

Regular Meeting Agenda

Thursday, April 28, 2022 | 8:30-10:30 A.M. | Hybrid Meeting – North Paseo (NPB) 1.412/Zoom

8:30 am

Meeting Called to Order

Members Present: Brandy Barksdale, Amy Fritz, Tamala Boyd, Sapna Naik, Amanda Perez, Jessica Dawson, Jerry Smith, Ty Middleton, Diana Lomas, Matt Keneson, Jaime Fernandez, Edward Garza, Yasmin Codina, Destiny Jones, Olinda Ongay, Anna Boyer Chadwick, Demetrius Johnson, Diana Almaraz, Damaris Ibarra, Melissa Blanton, Kat Carrillo, Estefania Casper, Clarisa De La Fuente, Jake Erney, Norma Gomez, Wanda Guntz, Sylvia Mansour, Crystal Martinez, Jade Martinez, Dominick Morales, Cindy Orth, Sara Tate, John Shaffer

Members Absent (Excused): Tamala Boyd, Brandy Garcia, Nnennaya Ikwuagwu, Terri Reynolds, Xavier Santos, Danielle Williams

Members Absent (Unexcused): Robert Ripley

8:35 am

Voya Presentation – TJ Dubeansky, Financial Advisor

8:55 am

General Announcements/Old Business

- Vote on February & March minutes
- Climate Survey Focus Group volunteers established

9:00am

University Service Updates (5 min each)

- **HOP Committee - Jaime Fernandez**
- Policies reviewed in last month:
 - HOP 10.07 “Sponsored Cost Sharing”
3-28-22
 - HOP 10.08 “Cost Transfers on Sponsored Programs”
3-28-22
 - HOP 2.53 “Phased Faculty Retirement”
4-15-22
 - HOP 9.19 “Administration of the Student Deposit Endowment Fund”
4-18-22 (**abstain**)
 - HOP 10.23 “Human Subject Research”
4-26-22
- Policies for which Jaime voted:
 - HOP 8.02 “Property Accounting Responsibilities” – Re-vote (Yes)
4-20-22
 - HOP 10.05 “Managing & Certifying Effort on Sponsored Program” –
3-23-22
(**Delete** & Combined With HOP 10.06 Institutional Base Salary & Payroll Confirmation
 - HOP 10.10 Human Research – (Voted to **Abstain**)
4-26-22
 - HOP 10.07 “Cost Sharing Sponsored” (Voted - Yes)
4-1-22
 - HOP 10.08 “Cost Transfers on Sponsored Program” (Voted - Yes)
4-1-22
 - HOP 8.13 “The Organization and Appropriate Use of the Internet” (Voted – **Delete**)

4-11-22

- Changes to Policies Which Have Been Published or Deleted
 - HOP 10.05 Managing & Certifying Effort on Sponsored Program

4-27-22

(Deleted & Combined With HOP 10.06 Institutional Base Salary & Payroll Confirmation)

- HOP 8.16 Information Security Administrator Policy (Deleted)
- 3-25-22
- **Parking and Traffic Committee – Wanda Guntz, Estefania Casper & Dominick Morales**
 - Increases for parking and transportation have not been approved yet, but it's forthcoming.
 - **Faculty Senate – Sylvia Mansour**
 - The proposal by political candidate to end tenure and not to support Critical Race theory was the main topic.
 - Faculty senate is not in support of this. They are afraid UTSA will not be able to recruit outstanding faculty and will severely decrease the programs we offer and have severe consequences that will prevent us from remaining a top tier university.
 - to this particular situation, and as we continue to get information that we're able to share, we have to be careful in how we share the information, it's more of a dissemination of it.
 - Sylvia will continue to provide updates as they are received.
 - **Other University Updates**
 - **Campus Climate Focus Groups**
 - Wanda had the opportunity to represent Staff Senate on the How do you make UTSA a better place to work? focus group. It was interesting sitting on this focus group and staff perspective was very well represented and the moderator jotted issues down. If the moderator actually communicates what was communicated in the room, leadership will have an good idea of what the staff needs as far as improving the workplace here at UTSA
 - Some points brought up were, professional development, job progressions, funding travel
 - How to better connect to UTSA various missions and vision? Focus group, and they discussed similar to the above, and how they can better understand the strategy and communication was a big thing and trust, to include transparency and communication improvements. Also, it was discussed that there needs to be a better understanding of what our mission and vision actually mean.
 - Additional feedback provided was that a lot of people don't know about Staff Senate and how we need to look at a better way to represent.
 - Per Brandy, Veronica will return to discuss in more detail some of the issues related to compensation, that were brought to light when Dr. Eighmy presented to Senate.

9:20am

Committee Updates

- **Communications**
 - New Instagram @UTSAStaff is the handle
- **Community Outreach & Events**
 - Volunteer call coming soon for Great Staff Appreciation (GSA) – May 19th
 - Need additional silent auction items, please reach out to Cindy Orth if you have donations, or need the letter drafted for donations. No donation is too small. We can combine small donations into large baskets.
- **Elections**
 - 18 members who will term in august, so we will have a busy election season.
 - nominations in the June, elections in July, so that we can notify the winners and then be able for the transition for the late August or September meeting.
- **Finance**

- Purchase requests made as of 4.13.22 have been processed
 - Shirts received
- Budget updates as of April 2022
 - \$280.99 left in our budget
- **Health & Wellness**
 - Rowdy Games updates (participants, volunteers, etc.)
 - 101 participants signed up
 - Five teams playing volleyball, dodgeball and basketball, leaving about 33 walkers and 10 people signed up for trivia.
 - Volunteers please be there by 7:30 am for a quick meeting before you man your stations as assigned in the email.
- **QIC**
 - Promotion of QIC form
 - Also mentioned, perhaps using an easier way to contact staff senate on issues, such as a QR code
- **Staff Appreciation & Scholarships**
 - April winner Allyn Rede
 - Continue to ask Senate to push nominations, as we aren't seeing many trickle in.
 - Amy will maintain her position on Excellence Awards committee representing Staff Senate
- **Other Updates**
 - **University Excellence Awards update**
 - Amy and Matt will continue to maintain their position on Excellence Awards committee
 - Looking for suggestions to improve watch parties, but immediate feedback was that it was a success at both campuses.

10:00 a.m. Senate shirt distribution

10:15 a.m. Adjourn
Next General Meeting: May 26th at 8:30 AM – Hybrid

Dan Patrick's plan to end tenure at Texas universities could have dire consequences, experts warn

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KSTX
Morning Edition



GABRIEL C. PÉREZ / KUT

Texas Lt. Gov. Dan Patrick

One of the most high-profile new laws Texas passed last year was [Senate Bill 3](#), a ban on teaching “critical race theory” in grades K-12, which went into effect in December.

The measure was met with rebuke from some academics. Critics say the law attempted to fix a problem that doesn’t exist: Critical race theory is an area of study most often used in law schools, and there’s little evidence it’s even being taught in Texas grade schools. Others argue the proponents of laws like SB 3 don’t even know what critical race theory is, and that such legislation [instead creates a chilling effect on other areas of study like slavery and the Civil War](#).

Members of the faculty council at the University of Texas at Austin [voted 41-5](#) last month to reject any efforts by the Legislature to restrict or dictate what they could

teach. The measure stated that they "stand with (their) K-12 colleagues throughout the country" who may be affected by "pernicious legislation when they seek to teach the truth in U.S. history and civics education."

Such faculty council resolutions are typically statements of principle. But Lt. Gov. Dan Patrick took it as a direct challenge to the authority of the Legislature and wasted no time in striking back.

"Apparently this small group, they don't understand that we in the Legislature represent the people of Texas," Patrick said during a press conference at the state Capitol on Feb. 18. "We are those who distribute taxpayer dollars. We are the ones who pay their salaries. The parents are the ones who pay tuition. And, of course, we're going to have a say in what the curriculum is."

The Texas Legislature won't meet again for more than nine months, but Patrick has already identified one of his top priorities for the next session: abolishing academic tenure at all Texas public universities, as part and parcel of his plan to extend a ban on teaching what the state defines as critical race theory to institutions of higher education.

Academic tenure is designed to protect certain professors from being dismissed without good cause. In theory, it's meant to protect academic freedom.

Patrick argued that protection was being abused and had to come to an end. Under his proposal, already tenured professors would be reviewed annually, rather than every six years under current policy. Patrick added that he'd also seek to change what constitutes good cause for revoking tenure, officially making the teaching of "critical race theory" as defined by state law grounds for tenure revocation.

UT-Austin President Jay Hartzell responded with an extended [defense of his faculty and the tenure system](#).

"Removing tenure would not only cripple Texas' ability to recruit and retain great faculty members," Hartzell wrote, "it would also hurt Texas students, who would not be

able to stay in the state knowing that they will be learning from the very best in the country.”

Now the Texas Faculty Association, the organization that represents university employees, is bracing for battle.

"It's an outright attack on higher education," said Pat Heintzelman, the association's president. "We have to fight this at the Legislature, and we're going to get started soon. We are starting."

Higher education makes up a powerful lobbying force, but Patrick tends to get his way on his top priorities. He's just announced plans to merge the Texas Senate Higher Education Committee into the Senate Education Committee, the latter of which oversaw the passage of SB 3. That could be the first step towards expanding the state's ban on teaching critical race theory to the university level and ending tenure.

Heintzelman argued that tenure is a critical protection to allow professors to do their jobs, not simply a blanket protection that allows professors to get away with behavior that would be unacceptable in other professions.

"Tenured faculty have to meet standards," Heintzelman said. "They have to fight for tenure. They have to meet the rigorous standards, you know, for teaching, research and service, and they still have post tenure review afterward. They're held accountable before and after they get tenure."

[Less than a quarter](#) of the people teaching at American colleges and universities are tenured, but such a move could have ramifications for all faculty members.

That's the concern of Peter René, who teaches political science at Texas Southern University. He's an adjunct professor – in other words, not tenured.

"If tenure goes away and professors, full-time professors are not protected, then our status would have to change," he said. "We could not stay on the same status because there would (be) no differentiation between us and full professors."

One of the main reasons for universities to hire adjunct professors is to teach entry-level courses, giving tenured professors the freedom to do research and teach more advanced courses. And there's always the hope that, with a foot in the door, an adjunct might eventually be able to get on a tenure track.

"If there's no such thing as a tenure track anymore, what is the appeal to be an adjunct?" René asked.

René stressed that he would stay with TSU even if tenure were eliminated. He's convinced that a law banning tenure would not stand up to a court challenge, which he is sure would follow the passage of such a law.

But he also believes that other adjuncts would leave, and that they wouldn't be the only ones.



Lucio Vasquez / Houston Public Media

Peter René teaches political science at Texas Southern University. Taken on March 22, 2022.

Henry Reichman is professor emeritus of history at California State University at East Bay and the author of the book *Understanding Academic Freedom*. Reichman said eliminating tenure at Texas state universities would lead to an exodus of the system's most talented faculty members.

"There is no doubt in my mind that if Texas eliminates tenure, the quality of the faculty — and not just in controversial disciplines like gender studies or history or English, but in engineering, in physics, in law, in wherever — that the quality will go down, because good people will say, 'I don't want to go work there. There's no job security. I'll be reviewed every year and they could fire me on a whim,'" Reichman said.

He added that this could have serious consequences down the road for the state's economy.

"A strong higher education system, it contributes tremendous amount to a state's well-being," Reichman said. "It produces jobs. It produces people trained to do important things."

Neal Hutchens, who teaches higher education at the University of Mississippi, said tenure may not be perfect, but that eliminating it wholesale would have devastating consequences for Texas's public university system.

"Texas is an example of a state that through decades has really built some really high-quality colleges and universities, certainly nationally known and leading and even with recognition internationally," Hutchens said. "To put a proposal on the table that really could wreck that, that's astounding to me."

Texas eliminating tenure could also have nationwide consequences. Hutchens said some Republican-leaning states will look at Texas as a model and pass similar laws — particularly as the controversy over "critical race theory" dominates election-year politics. [South Carolina](#), for example, has itself considered passing a bill to eliminate

tenure for new university hires.

On the other hand, Hutchens said some states may swing in the opposite direction and try to strengthen their higher education systems.

"States that instead say, 'you know what, we're going to continue to protect and even try to strengthen our higher education systems, including the academic freedom rights for our professors,'" Hutchens said, "I think they actually gain a competitive advantage because I think that they're going to be places that people see as more desirable to work."

All of this is more than theoretical. Henry Reichman noted there are examples of colleges and universities that have eliminated tenure before. He cited the example of [Chatham University](#) in Pennsylvania. Just a few days before Patrick's announcement, Chatham trustees decided they would restore their tenure system, which the school had previously abolished as a cost-saving measure during a financially bleak period.

"While they have since recovered financially, enrollments are on the rise, the place is doing better, and they have found that now they want to expand their faculty and they can't attract and retain the best people that they would like," Reichman said. "I think that's a lesson to be learned by people, that when you eliminate tenure, you may regret it."

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Diversity Statement



Parking and Transportation Committee Meeting
March 9, 2022

The Parking and Transportation committee met via Zoom on Wednesday, March 9, 2022 at 10:00 AM. Clay Haverland, Assistant VP, Campus Services, facilitated the meeting.

1. Approximately 15 to 20 Southwest School of Arts students were issued UTSA ID cards. There is no direct Via bus line between the two campuses.
2. ADA changes have been completed at the DT campus. For example, we were deficit one parking space per code. This has been corrected and additional improvements were put in place. Parking spaces were repainted and brought up to current code.
3. The mobile parking APP will be in place for 2022-2023. There will be multiple locations across campus and DT for hourly parking. Departments will be able to request pin codes, which can be provided to guests visiting campus, to allow unlimited use of the hourly parking option. Departments will be billed on a monthly basis for use. Facility work has been outsourced to implement this project. Poles are being installed in the various parking lots and this work is expected to be completed by May 1. Students, faculty and staff are discouraged from using the mobile parking APP, unless the parking is for short increments of time, otherwise, it could be costly.
4. A new parking permit will be introduced, Garage Premium. A certain number of spaces will be allocated to premium parking. The additional cost for premium parking is \$200. This permit will be tested in the fall. If the premium permits are a success, the project will continue, if not, the spaces will be returned to normal garage permit and hourly access use.
5. Student residential parking permits are being enhanced. Students were previously designated to park in spaces in R-lots. Additional student spaces will be allocated across campus for students with R-lot permits. Students will have more flexibility in moving their cars from areas near the dorms to lots across campus.
6. In conjunction with the School for Data Science, UTSA acquired the Dolorosa parking lot. This lot provides access to the Federal Courthouse and Market Square. This new parking lot can be used by anyone, it is not a UTSA student or employee parking lot.
7. Parking permit pricing will increase approximately 3% across the board for each permit. This is the proposal submitted to UT System for approval. Usually, 17,000 – 20,000 permits are purchased by students, and approximately 3,000 are purchased by staff. The number of purchases of student permits is down, while staff permit purchases are up. However, the parking lot don't reflect the permit holders. Maybe because of Hybrid work, staff permit holders are not utilizing parking. As a result, parking spaces on various lots are being reallocated for use. Faculty/Staff parking spaces are being reduced and student parking spaces are being added.
8. There will be disruptions to summer parking, due to maintenance on the parking lots. Lots will undergo repainting and resealing. This was not done last year, due to COVID.
9. Lot utilization studies will be conducted. This is being conducted to determine where people are parking, usage at various times during the day. This will most likely result in an increase to student parking spaces and a reduction to Fac/Staff. Thus far, spaces have been reallocated from Fac/Staff to student parking in the Ximenes and Baurele Road parking lots.

10. We are exploring the parking permit zone option, where we have parking zones and it is first come first serve. This is utilized at UT Health. P&T will conduct a study to determine the feasibility of implementing at UTSA.
11. The budget was presented for next year. The current projection is a \$160k deficit, however, this could change due to an increase in projected revenue or a decrease in estimated expenditures.

2022 University of Texas - Seminars



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Financial Wellness – Covers all 6 Pillars of Financial Wellness in One Presentation

This seminar covers information to help attendees understand the principles of financial wellness while presenting on a variety of finance topics including goal setting, protection, spending and saving, and retirement planning. Attendees also learn helpful tips on maximizing possible employer benefits and accessing resources to help them on their journey to financial well-being.

6 Pillars of Financial Wellness – Seminar Series – Covering all 6 Pillars of Financial Wellness Individually

If the entire seminar series is not desired, seminars on individual topics listed below are also available:

Pillar 1: Emergency Savings - Be Prepared When Life Happens

Being ready for the unexpected is possible. Discover tips and direction on what you can do now to prepare for life's surprises.

Pillar 2: Protection - Understand your Protection Needs

When it comes to having the protection you need, a simple plan to help you make informed decisions is essential. Strengthen the financial security of those you love today.

Pillar 3: Spending/Saving - Helping you Balance it All

You work hard for your money. Your income is precious and what you do with it counts. Live within your means today and save for tomorrow.

Pillar 4: Retirement - Plan for Your Someday.

Whether retirement for you is soon or later, good things take time. Take charge of your financial future and start planning today.

Pillar 5: Debt Management - Manage Your Debt

How would your life change for you if you were debt-free? Knowing where to start is important to reducing and eliminating debt.

Pillar 6: Save for Other Financial Goals - Set and Reach your Financial Goals

Think of everything you'd ever want to do if you could. Does it seem like it's a dream? Having a sound plan in place will help keep your dreams alive.

5 Things to Do Now to Get Yourself Organized and on Track

Even when things are happening outside of your control, you can continue to stay on top of your goals and gain a sense of well-being. Discover strategies to help you get back on track with your financial goals. Focus on 5 things you can do to keep your finances on track and start the year strong.

Market Volatility/Stay the Course

The ups and downs of the market can be downright stressful – but don't panic. This isn't as unusual as you may think. We'll discuss what's going on in the Market and ways to help you get through uncertain times including:

- Why you should consider staying put
- How to deal with stress that can be associated with dealing with the market
- What you can do to stay focused
- And lastly, where to go from here

Personal Finance Basics – Manage Your Money Well

Day to day financial decisions make a great deal of difference in the kind of life you want to lead, so it's important to learn how to manage your money in a common sense way. This introductory seminar discusses the basics of personal finance, including how to set up a budget to see where your money goes, where to keep your money, how to handle what you owe, when investing makes sense and what tools and resources can help you.

Retirement Goals Under 40 – Plan for Your Someday – Start Now to Reach Your Dreams

Retirement planning for people under 40 – This seminar will help individuals at the early- to mid- retirement planning stages to picture their dreams for their "some day," with tips on creating a solid plan to help achieve them, including how an Advisor may assist.

Retirement Goals Over 40 – Small Steps, Great Strides – Reaching Your Retirement Goals

Retirement planning for people over 40 – This seminar will help individuals set a goal, check progress, think in terms of a retirement income plan and understand the ways a Voya Financial Advisor can provide support.

Basics of Investing (Investing 101) – Simplifying Investing Concepts and Create a Financial Plan

You don't need to be an expert or a stock market whiz to put an investment strategy into place. This engaging seminar will explain investing concepts in plain English and provide simple, practical ways to help you invest with confidence.

Evaluating Your Investments (Investing 201) – Beyond the Basics

This is a follow-up to Investing Concepts Simplified that gets more details. Discussion topics include, asset classes, asset allocation, and other tools and considerations related to investing.

Budgeting – Save for Your Goals with Smart Budgeting

Save for your goals with smart budgeting - This seminar provides the basics of living within a household budget so you can manage your finances more efficiently; setting short-term and long-term goals, balancing income and using credit effectively.

Social Security – It Pays to Know

Social Security Basics. If you are looking at taking Social Security in the near future -- whether it's in the coming months or in a couple of years – we want you to understand how to maximize this benefit. With Social Security, it really pays to know.

Advanced Social Security Strategy

Three steps to a Social Security strategy – Making an informed decision about how and when to take Social Security is key to a solid retirement income plan. But many workers do not realize the complexities involved with claiming Social Security benefits and that the cost of making the wrong choice can be quite high. This in-depth educational seminar will present key considerations to help you optimize your Social Security benefit and the role a financial advisor can play in your decision-making process.

Distribution Options

For many, the workplace retirement plan represents a good portion of their retirement savings. This in-depth seminar will help attendees understand the pros and cons of available distribution options and potential tax implications and penalties.

Retirement Income

Focus is to get you thinking about a plan to manage your retirement income in the early, middle and later stages of retirement. Explore retirement income sources (social security, pensions, and retirement savings), identify costs in retirement (Medicare and long-term care), and how financial planning can help.

Here's to Your Health – Prepare for Costs in Retirement

Today we are here to talk about health care expenses and how they need to be a critical factor in your retirement planning. With today's rising health care costs and longer lifespans, you cannot overlook the impact of health care on your retirement budget. It's smart to understand the issue and know your options for coverage; that way you can approach your retirement with confidence that you will be able to cover these expenses and avoid surprises.



TJ Dubeansky

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