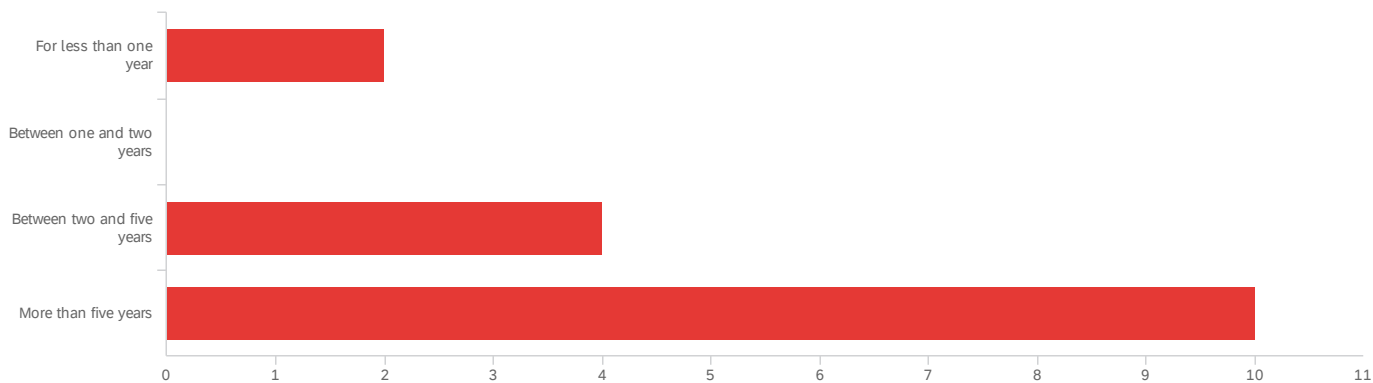


Default Report

International Faculty Survey

May 4, 2023 10:55 AM MDT

Q1 - How long have you been at UTSA?



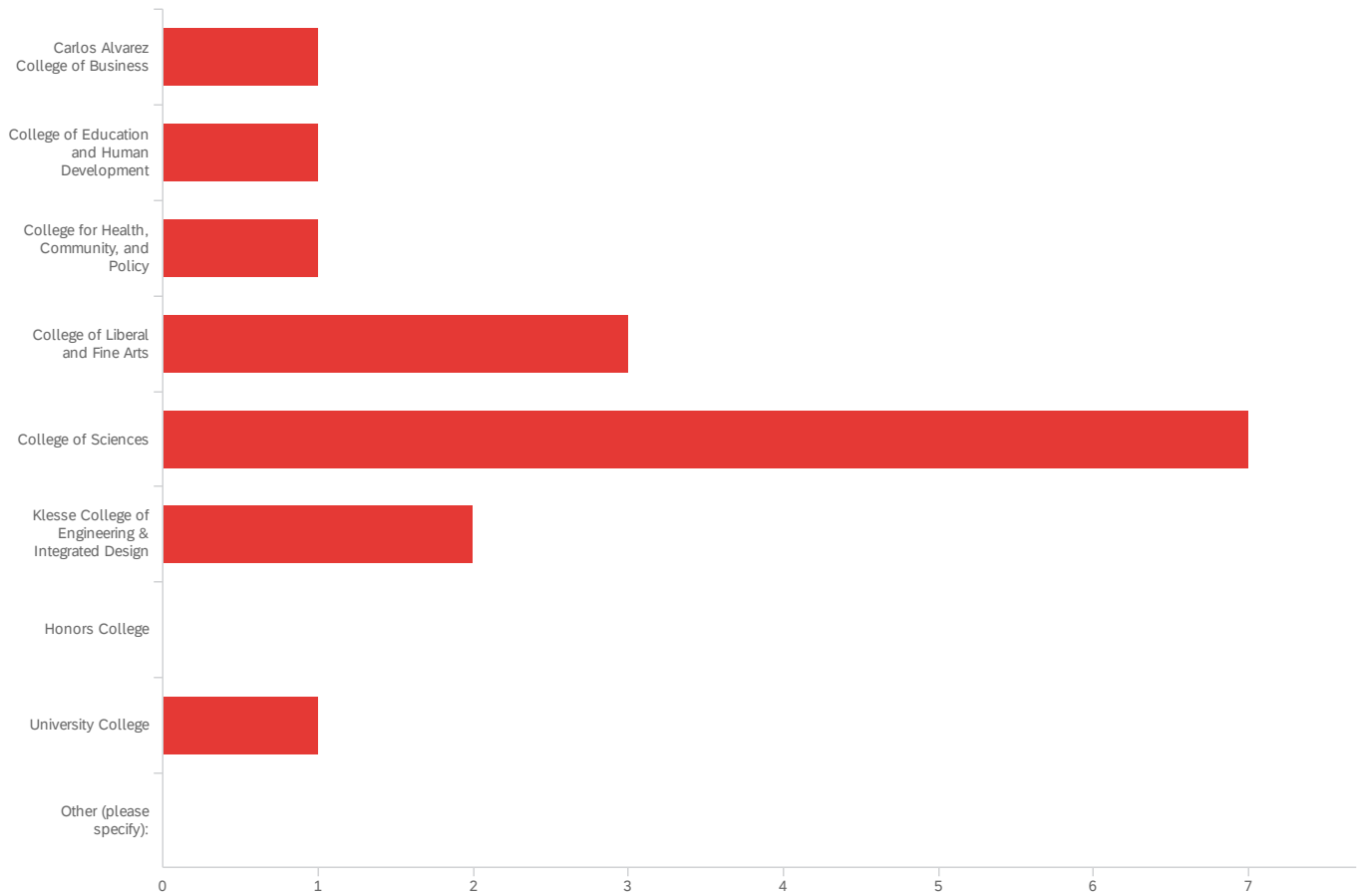
| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|---------------------------------|---------|---------|------|---------------|----------|-------|
| 1 | How long have you been at UTSA? | 1.00 | 4.00 | 3.38 | 0.99 | 0.98 | 16 |

| # | Field | Choice Count |
|---|----------------------------|--------------|
| 1 | For less than one year | 12.50% 2 |
| 2 | Between one and two years | 0.00% 0 |
| 3 | Between two and five years | 25.00% 4 |
| 4 | More than five years | 62.50% 10 |

16

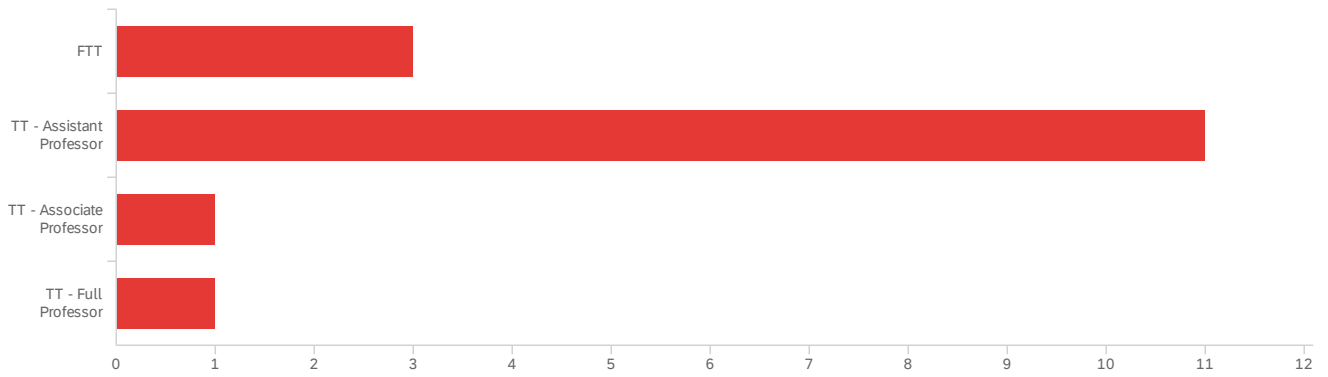
Showing rows 1 - 5 of 5

Q3 - Which college are you in?



| # | Field | Choice Count |
|----|---|--------------|
| 5 | Carlos Alvarez College of Business | 6.25% 1 |
| 12 | College of Education and Human Development | 6.25% 1 |
| 13 | College for Health, Community, and Policy | 6.25% 1 |
| 14 | College of Liberal and Fine Arts | 18.75% 3 |
| 15 | College of Sciences | 43.75% 7 |
| 16 | Klesse College of Engineering & Integrated Design | 12.50% 2 |
| 17 | Honors College | 0.00% 0 |
| 18 | University College | 6.25% 1 |
| 19 | Other (please specify): | 0.00% 0 |
| | | 16 |

Q4 - What position and rank did you start at?



| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|--|---------|---------|------|---------------|----------|-------|
| 1 | What position and rank did you start at? | 1.00 | 4.00 | 2.00 | 0.71 | 0.50 | 16 |

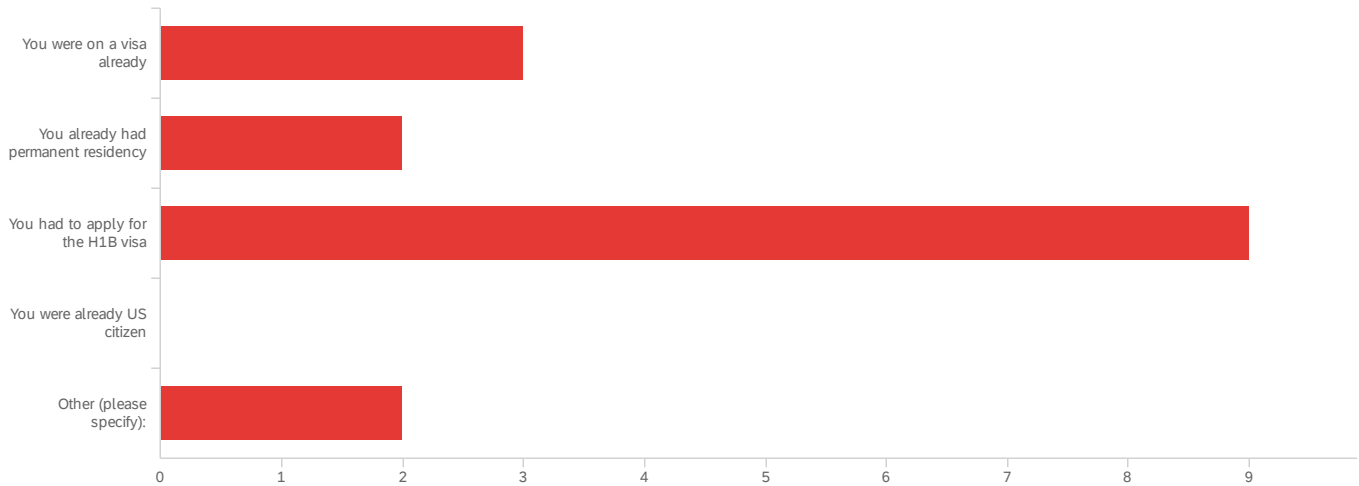
| # | Field | Choice Count |
|---|--------------------------|--------------|
| 1 | FTT | 18.75% 3 |
| 2 | TT - Assistant Professor | 68.75% 11 |
| 3 | TT - Associate Professor | 6.25% 1 |
| 4 | TT - Full Professor | 6.25% 1 |

16

Showing rows 1 - 5 of 5

Q5 - Which of the following best described your immigration status when you arrived at

UTSA?



| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|---|---------|---------|------|---------------|----------|-------|
| 1 | Which of the following best described your immigration status when you arrived at UTSA? - Selected Choice | 4.00 | 8.00 | 5.75 | 1.15 | 1.31 | 16 |

| # | Field | Choice Count |
|---|-------------------------------------|--------------|
| 4 | You were on a visa already | 18.75% 3 |
| 5 | You already had permanent residency | 12.50% 2 |
| 6 | You had to apply for the H1B visa | 56.25% 9 |
| 7 | You were already US citizen | 0.00% 0 |
| 8 | Other (please specify): | 12.50% 2 |
| | | 16 |

Showing rows 1 - 6 of 6

Q5_8_TEXT - Other (please specify):

Other (please specify):

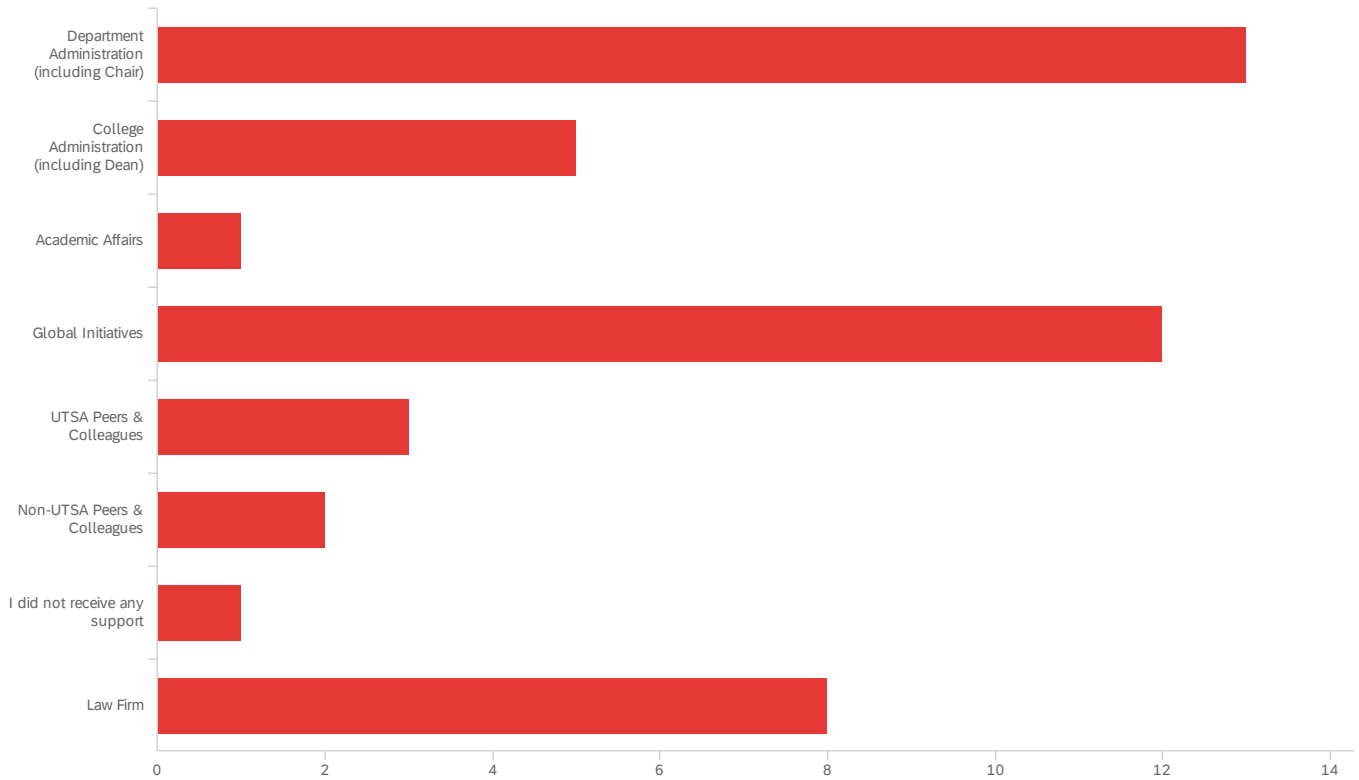
J1 Exchange Scholar

Other (please specify):

Applied for an TN visa for post-doc

Q6 - Which of the following offices and units provided immigration support for you?

Please select all that apply.



| # | Field | Choice Count |
|---|---|--------------|
| 1 | Department Administration (including Chair) | 28.89% 13 |
| 2 | College Administration (including Dean) | 11.11% 5 |
| 3 | Academic Affairs | 2.22% 1 |
| 4 | Global Initiatives | 26.67% 12 |
| 5 | UTSA Peers & Colleagues | 6.67% 3 |
| 6 | Non-UTSA Peers & Colleagues | 4.44% 2 |
| 7 | I did not receive any support | 2.22% 1 |
| 8 | Law Firm | 17.78% 8 |

Q8 - Please briefly specify what kind of support you received.

Please briefly specify what kind of support you received.

Support in preparing the H1B application

Processing petition forms and letters for US Embassy

Support from the department and the college about premium processing, expedited efforts in material collection

Filing H1B and directing me to the external law firm

information, funding, paperwork

The main issue for me was our admin staff did not listen to basic facts: If employment based petition is not started within 18 months of the offer, then it's too late. My immigration paperwork got much more complicated just because department admin blocked any progress, and the chair was too busy to help. This is despite the fact that I brought up immigration support in the negotiation process, and the support was guaranteed.

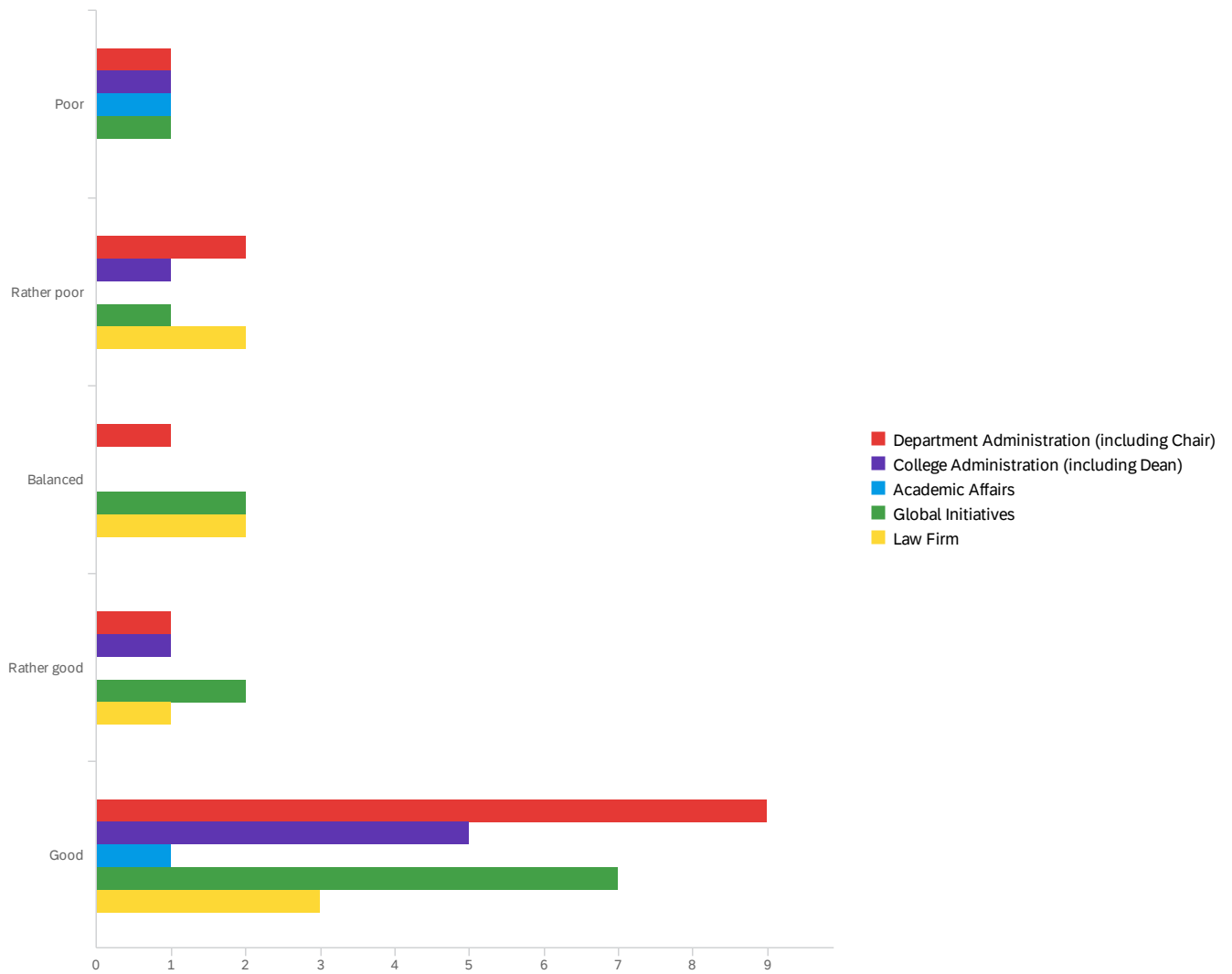
Instructions for applying for a TN visa

College provides fund for legal consultants; Global initiative provides connection to legal consultants; Law firm provides help on preparing immigration materials

Department and chair took care of the process together with international office (I haven't done much for my H1b visa)

Guidance for H1B visa and previously a TN visa

Q7 - How would you rate the UTSA support you received?



| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|---|---------|---------|------|---------------|----------|-------|
| 1 | Department Administration (including Chair) | 1.00 | 5.00 | 4.07 | 1.39 | 1.92 | 14 |
| 2 | College Administration (including Dean) | 1.00 | 5.00 | 4.00 | 1.50 | 2.25 | 8 |
| 3 | Academic Affairs | 1.00 | 5.00 | 3.00 | 2.00 | 4.00 | 2 |
| 4 | Global Initiatives | 1.00 | 5.00 | 4.00 | 1.30 | 1.69 | 13 |
| 5 | Law Firm | 2.00 | 5.00 | 3.63 | 1.22 | 1.48 | 8 |

| # | Field | Poor | Rather poor | Balanced | Rather good | Good | Total |
|---|-------|------|-------------|----------|-------------|------|-------|
|---|-------|------|-------------|----------|-------------|------|-------|

| # | Field | Poor | Rather poor | Balanced | Rather good | Good | Total |
|---|---|----------|-------------|----------|-------------|----------|-------|
| 1 | Department Administration (including Chair) | 7.14% 1 | 14.29% 2 | 7.14% 1 | 7.14% 1 | 64.29% 9 | 14 |
| 2 | College Administration (including Dean) | 12.50% 1 | 12.50% 1 | 0.00% 0 | 12.50% 1 | 62.50% 5 | 8 |
| 3 | Academic Affairs | 50.00% 1 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 50.00% 1 | 2 |
| 4 | Global Initiatives | 7.69% 1 | 7.69% 1 | 15.38% 2 | 15.38% 2 | 53.85% 7 | 13 |
| 5 | Law Firm | 0.00% 0 | 25.00% 2 | 25.00% 2 | 12.50% 1 | 37.50% 3 | 8 |

Showing rows 1 - 5 of 5

Q12 - Which of the following best describes your experience with UTSA immigration

support.

□
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Q13 - Did you negotiate immigration support in your hiring process or at a later stage?

Please specify.

Did you negotiate immigration support in your hiring process or at a later...

discussion with dean and provost to support Green Card

yes, it was discussed

No negotiation but full support from the department

Yes, I did. The chair told me to discuss after my third-year review, and the new chair and Dean didn't want to support the fees after TYR.

I didn't negotiate.

I negotiated.

H-1B was negotiated as part of hiring process; green card was not mentioned or negotiated and came years later

No, I did not.

During my hiring process

No negotiation was considered. I had to pay all expenses associated to the TN visa. However, the department later offered help and covered the expenses of an H1B visa.

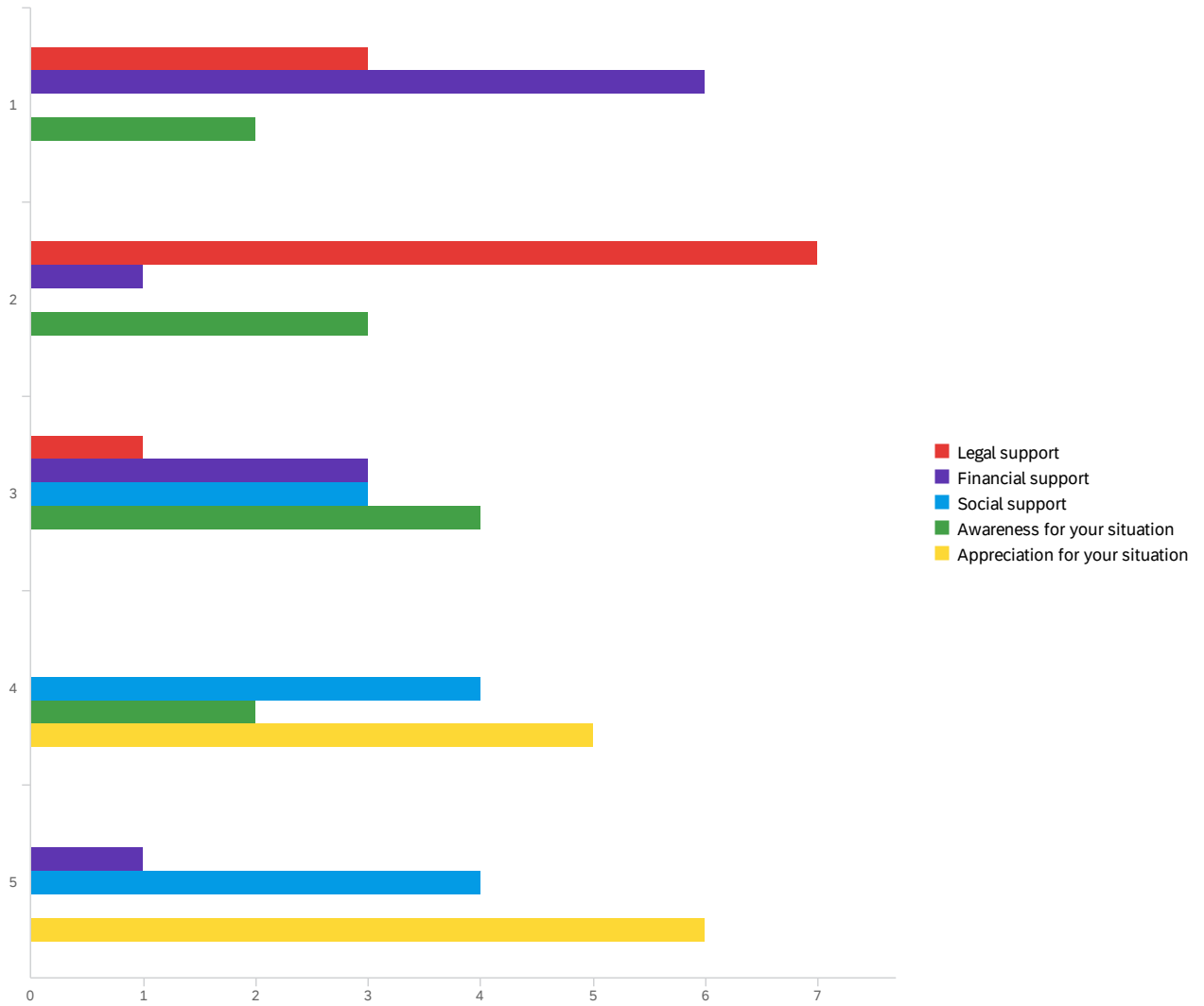
N/A

Later stage. I didn't know this could be part of the negotiation

No

Q9 - Please rank from 1-5 what kind of support in hindsight was most relevant to you

(one being most relevant).

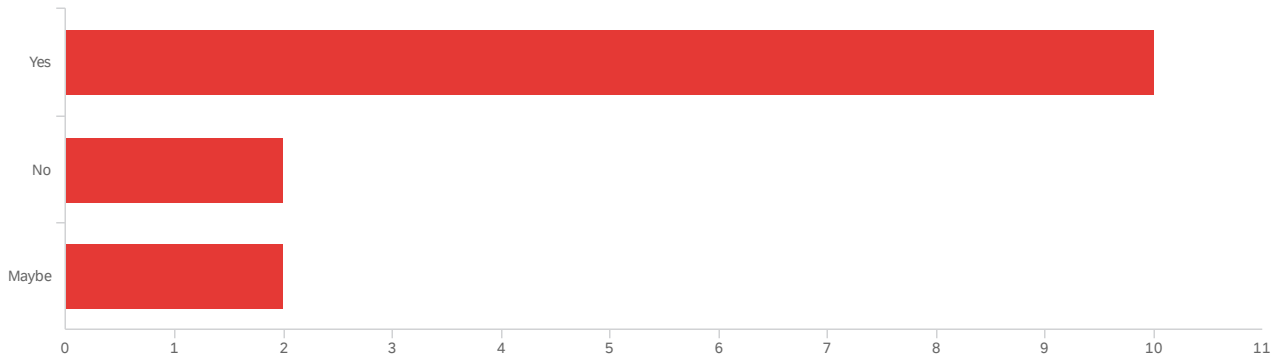


| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|---------------------------------|---------|---------|------|---------------|----------|-------|
| 1 | Legal support | 1.00 | 3.00 | 1.82 | 0.57 | 0.33 | 11 |
| 2 | Financial support | 1.00 | 5.00 | 2.00 | 1.28 | 1.64 | 11 |
| 3 | Social support | 3.00 | 5.00 | 4.09 | 0.79 | 0.63 | 11 |
| 4 | Awareness for your situation | 1.00 | 4.00 | 2.55 | 0.99 | 0.98 | 11 |
| 5 | Appreciation for your situation | 4.00 | 5.00 | 4.55 | 0.50 | 0.25 | 11 |

| # | Field | 1 | 2 | 3 | 4 | 5 | Total |
|---|---------------------------------|----------|----------|----------|----------|----------|-------|
| 1 | Legal support | 27.27% 3 | 63.64% 7 | 9.09% 1 | 0.00% 0 | 0.00% 0 | 11 |
| 2 | Financial support | 54.55% 6 | 9.09% 1 | 27.27% 3 | 0.00% 0 | 9.09% 1 | 11 |
| 3 | Social support | 0.00% 0 | 0.00% 0 | 27.27% 3 | 36.36% 4 | 36.36% 4 | 11 |
| 4 | Awareness for your situation | 18.18% 2 | 27.27% 3 | 36.36% 4 | 18.18% 2 | 0.00% 0 | 11 |
| 5 | Appreciation for your situation | 0.00% 0 | 0.00% 0 | 0.00% 0 | 45.45% 5 | 54.55% 6 | 11 |

Showing rows 1 - 5 of 5

Q14 - In case you need any additional help with immigration issues, do you know where to get it?



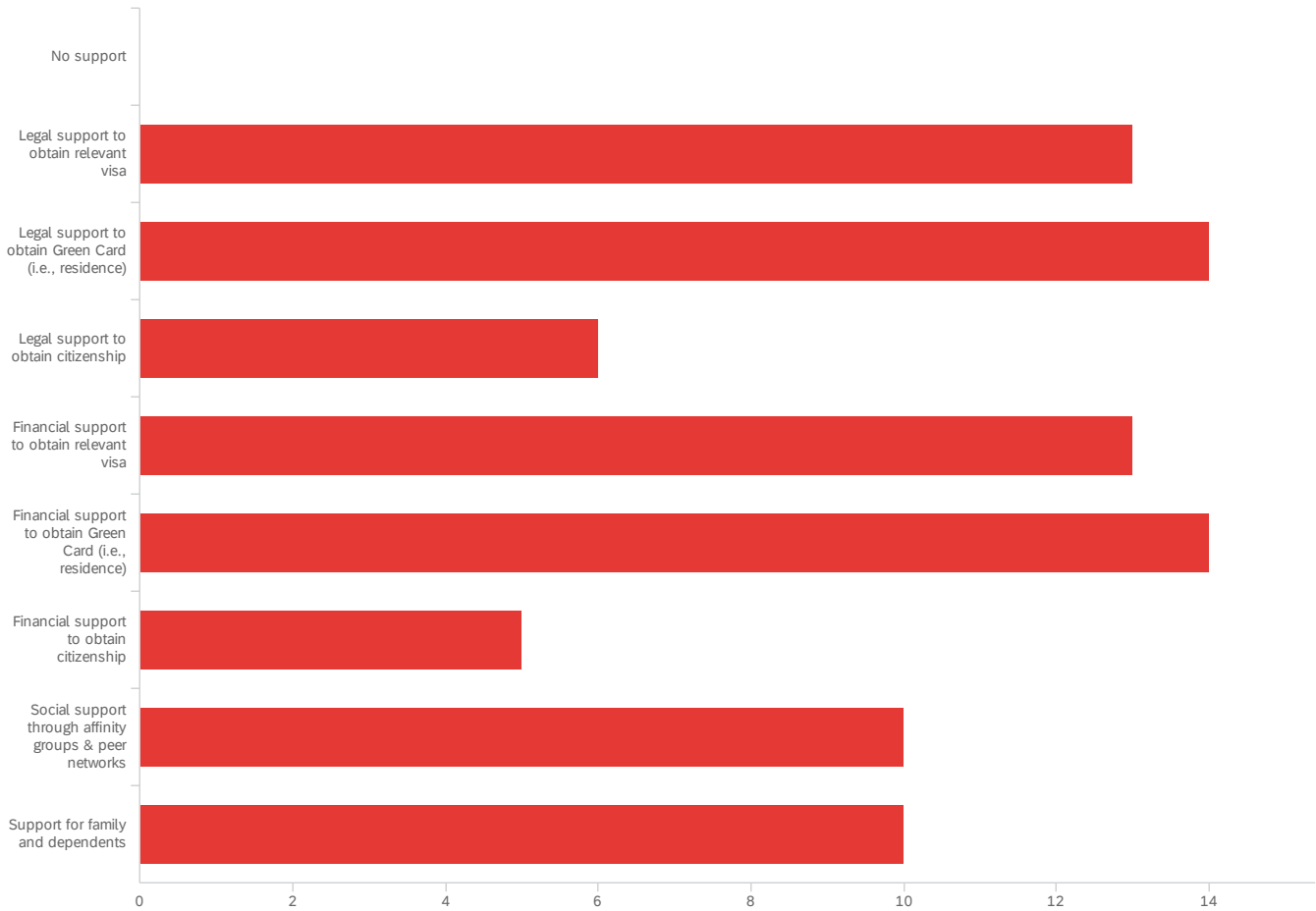
| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
|---|--|---------|---------|------|---------------|----------|-------|
| 1 | In case you need any additional help with immigration issues, do you know where to get it? | 1.00 | 3.00 | 1.43 | 0.73 | 0.53 | 14 |

| # | Field | Choice Count |
|---|-------|--------------|
| 1 | Yes | 71.43% 10 |
| 2 | No | 14.29% 2 |
| 3 | Maybe | 14.29% 2 |
| | | 14 |

Showing rows 1 - 4 of 4

Q10 - Please specify what kind of support you think should be provided by UTSA. Please

select all that apply.



| # | Field | Choice Count |
|----|--|--------------|
| 1 | No support | 0.00% 0 |
| 2 | Legal support to obtain relevant visa | 15.29% 13 |
| 3 | Legal support to obtain Green Card (i.e., residence) | 16.47% 14 |
| 4 | Legal support to obtain citizenship | 7.06% 6 |
| 5 | Financial support to obtain relevant visa | 15.29% 13 |
| 6 | Financial support to obtain Green Card (i.e., residence) | 16.47% 14 |
| 7 | Financial support to obtain citizenship | 5.88% 5 |
| 8 | Social support through affinity groups & peer networks | 11.76% 10 |
| 10 | Support for family and dependents | 11.76% 10 |

Field

Choice
Count

85

Showing rows 1 - 10 of 10

Q11 - What else would you like to share in terms of immigration support?

What else would you like to share in terms of immigration support?

It's been a long process, it feels like I have to do most of the work and constantly ask for paperwork and information to be sent to me or my department. There is no follow through, I have to keep asking when to submit paperwork, or as if my paperwork will be sent. I have not been very well informed nor received much support from Global initiatives since 2020. The whole process has been a nightmare and I feel insecure about it. When the old admin at Global initiatives was present (Tanya and team) they really knew how to get the process going and provided good support, advice and followed through the process with me.

Educate international faculty about the Special Handling for EB2 as early as possible

UTSA really needs a comprehensive plan to support international faculty members for their legal and final needs to file either H1B visa or green card. I have seen many reputable international scholar having concerns coming to UTSA due to the unclear support for their immigration. Also, any new immigration support policy at UTSA should be applied to both new faculty members and any faculty members already at UTSA if they are still experiencing difficulties on immigration issues. I believe no current faculty members want to put into efforts into developing this new guideline, but only beneficial to incoming international scholars but not themselves.

Realistically, I think UTSA should provide legal and financial support for obtaining H-1B visas and green cards. Citizenship is more of a personal choice, rather than a requirement for the job. Thank you for compiling this survey and coordinating this effort through the affinity group..

It should be standardized as a process that starts immediately in the first semester of arrival. Basically, it should be part of onboarding. Financial aspects can be left to college's discretion, but not the timing or guidance. Simply new arrival international faculty should have a standardized meeting including the chair and international office within the first semester of arrival.

It appears that there have been improvements over the past few years than when I arrived at UTSA. However, there is always room for improvement and ensuring people feel supported and know how to access resources. The biggest thing is ensuring the green card application is filed within 18 months of the job offer.

US Citizenship may seem to be a personal decision but I found myself not eligible for several federal funding opportunities (research grants from some DoD and DoE), which have hindered my ability to secure funding and make progress toward my goals for Tenure. Within 6 months after Naturalization I was awarded a \$400k grant from the Department of the Navy. Supporting faculty in their Naturalization process is in the best interest of UTSA.

It would be amazing if UTSA actively monitors visa conditions of employees and provides suggestions on what paths are available. I am aware that this requires human and economic resources that might not be available.

I appreciate the efforts made by the administration to support international faculty and provide legal and financial support to visa and permanent residence process. There is still some work to do but I think it's moving in the right direction

End of Report