



La Raza Conversation

Dr. Taylor Eighmy
President, UTSA

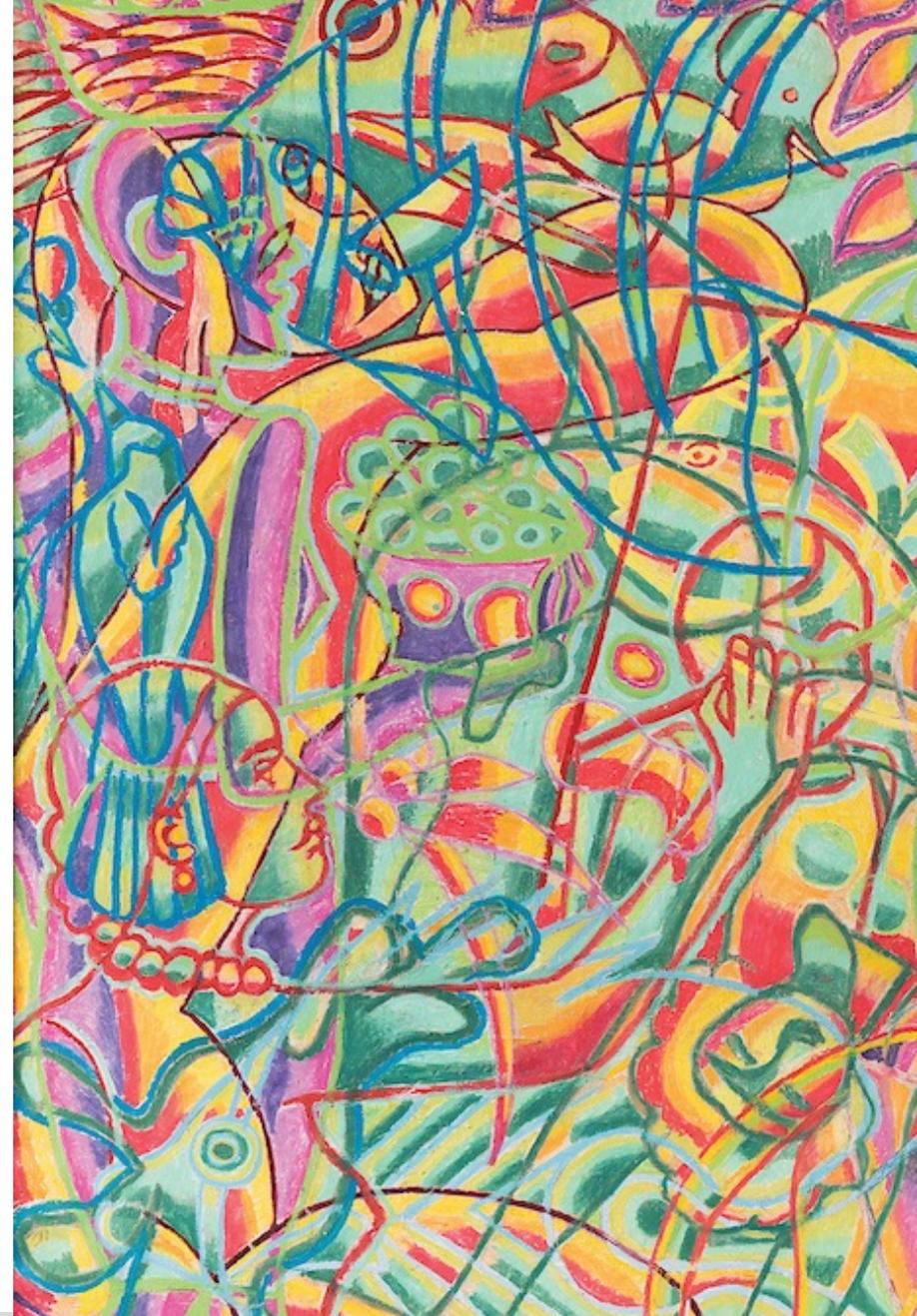
Dr. Kimberly Andrews Espy
Provost & Senior Vice President

March 24, 2022

Agenda

Relevant progress updates/data requests
Provost Espy

President's Remarks
President Eighmy



Overhauled Searching

- *Inclusive Searches* Training
- Diversity Candidate Pool Requirements
- Inclusive Language in PD's
- Candidate Statements
- Standardized Interview Question
- Universal Diversity & Inclusion Training
- Consistent Venue Advertising
- Stealth Recruitment Portal
- Accountability



HIRING

Strategic Hiring Initiative

- Clustered & Connected Hiring Program
- Advancing Academic Excellence through Accelerating Faculty Diversity Hiring Program
- Dual Career Academic Partners Hiring Program
- Accelerated Hiring of Nationally Recognized Faculty Program



Provost's Diversity Post-Doctoral Fellows Program

Post-doctoral fellowship program seeks to identify, advance, and nurture the work of outstanding early career diverse postdoctoral scholars, with the goal to prepare participants for faculty positions at UTSA (or elsewhere), particularly in fields where there are fewer members of underrepresented groups.



LAUNCHING

Bold Beginnings at Roadrunner Nation



ADVANCING

Mentoring Hub: Faculty Champions

- Early career department faculty mentoring
- Peer mentoring teams
- Mid-career mentoring
- Becoming a Mentor training
- Mentoring meet-ups
- Tenure track network club
- Resources through the National Center for Faculty Development & Diversity



PROMOTING

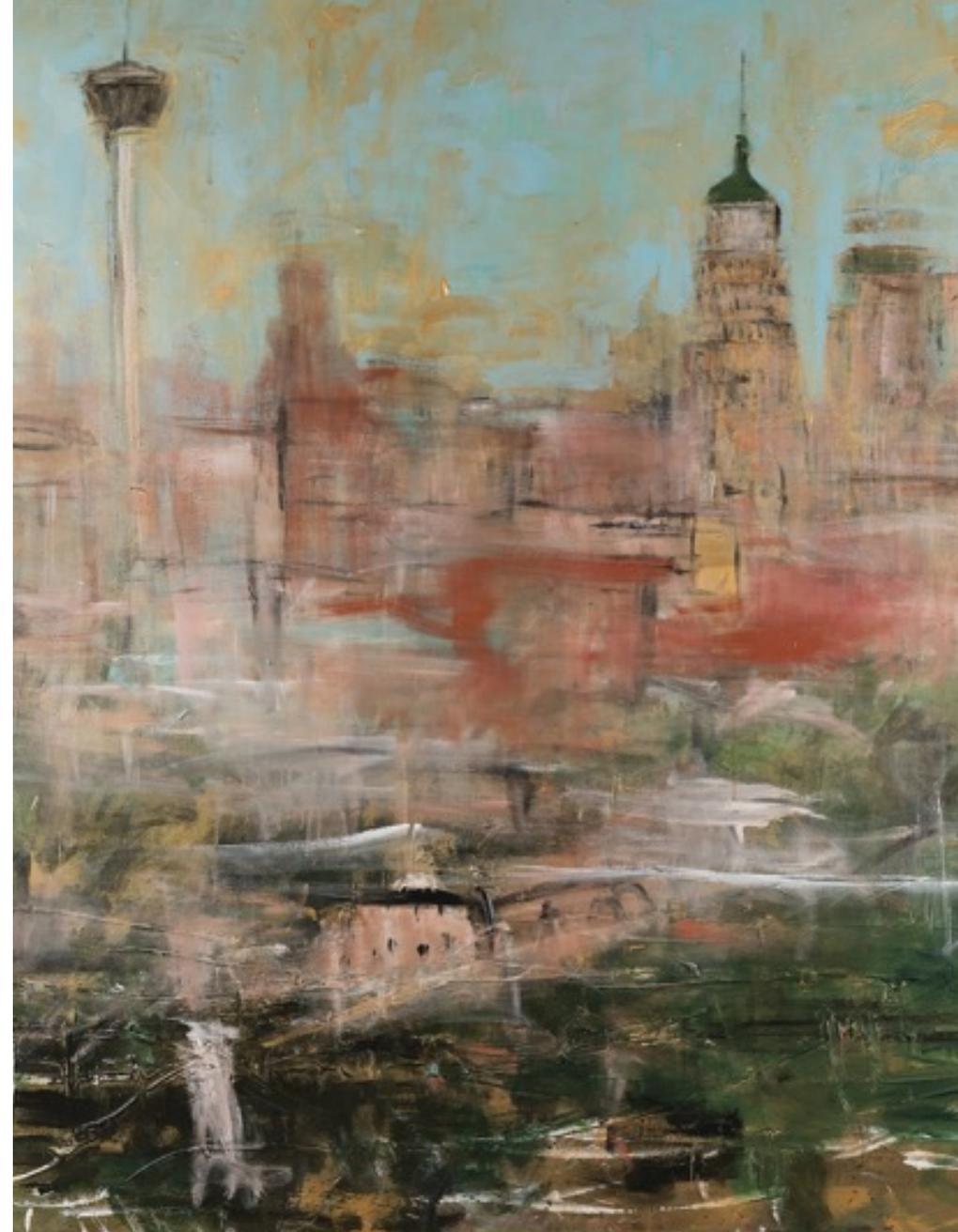
Nurturing Next Leaders

Advancing Next-Gen Faculty Leadership
Fellow Program

Sponsoring External Opportunities:

- Hispanic Association of Colleges and Universities (HACU) Leadership Academy
- iAspire Leadership Academy

Associate Vice Provost for Diversity &
Inclusion in Faculty Success Division



iAspire Leadership Fellows

2021



Nicole Beebe
Chair of the Department of
Information Systems and
Cyber Security and the
Melvin Lachman Chair in
Entrepreneurship

2021



Astrid Cardona
Professor and Chair of the
Department of Molecular
Microbiology and
Immunology

2020



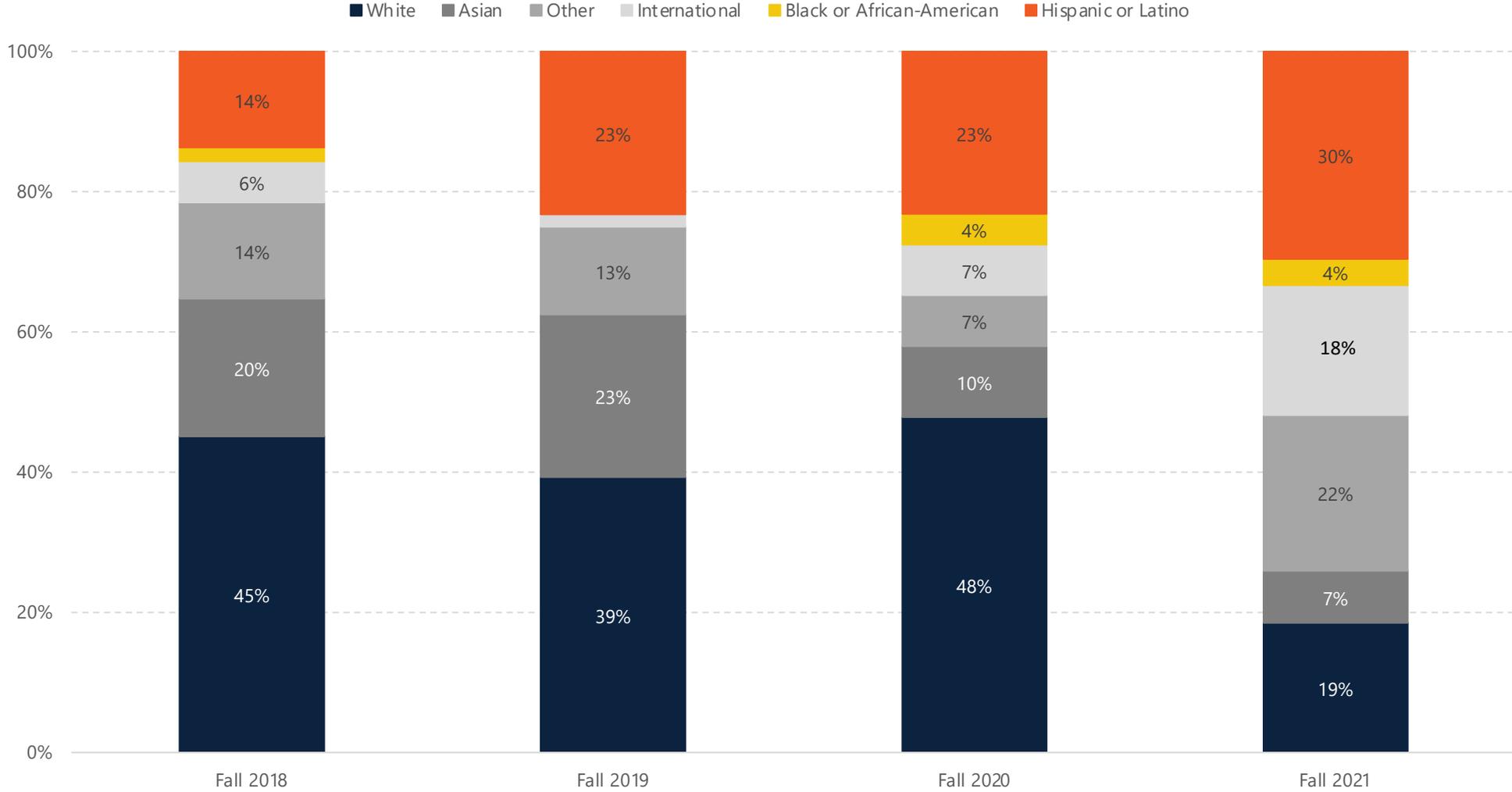
Nicole Wicha
Professor, Department of
Biology

2019

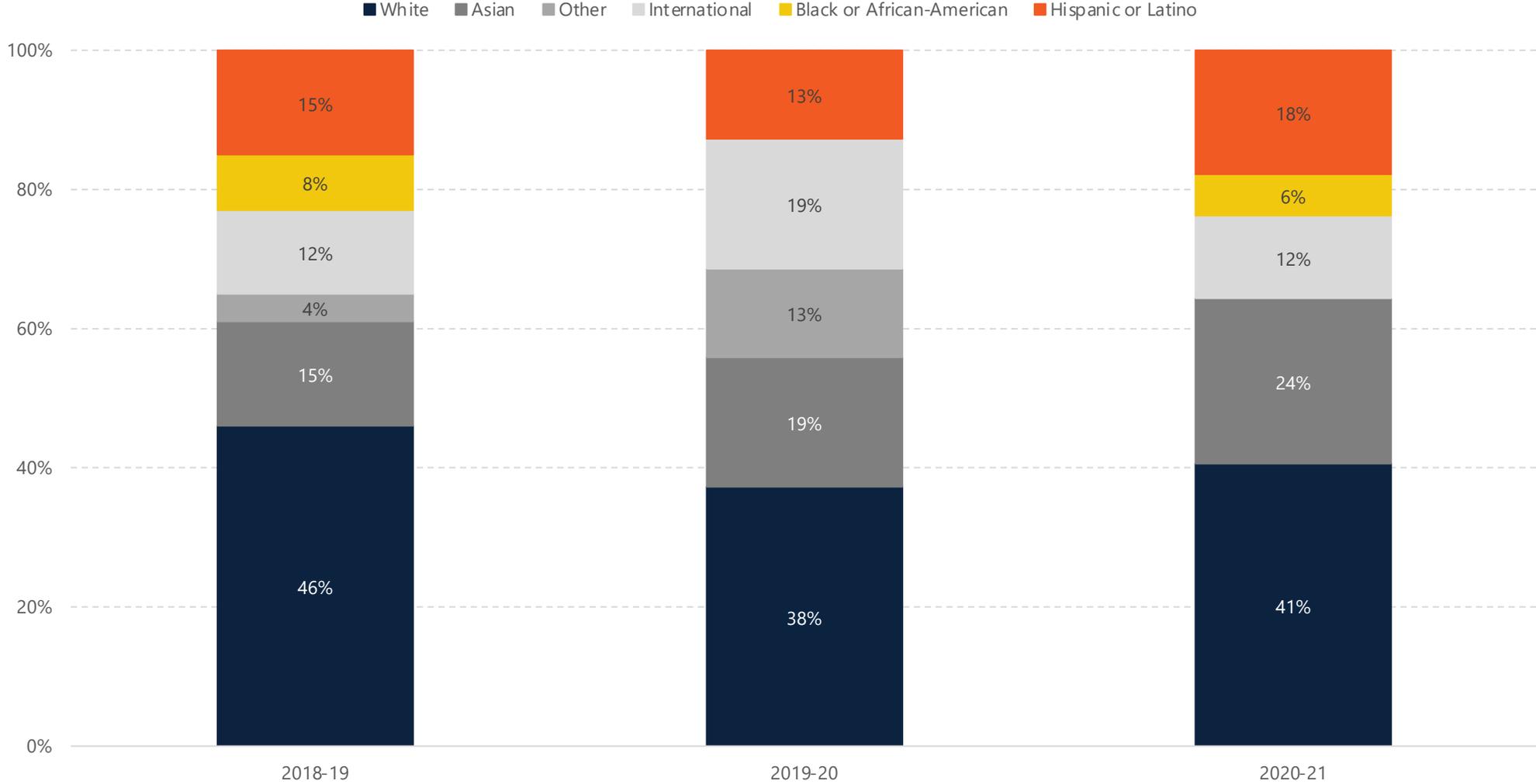


Kelly Nash
Associate Professor,
Department of Physics &
Astronomy

Racial/Ethnic Composition of New T/TT Faculty

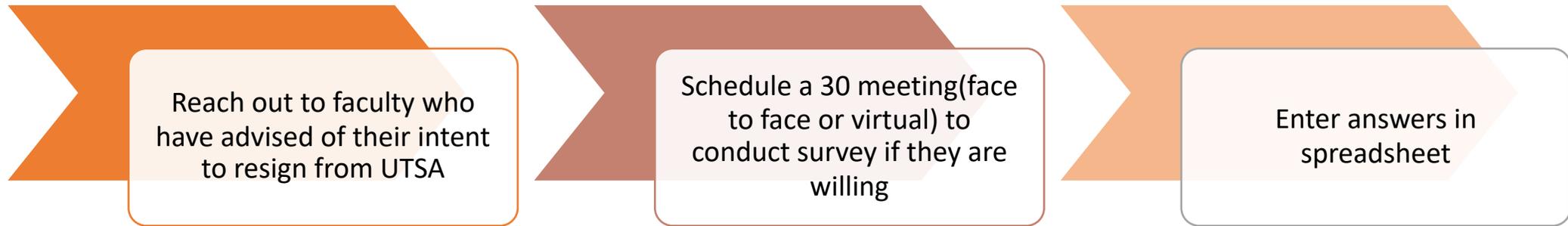


T/TT Resignations by Race/Ethnicity by AY

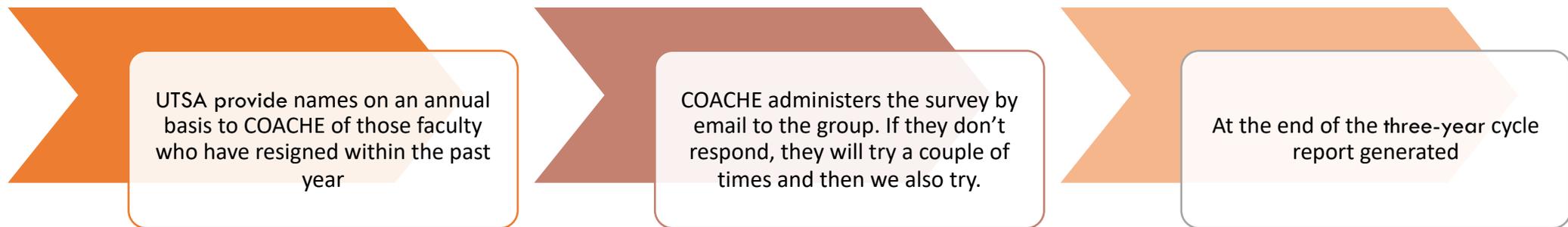


2019+ Processes

UTSA Process

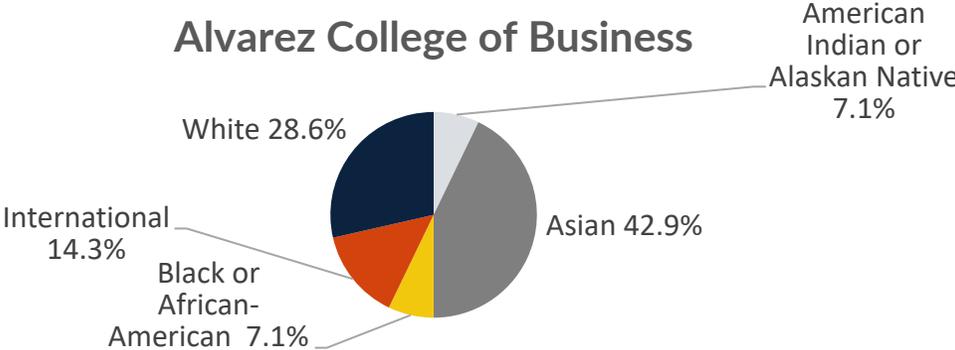


COACHE Process

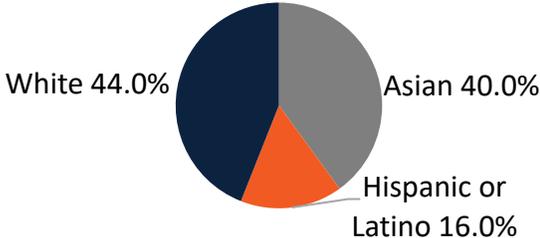


Endowed Professors by College

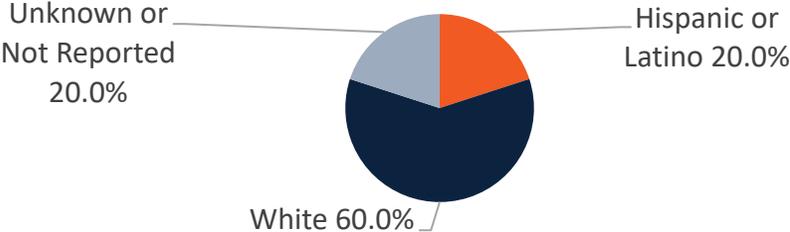
Alvarez College of Business



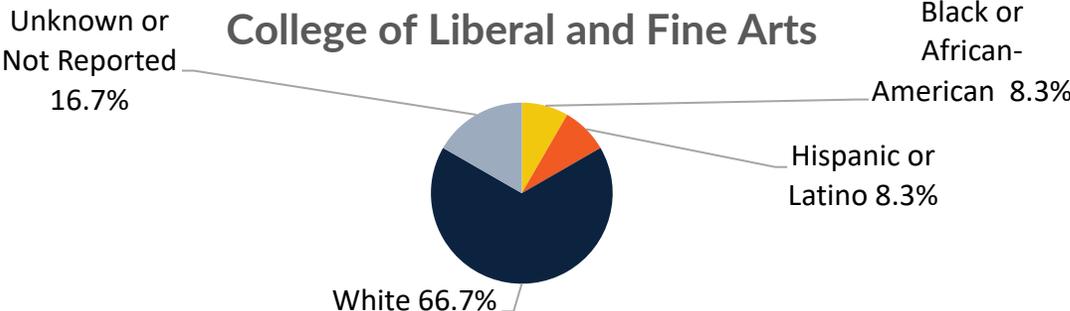
Klesse College of Engineering and Integrated Design



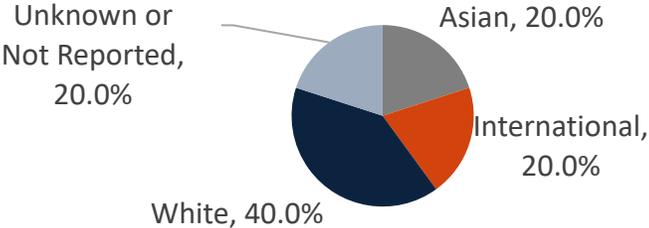
College of Education and Human Development



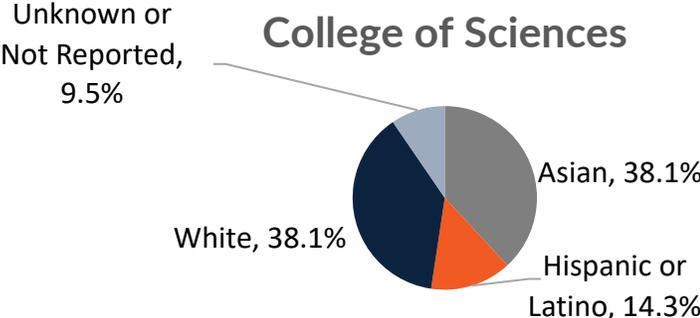
College of Liberal and Fine Arts



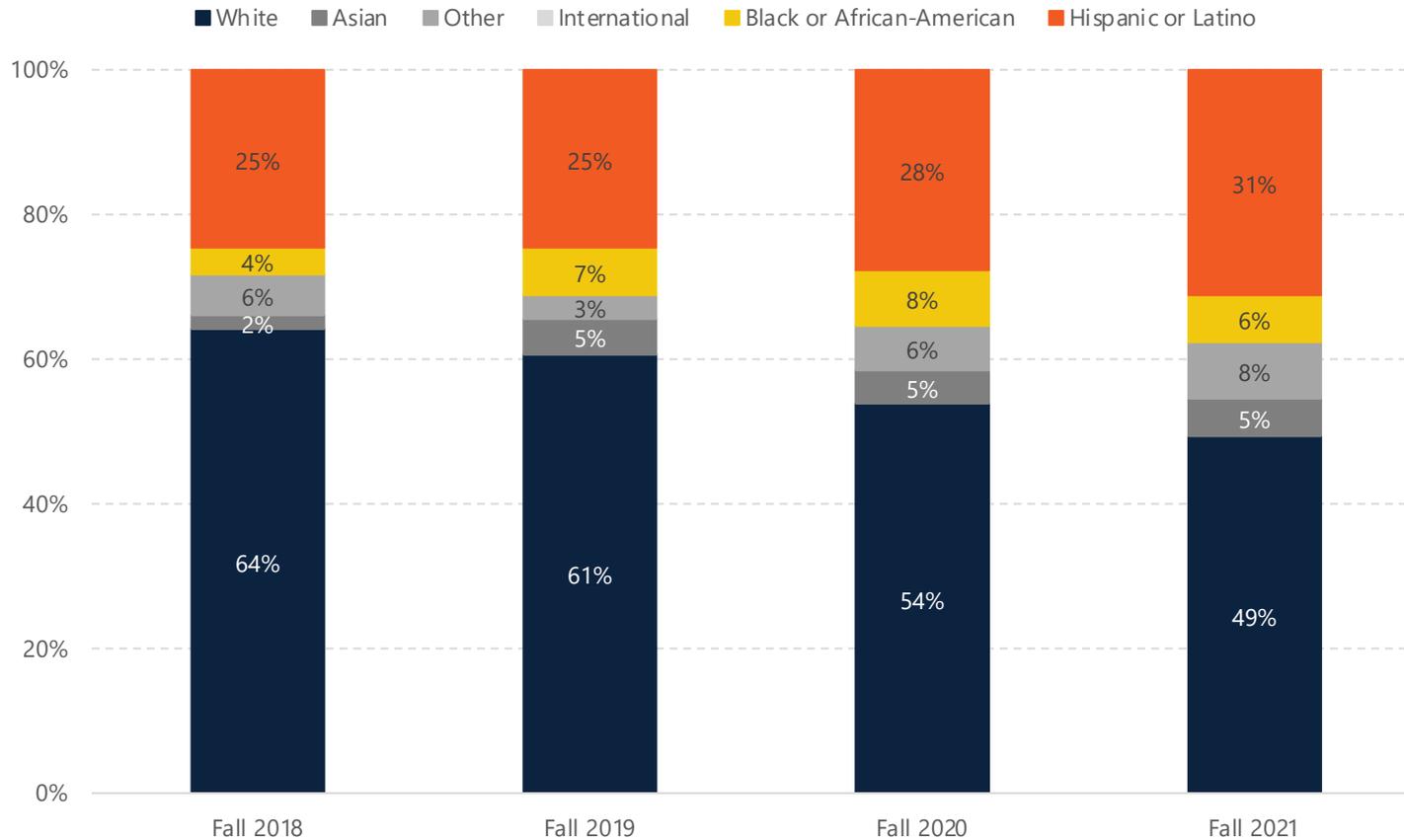
College for Health, Community and Policy



College of Sciences

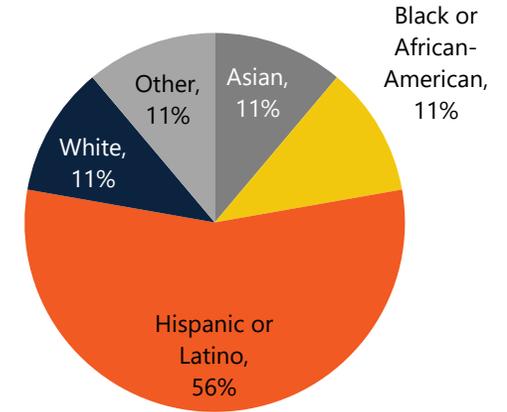


Identified Race/Ethnicity of Administrators by FY

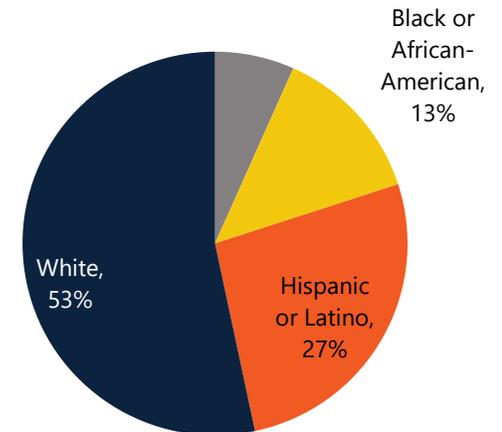


Administrators include all employees in Assistant Vice Provost/Vice President positions and higher: Associate Vice Provost/President, Deans, Vice Provosts, and Vice Presidents.

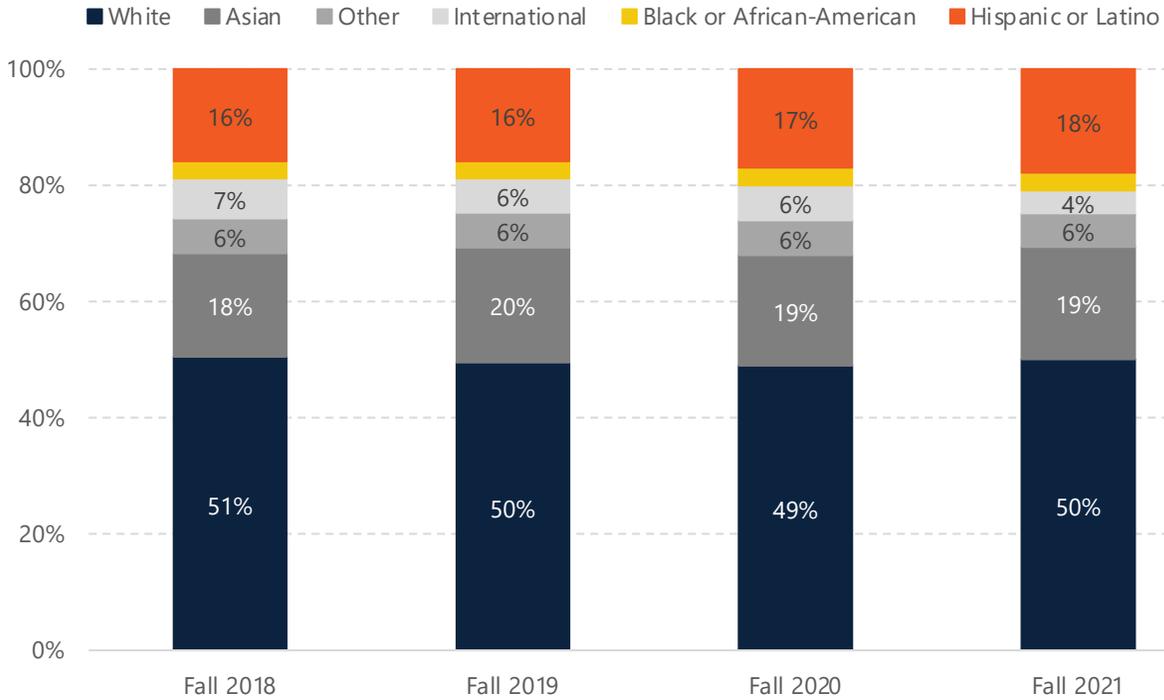
Identified Race/Ethnicity Fall '21 Vice Presidents



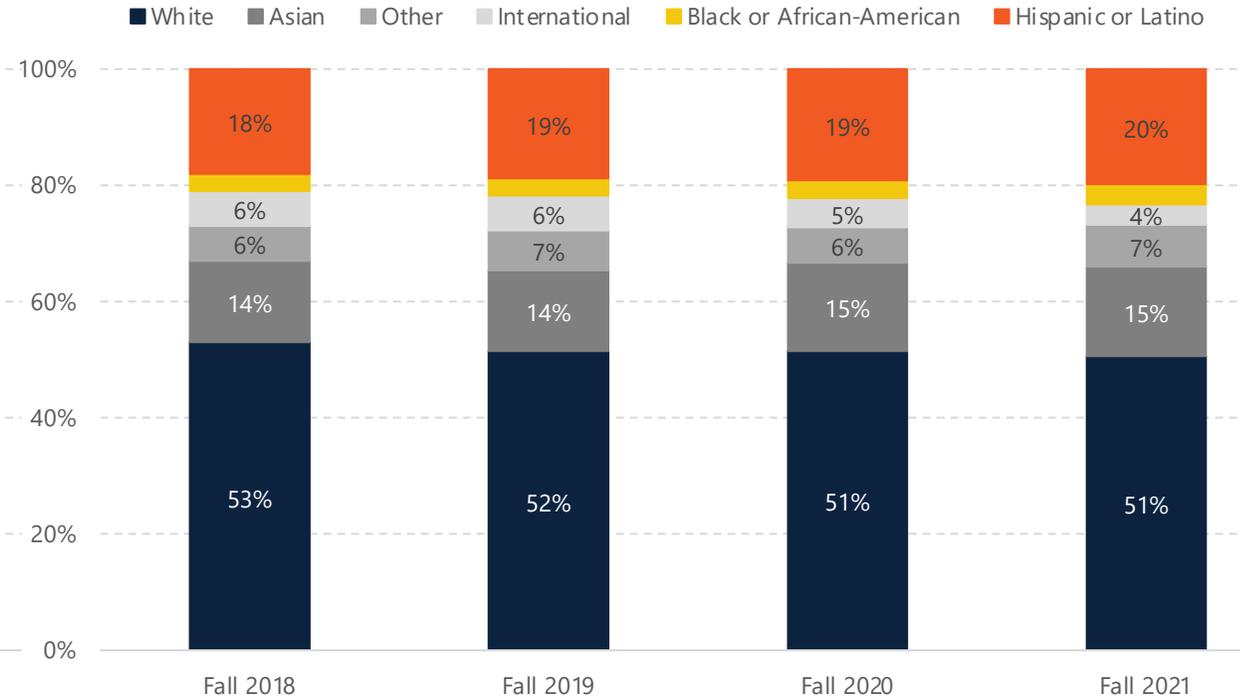
Deans and Vice Provosts



Identified Race/Ethnicity of all T/TT Faculty by AY

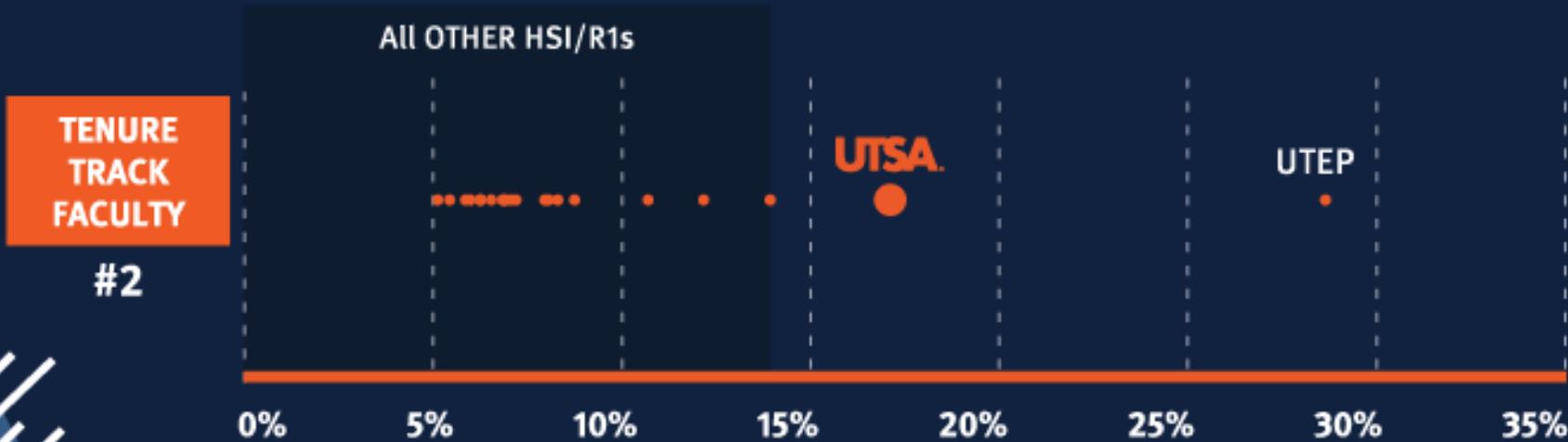


Identified Race/Ethnicity of Full-time Faculty by AY



UTSA ranks high in faculty diversity among Hispanic Serving Carnegie R1 universities

UTSA has made intentional, strategic efforts to recruit, hire and retain faculty from diverse backgrounds that reflect the demographic makeup of its student body.



 **2nd**

highest percentage of tenured/tenure-track faculty who identify as Hispanic or Latino

Timeline

SPRING 2019

First Seal of *Excelencia* submission

OCT 2019

Small group attend *Excelencia* Alignment Institute

MAR 2020

Excelencia announces Seal application deadlines

MAY 2020

Application reviewed by Belinda Harmon & La Raza members

AUG 2020

UTSA President interview with *Excelencia* team

OCT 2020

Official announcement & ceremony by *Excelencia* in Education

SUMMER 2019

Debrief with *Excelencia* Team

NOV/DEC 2019

UTSA forms Tiger Team

SPRING/SUMMER 2020

UTSA Tiger Team meets regularly to assemble application
Smaller groups attend *Excelencia* Institutes

JUNE 2020

Seal of *Excelencia* application submitted

SEP 2020

UTSA notified as certified Seal of *Excelencia* recipient for Cohort 2



EXCELENCIA

UTSA Tiger Team



Heather Shipley
Senior Vice Provost
of Academic Affairs
and Dean of
University College



Myron Anderson
Vice President for
Inclusive Excellence



Lynn Barnes
Senior Vice Provost
for Strategic
Enrollment



Angelica Barrera
Associate Vice
Provost of Student
Success



Sylvia Enriquez
Associate Vice
President of Human
Resources



Denise Moore
Executive Director,
Employee Services



Anne Peters
Associate Vice
President for Marketing
and Special Projects



LT Robinson
Senior Vice Provost for
Student Affairs and
Dean of Students



Patricia Sanchez
Professor and Chair
Department of Bicultural-
Bilingual Studies



David Silva
Dean and Distinguished
Professor of the UTSA
College of Sciences



Steve Wilkerson
Associate Vice Provost
and Chief Analytics
Officer



Tammy Wyatt
Vice Provost for
Student Success



Cohorts

2019



Channel Islands
CALIFORNIA STATE UNIVERSITY



GRAND VALLEY
STATE UNIVERSITY
www.gvsu.edu



SOUTH TEXAS
COLLEGE



THE UNIVERSITY
OF ARIZONA



2020



SACRAMENTO
STATE



LONG BEACH
CITY COLLEGE



TEXAS
The University of Texas at Austin



UNIVERSITY OF
ILLINOIS CHICAGO



The University of Texas at San Antonio™

2021



Discovery. Diversity. Distinction.



CALIFORNIA STATE UNIVERSITY
FULLERTON



Miami Dade
College



RIVERSIDE



UNIVERSITY OF
CENTRAL FLORIDA



The University of Texas
Rio Grande
Valley



CITY COLLEGES OF CHICAGO
Wilbur Wright



UNIVERSITY OF CALIFORNIA
MERCED



TEXAS A&M UNIVERSITY
SAN ANTONIO



SAN DIEGO STATE
UNIVERSITY

SEAL OF EXCELENCIA

Announcement

www.edexcelencia.org/seal-excelencia

2021 Seal of *Excelencia* certified institutions:

- California State University, Fresno (Fresno State)
- California State University, Fullerton (CSUF)
- Miami Dade College (MDC)
- San Diego State University (SDSU)
- Texas A&M University – San Antonio (TAMUSA)
- University of California, Merced (UCM)
- University of California, Riverside (UCR)
- University of Central Florida (UCF)
- University of Texas Rio Grande Valley (UTRGV)
- Wilbur Wright College (WWC)

Seal of *Excelencia* in the News:
NBC News
5 California colleges recognized for boosting Latino college completion
[Read More](#)

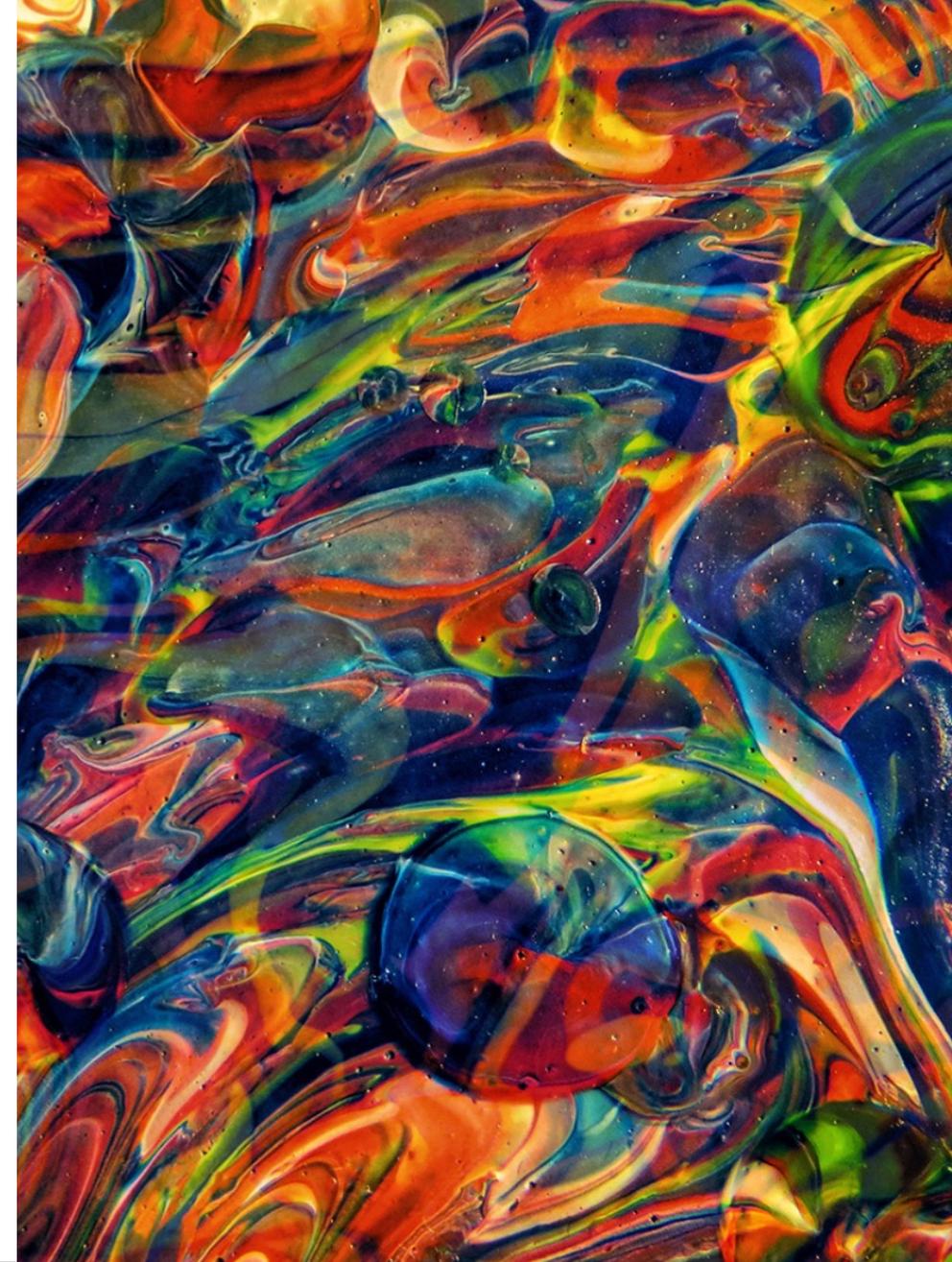
Remarks From:
James Kvaal,
Under Secretary
U.S. Department of
Education

[LEARN MORE](#)

Serving Latino student success goes beyond enrolling more Latino students, it is about intentionality.

HISPANIC THRIVING INSTITUTION

Leadership Council



Charge and Responsibilities

- *Advise the President and Provost*
- *Articulate how Hispanic Thriving can be incorporated more deeply across our mission, three strategic destinations, and our strategic plan*
- *Create strategies for UTSA connected to Latino student success and advancing diverse representation, equity and inclusion (DEI) of Latino faculty, staff, and administration*
- *Intentionally implement and advance evidence-based practices using cross-functional teams centered on Latino student success and DEI*
- *Create a formalized approach to communicate and convey to the UTSA community the work being implemented around student success and DEI*
- *Determine opportunities to visually and intentionally represent UTSA's Hispanic Thriving commitment as a core aspect of the university's identity*

UTSA Academic Affairs

April 19, 2021

Dear Colleague,

At UTSA, we embrace our Hispanic serving identity in everything we do—from honoring our founding history, to bolstering student success, to fostering excellence in faculty research, to partnering with our communities.

We understand that our Hispanic Serving Institution (HSI) federal designation is an important part of our story – a foundation for our efforts – not an end goal in itself. We are taking intentional and bold steps to move beyond Hispanic serving to Hispanic *thriving*. Our commitment to becoming Hispanic thriving sets UTSA apart to serve as a model HSI Research University that provides the highest quality education to Latino students to advance social mobility and economic opportunity to benefit our communities. Our intention is to go beyond Latino student enrollment and produce Latino thought leaders who can propel San Antonio's 21st century economy forward and address our historically higher levels of poverty.

This commitment sets us apart from other public research universities, and well positions us as a model for how institutions in Texas and the U.S. can close the gaps in higher education to drive a bold future. In many ways, we are the university of the future, set in the city of the future, and we have the responsibility and the capacity to lead in this space.

Advancing our commitment as Hispanic Thriving will require focus, resources and intentionality. UTSA has received the Seal of *Excelencia*, another milestone in our journey. With this way point, we next want to expand our support and reinforce our institutional capacity to better serve our Latino students using the Seal of *Excelencia* framework.

The tenets of the Seal of *Excelencia* designation are foundational to our intentionality to continuously evolve as an Hispanic thriving institution focused on student success: advancing enrollment; retention; transfer in; degree completion; financial support; and the diversity of our administration, faculty, staff, and students. How we build on this foundation as we articulate our own strategy for Hispanic-thriving will be instrumental to our path forward.

In order to create a comprehensive institutional strategy, we are establishing a new council at the institutional level. The Hispanic Thriving Institution (HTI) Leadership Council and will act as a standing institutional body under the President and led and supported by the Provost and Senior Vice President of Academic Affairs. This council will include faculty and staff representatives across UTSA. We are inviting you as one of the Provost's at-large faculty representatives to serve and provide expertise and perspective to help shape UTSA's strategy to evolve as an Hispanic Thriving Institution.

The responsibility of the HTI Leadership Council will be as follows:

- Advise the President and Provost

Meetings

- May 24, 2021 • Launch: Group Brainstorming

How can we best operationalize our focus and effort this next year for maximal impact?

- Oct. 4, 2021 • What does it mean to be “Hispanic Thriving”?

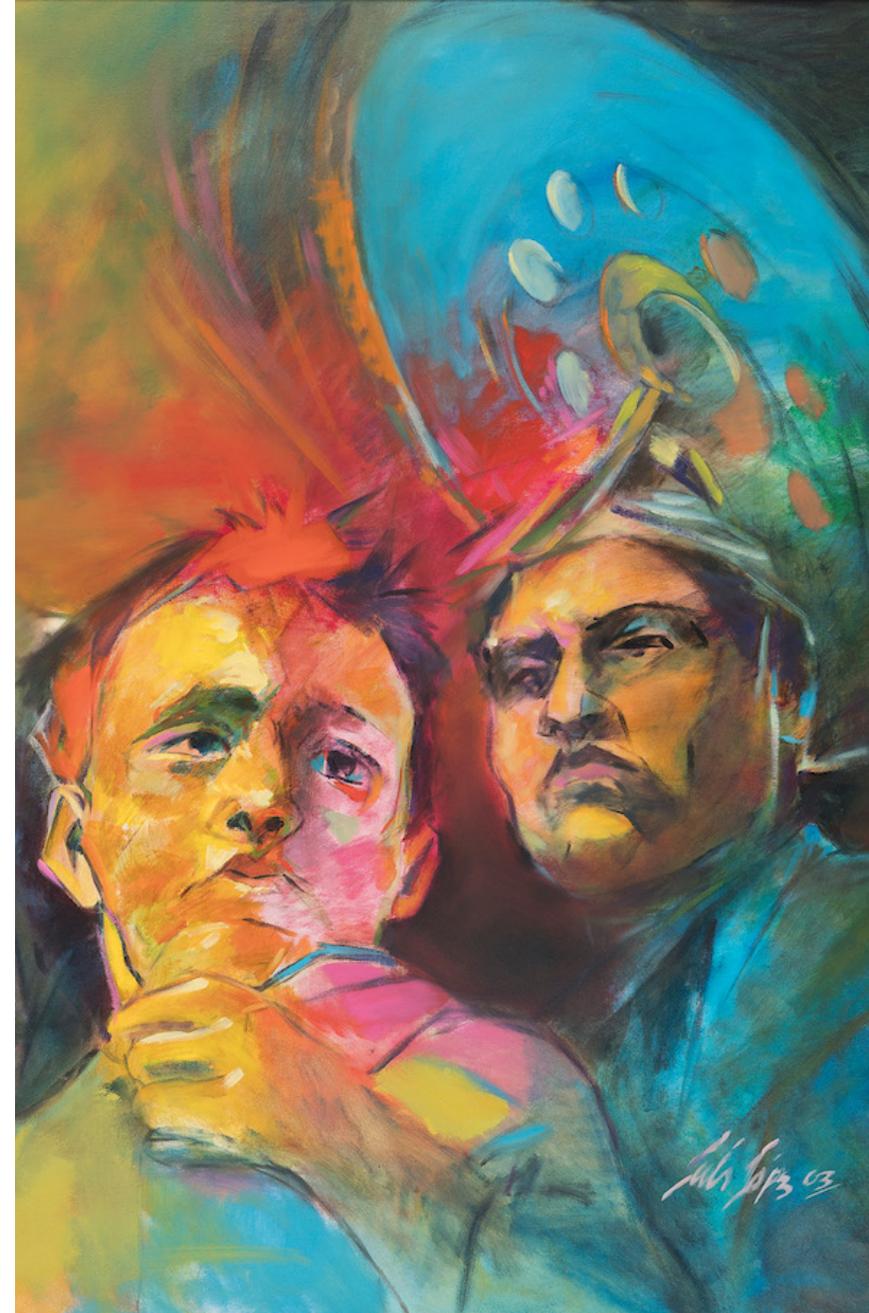
President Taylor Eighmy & Vice President Eyra A. Pérez, *Excelencia* in Education

- Feb. 4, 2022 • Empirical Research: Toward Hispanic Thriving

Presentation: Dr. Vanessa Sansone, Dept. of Educational Leadership & Policy Studies

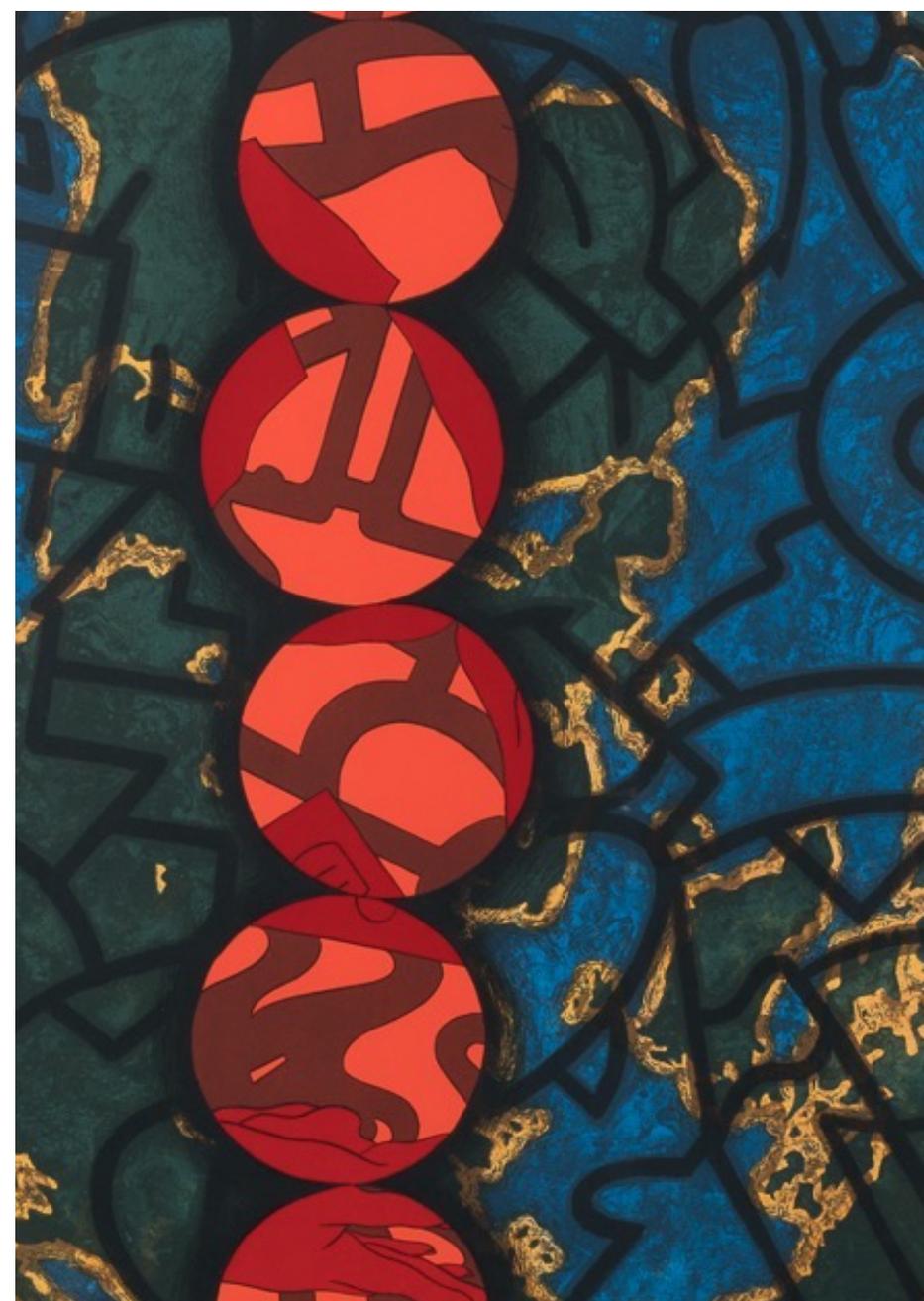
Opportunity of “Hispanic Thriving”

- Position UTSA to provide highest quality education to Hispanic-identifying students, galvanizing social mobility & economic support.
- Support the cultivation of Latino thought leaders who can propel San Antonio’s 21st century economy forward.
- Authenticate UTSA’s mission to reflect serve and partner with San Antonio, a growing city that reflects the demographic future of the US.
- Enhance UTSA’s goal to be a model for student success, supporting efforts to recruit, retain and graduate all students.
- Expand partnerships and collaborations with the local business community – particularly minority-owned businesses – further integrating UTSA into the cultural fabric of San Antonio.
- Raise institutional profile for scholarship contributions to support Hispanic students from entry to graduation.



Hispanic Serving

- The university's HSI 1994 federal designation is an important part of our story
- Our *legacy* of distinction
- A *foundation* for our future efforts
- The Seal of *Excelencia* recognizes UTSA's purposeful, university-wide commitment and ability to accelerate Latino student success
- **Waypoint** in our journey -- expand our support and reinforce our institutional capacity to better serve our Latino students using the Seal of *Excelencia* framework.



HOW ARE HSIS FOUND TO "SERVE" LATINX STUDENTS?

01 Outcomes

02 Experiences

03 Internal
Organization
Dimensions

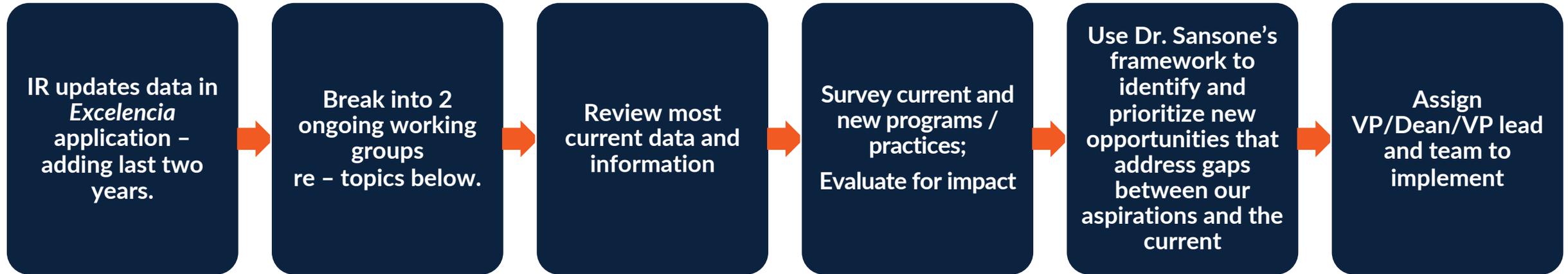
04 External
Influences

Can serving be
defined in
minoritized or
undervalued
ways of
knowing?

Example Action Process using Sansone's Framework

- Desired Outcome
 - We want more Latinx STEM majors
- Structure in Place
 - SAT/ACT score used as an indicator of academic merit to pursue STEM
 - No incentive for faculty to teach in culturally inclusive ways or advocate for policy changes
 - Student affairs STEM advisors had no voice, especially with advocacy for students
- Context
 - Inequitable K-12 system
 - SAT/ACT score empirically shown to only be a measure of class
- Address
 - Removed use of the SAT/ACT score
 - Created a STEM bridge program with local high school and community college to support all students, especially Latinxs
 - Incentivized faculty P&T, created different indicators of teaching/learning beyond course evaluation
- Evaluate
 - Developed an evaluation plan, data included hearing from multiple stakeholders

HTI Meeting # 4 (Proposed): Using Sansone's Framework for HTILC's Action Steps



Excelencia

"Student-focused" Thriving Areas

1. Enrollment Strategy
2. Retention
 - FYE
3. Transfer
4. Support Financially
5. Degree Completion
6. Data & Practices
 - Workforce & Success Post Completion

Excelencia

"University-focused" Thriving Areas

1. Representation
2. Leadership (Institutional Mission)
 - HR practices; faculty professional development practices
 - Communication
 - Engagement
 - Outreach (community)
 - Institutional Culture
3. Latino Alumni Connections

CARNEGIE R1 CLASSIFICATION

Alliance of Hispanic Serving Research Institutions

HSIs with R1 Designation

Arizona State University	CUNY Graduate School & Univ. Ctr.
Florida International University	Texas Tech University, Lubbock
University of Arizona, Tucson	University of California, Irvine
University of California, Riverside	University of California, Santa Barbara
University of California, Santa Cruz	University of Central Florida
University of Colorado - Denver	University of Houston
University of Illinois Chicago	University of Nevada, Las Vegas
University of New Mexico, Albuquerque	University of North Texas, Denton
University of Texas at Austin	University of Texas at San Antonio
University of Texas at Arlington	University of Texas at El Paso



Overview | Alliance of Hispanic Serving Research Universities

- Consortium of 20 universities that have R1 (research intensive) and Hispanic-Serving Institution (HSI) status (this includes two affiliates that are projected to obtain the HSI designation)
- Goal is to increase the number of Latinx graduate students and expand those students' pathways to the professoriate
- To achieve these goals, the Alliance will:
 - Develop and test new models of cross-institutional intellectual, research, and resource-sharing communities, leveraging the strength and experience of its members.
 - Disseminate the results of these efforts to the academic community.



Areas of Focus

HUMANITIES

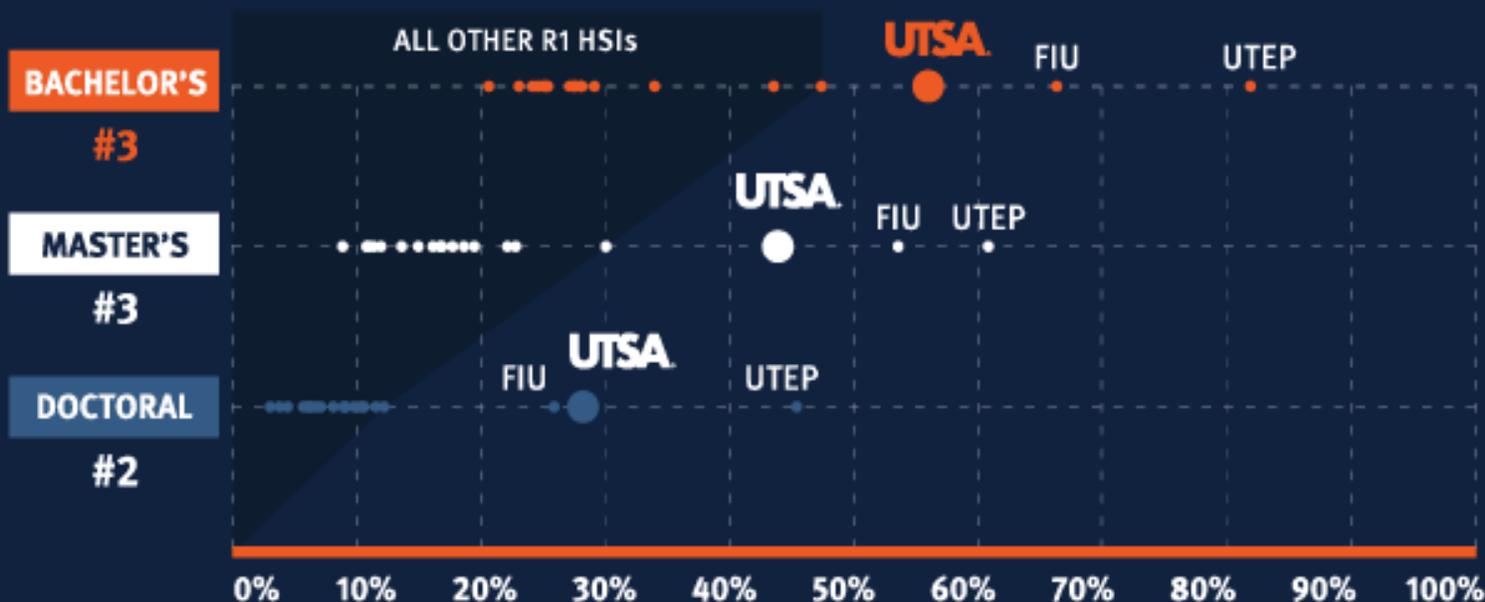
- Financial support for doctoral students
- Cross-institutional research initiatives focusing on local Latinx communities
- Annual Summer Institute in Latinx humanities methodologies and theory for doctoral students
- Cross-institutional mentorship programs for doctoral and post-doctoral students and junior faculty
- Dedicated digital platform for intellectual exchange (shared lectures, workshops and teaching modules)

STEM

- Collective education of undergraduate and graduate students on pathways to the professoriate
- Shared information and administrative processes to achieve seamless transition from undergraduate to graduate education
- Collective resources to recruit and mentor graduate students, and hire and advance faculty
- Relationships with non-academic organizations (business, non-profit, government agencies) to strengthen regional economic ties and create professional development opportunities for graduate students

UTSA is a leader among R1 HSI's

Of the 19 Hispanic Serving Institutions that also have Carnegie R1 Classification, UTSA ranks in the top three for percentage of degrees awarded to students who identify as Hispanic or Latino.



among all R1 HSI's in percentage of students who identify as Hispanic or Latino

More work
together ahead to
achieve our
aspirational goals!



UTSA[®]
CREATING
BOLD
FUTURES[®]