Updates on Policy Priorities

Chris Gabler
Faculty Senate President

Faculty Senate Meeting
10 December 2024

Priorities (not necessarily in this order)

1. Workload policy

2. Grievance policy

3. Departmental reorganization policy
   - Help affected faculty

4. Financial exigency policy

5. Remove research barriers

6. Faculty salary

Raise faculty salaries

- Pres Bailey discussion & UT System budget analyses in Oct mtg
- Follow up correspondence & data sharing, informal Nov mtg
- Formal meeting with Dr. Bailey scheduled for January

Revise workload policy

- Strong support from Office of the Provost and Vice Provost for Faculty Affairs.

- HOP changes being developed.

- HOP impact statement drafted and will be presented at January FS meeting.

- Updates from Faculty Rules and Governance Committee?

The University of Texas
Rio Grande Valley
Handbook of Operating Procedures

Policy Impact Statement

Instructions: This Policy Impact Statement form informs the HOP Committee about the need for a new or amended policy. The Policy Owner (person authoring the policy) should fill out and submit this form to the Policy Coordinator at the following points in time during the policy development process:

- For a **new** policy: submit the completed Policy Impact Statement before starting to draft the policy. The HOP Committee will review this form, determine whether the policy is needed, and which division should have responsibility.
- For an **amended** policy: submit the completed Policy Impact Statement before starting to amend the policy. The HOP Committee will review this form and mark the policy as under amendment.
- For both **new** and **amended** policies: once the Policy Owner has completed a policy draft ready for submission to the HOP Committee for review, submit the Policy Impact Statement form along with the policy draft.

Please submit form to HOP Committee Policy Coordinator, Dr. Janna Arney, in care of Angie Coronado, at Angie.Coronado@utrgv.edu.

Policy Title: Faculty Workload Policy

Is this a request to publish a new HOP policy or amend an existing HOP policy? New: ☐ Amendment: ☑

Policy Number (_if amendment of existing policy; leave blank for new policies_): 06-501

Policy Owner (_name and title of person primarily responsible for authoring the policy draft_):
Maggie Cronn, Assistant Vice Provost for Faculty Affairs

Policy Owner Email: maggie.cronn@utrgv.edu

Policy Owner Phone Number: 5-7899

Responsible Executive (_name of division with primary responsibility for developing policy_):
Cinthya Saavedra, Vice Provost for Faculty Affairs (Academic Affairs)

Reform grievance policy

- Ombuds update
- Faculty Peer Conflict Resolution Group
  - Discussed on Senate floor in Nov
  - Details developed by FSEC
  - Presentation on this today

Departmental reorganization policy

- COS, CLA Dean search updates

- Updates from FS Faculty Rules & Governance Committee?

- Financial exigency policy may be a bridge for this issue.

Relief to date for affected faculty

- COS faculty teaching in a program may serve on graduate committees in the program regardless of academic unit in which the faculty is appointed.

- COS faculty with relevant expertise can mentor grad students in any program regardless of academic unit in which the faculty is appointed.

- New old problem: Chemists outside SIBCS are not eligible for certain grant programs (funding requires a chemistry program); efforts to address this issue (e.g., 10% SIBCS appointments) have been brushed off.

Remove barriers to faculty research

- Research Policy Committee report today
- UT FAC Research Committee: Infrastructure and Personnel Barriers to Research
    - Data collection effort in cooperation with AVC for Research Joan Bienvenue
    - Will require efforts at UTRGV – collaborate with FSRPC?

Financial exigency policy

- A last-resort measure to stabilize finances during a financial crisis
- "When disaster strikes, the time to prepare has passed."
- HOP impact statement and draft policy language circulated to Senate, being discussed today