providing a DEI statement
4. Preferential consideration to an applicant for employment, employee, or participant on the basis of race, sex, color, ethnicity or national origin
5. Compulsory DEI training that has not been previously approved for students and individuals “performing any function at the university”

Under SB 17, these activities cannot continue and must be included in our campus review

ABOUT SENATE BILL 17

Texas will monitor compliance and impact of SB 17:

- Governing boards must provide a **report certifying compliance**
- If a violation is found, institutions have a period to make corrective action (if no correction is made, the institution faces financial penalties)
- The State auditor will conduct **regular compliance audits** (at least once every four years)
- The Texas Higher Education Coordinating Board will conduct a **biennial impact study** (e.g., enrollment, retention, etc.)

② UTSA'S REVIEW PROCESS

**MOVING TOWARD SB 17
COMPLIANCE TOGETHER**



**A Consultative and Iterative
Internal Review Process: Fall 2023**



GUIDED BY CORE 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

SB 17 REVIEW PROCESS

Presidential Review and Approval



Executive Leadership
Review Committee



PAIR Team



SB 17 Advisory Group



Campus-Wide Stakeholder
Working Group



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.

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.



1

September 5-20

Working Group provides an updated inventory to PAIR Team using Qualtrics

2

October 18

PAIR TEAM sends preliminary recommendations to Executive Leadership Review Committee

3

w/o October 23

Executive Leadership Review Committee consults with Advisory Group and submits recommendations to the President

4

November 6

Executive Leadership Review Committee communicates the President's determinations and provides action plans, as needed



Jan 1

SB 17 becomes law

STAKEHOLDER WORKING GROUP

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

The Stakeholder Working Group Members will collect, screen, and submit items to be included in the updated DEI inventory:

- These unit-level leaders will attend a virtual orientation to inform their **local collaboration and collection** efforts to update UTSA's existing DEI inventory
- We are working to develop a **list** of representatives to take on this role in your division or college

3

ABOUT SB 18



ABOUT SENATE BILL 18

INFORMATION ABOUT THE BILL

- The bill was signed into law by the Governor in June 2023
- SB 18 makes changes to the promotion and tenure process
- UTSA is acting in accordance with **real-time guidance from UT-System**



Read SB 18
Here

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.
- Have asked Chairs of Faculty Senate and Chairs Council for nominations



LOOKING AHEAD



Faculty Senate Priorities for 2023-2024

Priority Areas	Budget	Research	Shared Governance	Protections for All Faculty
Faculty Senate Committees	Budget Committee; Academic Freedom, Evaluation, and Merit Committee	Research Committee	Executive Committee	Academic Freedom, Evaluation, and Merit Committee; HOP Committee
Goals/Actions	<ul style="list-style-type: none"> Enhance transparency, understanding, and accountability of IRM budget and administrative costs Address salary/pay issues at all stages of faculty lifecycle (hiring, compression, promotion, merit) for all faculty (FTT, T/TT, adjunct) Increase administrative support Improve teaching and research infrastructure 	<ul style="list-style-type: none"> R1 status Increase administrative support Improve research infrastructure 	<ul style="list-style-type: none"> Build influence with administration and faculty Ensure Faculty Senate representation on key search committees Consulting faculty on colleges' academic restructuring 	<ul style="list-style-type: none"> Protect academic freedom both in and out of the classroom Clarify implications of and support for dealing with new legislation on Tenure and DEI Revise HOP to institutionalize protections

We are invested in You!

UTSA is committed to your success.

Take advantage of the resources, tools and training are available through Faculty Success and our divisions of Academic Innovation and Research, Economic Development and Knowledge Enterprise.

As well as those available through People Excellence, MyTraining, LinkedIn Learning, the Employee Assistance Program and wellness opportunities.

These resources offer opportunities to enrich your professional and personal journey





Follow Us!



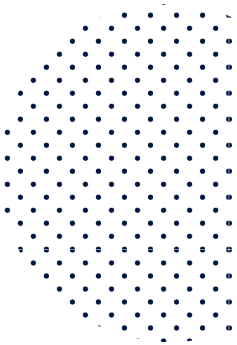
(Twitter)



Academic Affairs
@utsa_academics



Heather Shipley Ph.D.
@HeatherShipleyPhD



FALL 2023 / ACADEMIC AFFAIRS



Looking forward to
a great year ahead!





UTSA Academic Affairs

BOLD FUTURES

POWERED BY



**UTSA'S BOLD
ADVANTAGE**