UTSA Academic Affairs

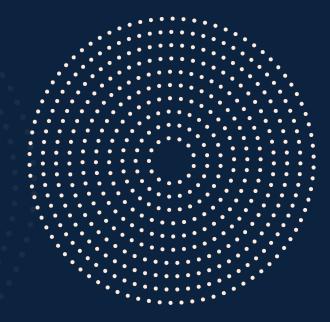


APRIL 4, 2024

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Heather Shipley, Ph.D.

Interim Provost & Executive Vice President for Academic Affairs





PREPARING CAREER-READY ROADRUNNERS

Elevating lifetime earning potential

Average salary of UTSA graduates in the last three years:



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\$65,082

\$75,018

\$94,536

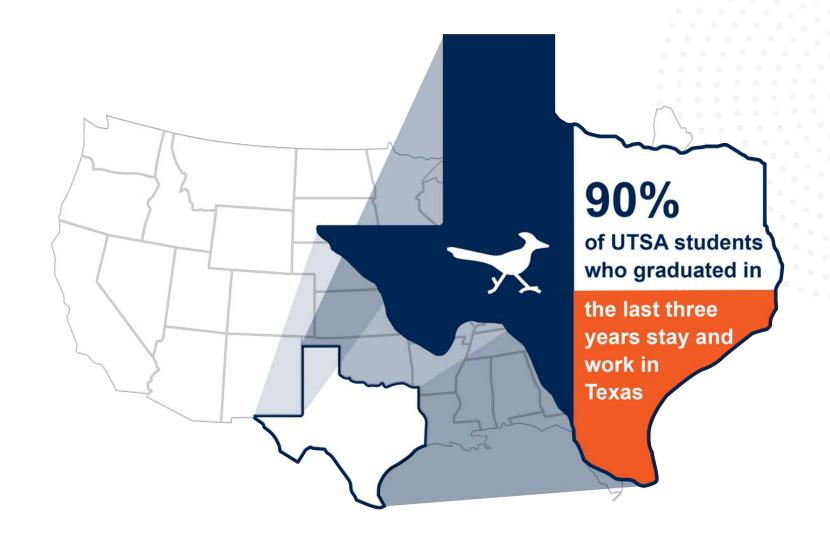
All graduates

Master's degree graduates

Doctoral degree graduates

Average salary in San Antonio metropolitan statistical area is \$54,060.

Average salary in Texas is \$57,300.



Faculty and Staff Compensation Study and Practices



Staff and FTT Compensation Study Goals



Fairness & Equity

Ensure fair and equitable compensation based on factors such as skills, experience and responsibilities



Retaining Talent

Offer competitive compensation to retain top talent and reduce employee turnover



Attracting Talent

Benchmark our compensation against peers, making UTSA more attractive to prospective employees



Employee Engagement

Boost morale and engagement levels, leading to higher productivity and job satisfaction



Legal Compliance

Ensure continued compliance with laws regarding fair pay and equal opportunity

Staff Compensation Study Timeline – completed in late November 2024



Faculty Promotion Practices

- TT/T Faculty: who are successfully reviewed and approved for P&T will receive a 10% salary increase or \$5,000 (for assistant to associate professor) / \$7,000 (for associate to full professor), whichever is greater.
- Tenured Faculty: \$3,000 for meeting expectations or higher for CPE
- Established FTT promotion minimums

Rank	Increase*
Lecturer to Senior Lecturer	\$2,000 or 5%
Senior to Assistant	\$3,000 or 5%
Assistant to Associate	\$4,000 or 5%
Associate to Full	\$5,000 or 5%

^{*}whichever is greater

Changes go into effect Fall 2025

Campus Experience Task Force

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Office of the President President First Lady A Vision for UTSA 🔀 Executive Organization Reporting Offices Campus and Community Contact

Office of the President

About Dr. Eighmy

About the First Lady

A Vision for UTSA

Executive Organization

Reporting Offices

Campus and Community

Free Speech and Civil Discourse

Free Speech and Expressive Activities in

Civil Discourse

Safe Campus

Campus Experience Task Force



UTSA recently completed its yearlong strategic plan refresh process, outlining its continued efforts in transforming the institution into a leading Hispanic Serving, public research university. The refresh resulted in affirming destination one and modestly refining destinations two and three.

Destination three now specifies that UTSA will be an innovative place to work, learn and discover. As a result of these updates, which will be presented to the UT System Board of Regents for approval in November, the university has launched a task force to lead the effort toward achieving the destination's goals to enhance the campus experience for faculty, staff and students, both in-person and online

Framework

GOALS

Identify best practices that promote an exceptional campus experience

Develop flexible work arrangement guidance

Optimize academic course and program modality

PROCESS OVERVIEW

Launched fall 2023

Review of best practices, reports, stakeholder input

Work modality data collection

Development of preliminary working group recommendations

STAKEHOLDER INPUT

Membership representative of all divisions and governing groups

Outreach to campus stakeholders to gather feedback

Online feedback form and regular communication

Working Groups



Wellbeing & Community

Best practices for promoting an exceptional campus experience



Flexible Work Playbook

Resources to support flexible work modalities and review of the out-ofstate work exemption process



Academic Experience

Assessment of student needs and expectations for program and course modality alternatives and support services



Value Proposition

Catalog of perks and benefits of working and learning at UTSA

Recommendations

ACADEMIC EXPERIENCE



Course Offerings

Recommendation

Offer core & high-demand courses in multiple modalities, as appropriate

Planned Actions

- Continue to offer courses in multiple modalities
- Remove "Online Hybrid" modality beginning Spring 2025

Recommendations

ACADEMIC EXPERIENCE



Advising Enhancements

Recommendation

Hold a regular meeting between academic advising and departments to get timely updates on course offerings, catalog changes, and input on course sequencing.

Planned Actions

 Leverage Associate Deans Council on Undergraduate Studies to facilitate communication among Advising, Departments, and College Curriculum Committees

Recommendations

ACADEMIC EXPERIENCE



Communication and Collaboration

Recommendations

- Improve the onboarding experiences for the students through an online orientation
- Host more info sessions by different academic units (e.g., library, student success centers) to make students aware of available resources
- Host events to connect faculty and students to foster good relationships beyond the classroom.

Planned Actions

 Leverage Ruby Tuesday group to identify communication improvements related to existing resources (e.g., First-Year Journey Working Group)

UTSA Academic Affairs