

Updates on Senate Priorities

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Faculty Senate President
Faculty Senate Meeting
14 January 2025

Priorities (not ordered)

- Workload policy
- Grievance policy
- Financial exigency policy
- Departmental reorganization policy
 - Help affected faculty
- Remove research barriers
- Faculty salary

Faculty Salaries

- Invited Pres. Bailey, held discussion, & shared UT System budget analyses in October meeting
- Follow up correspondence & data sharing, informal November meeting
- Planned meeting with Bailey in December, postponed to January
- Gabler and Williams-Blangero will meet with Pres Bailey on January 16 to discuss faculty salaries, emphasizing problems of compression and inversion.

Revise Workload Policy

- Strong support from Office of the Provost and VPFA
- HOP changes being developed by VPFA
- HOP impact statement for workload policy will be shared soon and discussed at February FS meeting.
- No updates since December

Reform Grievance Policy

- Ombuds update
- Faculty Peer Conflict Resolution Group
 - Committee concept discussed on Senate floor in November
 - Details developed by FSEC
 - Committee details (purpose, membership, selection process, confidentiality safeguards) discussed, revised on Senate floor in December
 - Discussion & vote on proposal to create this committee (PARC) today

Financial Exigency Policy

- Produced draft policy (based on UT Austin policy) that ensures faculty involvement in the review process to develop recommendations for actions in the event that faculty lines are reduced for financial exigency or academic reasons.
- HOP impact statement and draft policy language were circulated to Senators in December but discussion was limited
- Discussion and vote on impact statement today
- Discussion of draft language today

Departmental Reorganization Policy

- COS, CLA Dean search updates. New Dean selections are promising here.
- Financial exigency policy *can* be a bridge for this issue. Major progress on exigency policy.

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.
- Seeking resolution for Chemists outside SIBCS not eligible for grants that requires a chemistry program (e.g., nominal appointments). Use of secondary appointments in SIBC with no associated salary discussed with Dr. Zayas.

Remove Barriers to Faculty Research

- Research Policy Committee report, discussion at December FS meeting
- 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?) – no progress since December

Breaking News: Changes to HOP

- Draft revisions to HOP ADM 06-503 and 06-504 were shared with Senate leadership by VPFA
 - 06-503: Tenure-Track Faculty Appointments, Evaluations, and Reappointments
 - 06-504: Tenured Faculty Evaluation
- Feedback deadline is February 19; to be discussed at Faculty Senate Meeting on February 11
- Documents will be shared with Senators and given to FS Rules and Governance Committee for careful analysis and feedback on recommended changes
- Feedback on draft revisions will be discussed on Senate floor, and formal written feedback will be voted on in our February meeting