

# Updates on Policy Priorities

Chris Gabler  
Faculty Senate President  
Faculty Senate Meeting  
12 November 2024

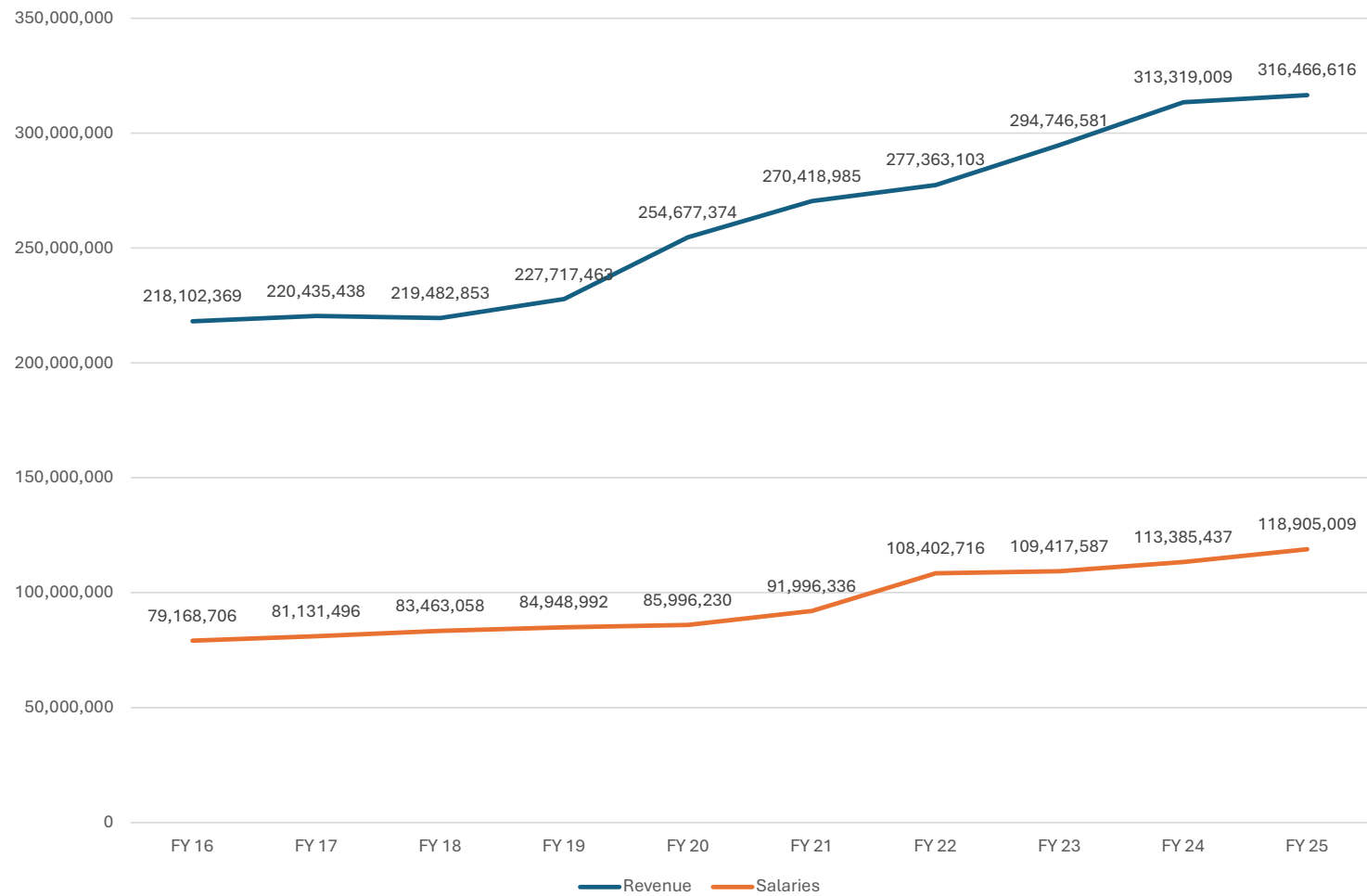
# Priorities (not necessarily in this order)

1. Workload policy
2. Grievance policy
3. Departmental reorganization policy
  - Help affected faculty
4. Financial exigency policy
5. Remove research barriers
6. Faculty salary

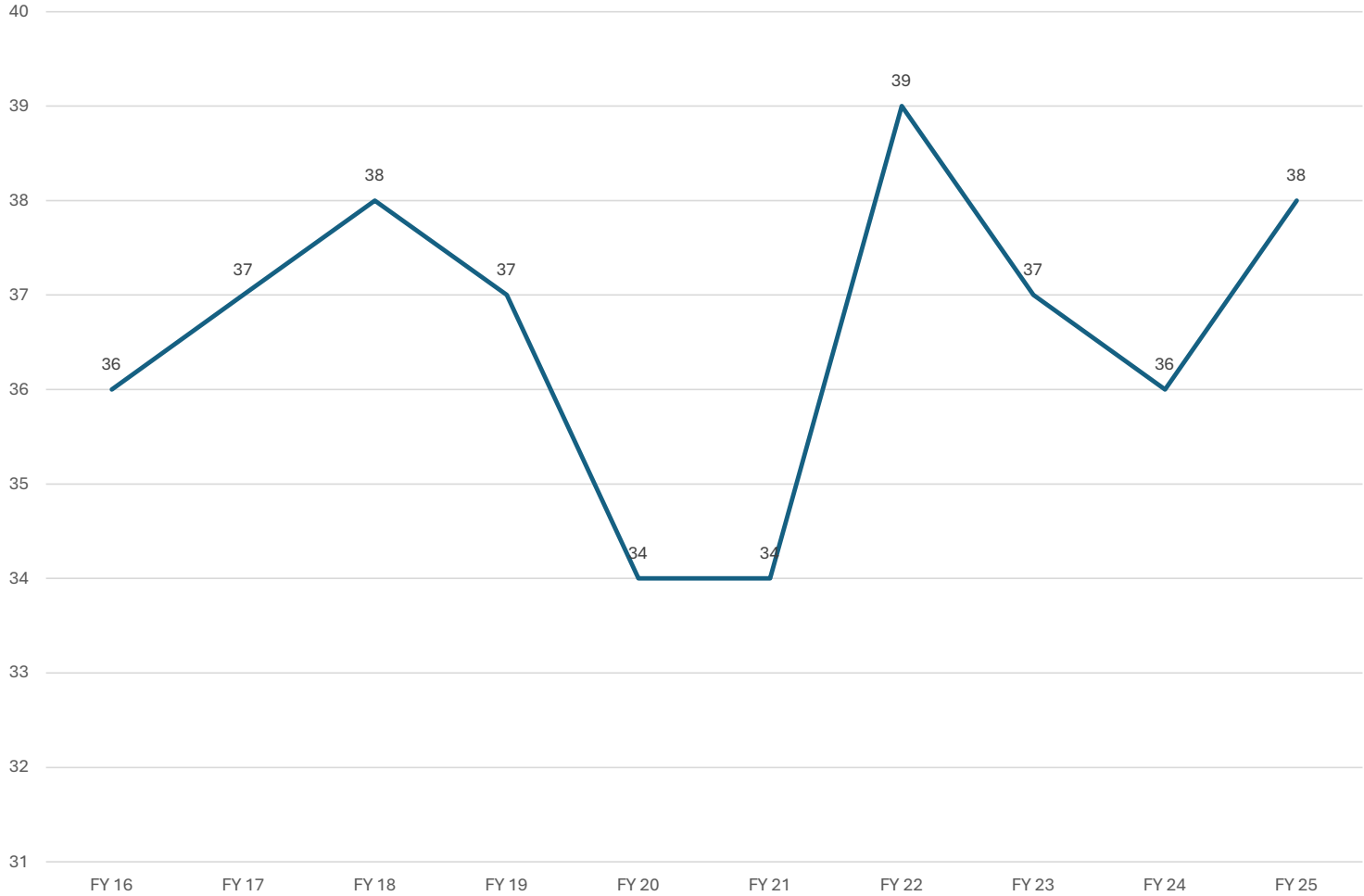
# Raise faculty salaries

- UT System-wide budget analysis & presentation
- President Bailey presentation and discussion
- Shared System analysis & FS Faculty Salaries and Resources report with Dr. Bailey
- Dr. Bailey shared additional analysis
- Casual, impromptu discussion with Dr. Bailey re: salaries
- Formal meeting with Dr. Bailey scheduled for December

# Changes in State Appropriations + Tuition and in Total Faculty Salaries (including TAs), FY 16 - FY25



Percentage of State Appropriations + Tuition Devoted to Total Expenditures on Faculty Salaries



# Revise workload policy

- Strong support from Office of the Provost
- Support from Dr. Saavedra, Vice Provost for Faculty Affairs
- HOP changes are being developed
- Gabler + seeking others involve in policy revisions
- Impact statement (step 1) drafted, will come to FS soon

# Reform grievance policy

- Strong support from Office of the Provost
- Faculty ombuds position created
- Faculty ombuds application period extended
- Provost, VP Faculty Affairs support creation of a faculty body to provide informal, privacy-protected, 1<sup>st</sup> layer of conflict resolution
  - Potential new FS committee
  - Provide service immediately
  - Faculty led and independent group but formally recognized as part of process
- Charge of FS Faculty Rules & Governance Committee

# Departmental reorganization policy

- Discussed with & supported by every COS Dean candidate
- Charge of FS Faculty Rules & Governance Committee

## **Relief to date for affected faculty**

- COS faculty teaching in a program may serve on its committee regardless of unit membership
- COS faculty with relevant expertise can mentor grad students in any program regardless of unit membership



# Remove barriers to faculty research

- Workload reform to provide research time underway
- Research Policy Committee worked on this last year
  - Report next meeting
  - Primary charge for this year
- Meetings with Saygin and Zayas

# Financial exigency policy

- A last-resort measure to stabilize finances during a financial crisis
- “When disaster strikes, the time to prepare has passed.”
- Don’t have one. Need one. No time like the present.
- <https://x.com/CollinRugg/status/1856028383622087086>