

Updates on Senate Priorities

Chris Gabler
Faculty Senate President
Faculty Senate Meeting
11 February 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 met with Pres Bailey on January 16 to discuss faculty salaries, emphasizing problems of compression and inversion.
- Gabler met with Prov Zayas 1/24 and discussed new compensation programs.

Faculty Salaries continued

- Feb 5: Gabler and Williams-Blangero met with Bailey, Zayas, and Marcela Deleon, Director Business Analytics & Academic Strategy Marcy
 - Agreed about compression & inversion and dedicating a percentage of our operating budget to address C&I this year
 - Agreed to market analysis, but we will not delay salary adjustments for the sake of a full analysis, apart from necessary benchmarks
 - Recognized that benchmarks are higher than prior analysis, i.e., Emerging Research Institutions
 - Bailey tasked Zayas and Deleon with benchmarking and developing tentative budget adjustments for C&I by March
 - Goal is to “finalize” budget in April/May, send budget to UTS in early summer, and get BOR approval during their August meeting

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.
- No new updates.

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
- Voted to approve in Jan
- Revisit proportions TT vs PF

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
- Voted to approve impact statement Jan
- Potentially discuss 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.
- FSEC is with Zayas Feb 13 to discuss Dean selection process

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?)
 - Will use UTS resources and personnel for this data gathering
- UT FAC Research Committee meeting with Bienvenue on Thurs

Breaking News: HOP change deadline extended

- 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
- Faculty Senate feedback deadline is now March 4
- Documents have been sent to Senators and given to FS Rules and Governance Committee for careful analysis and feedback
- Feedback on draft revisions will be discussed on Senate floor today, and formal written feedback will be voted on in our March meeting



Dan Patrick

Lieutenant Governor of Texas
President of the Senate

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Lt. Gov. Dan Patrick Announces First Round of Top 40 Priority Bills for the 2025 Legislative Session

AUSTIN - Lt. Gov. Dan Patrick issued this statement today upon announcing the first round of his top 40 priority bills for the 89th regular legislative session:

"Thousands of bills are filed by Texas senators each session. Traditionally, bill numbers 1 through 20 have indicated the Lt. Governor's priorities for the Senate. In 2017, I increased the number of priority bills to 30. This year, I am increasing the number of priority bills to 40.

"Senators like having a low bill number since it shows their bill is a priority of the Lt. Governor and has a high probability of passage. These bills represent the will of the conservative majority of Texans, and many will pass with bipartisan support. Just because a bill is not included in the top 40 does not mean it is not a priority for me or the Senate. There will be hundreds of bills that pass the Senate, all of which are important to Texas.

"Many other priorities are included in our state budget, such as border security funding, hiring more state troopers for the Department of Public Safety, and enhancing statewide disaster response with new equipment and more personnel.

"Over the last four years, the Texas Senate held the line, fighting back against President Biden's disastrous agenda. Now, with President Trump back in office, Texas has a friend in the White House. The Texas Senate will continue to lead as the preeminent legislative body in America by passing our bold, conservative agenda, helping President Trump deliver on his promise of making America great again."

Lt. Gov. Patrick's Priority Bills:

Senate Bill 1 – Senate's Budget for Texas
Senate Bill 2 – Providing School Choice

Senate Bill 3 – Banning THC in Texas
Senate Bill 4 – Increasing the Homestead Exemption to \$140,000 (\$150,000 for seniors)
Senate Bill 5 – Combatting Alzheimer's – Establishing DPRIT (Dementia Prevention & Research Institute of Texas)
Senate Bill 6 – Increasing Texas' Electric Grid Reliability
Senate Bill 7 – Increasing Investments in Texas' Water Supply
Senate Bill 8 – Requiring Local Law Enforcement to Assist the Federal Government's Deportation Efforts
Senate Bill 9 – Reforming Bail – Keeping Violent Criminals Off Our Streets
Senate Bill 10 – Placing the Ten Commandments in School
Senate Bill 11 – Protecting the Freedom to Pray in School
Senate Bill 12 – Establishing a Parental Bill of Rights in Public Education
Senate Bill 13 – Guarding Against Inappropriate Books in Public Schools
Senate Bill 14 – Texas DOGE – Improving Government Efficiency
Senate Bill 15 – Removing Barriers to Affordable Housing
Senate Bill 16 – Stopping Non-Citizens from Voting
Senate Bill 17 – Stopping Foreign Adversaries' Land Grabs
Senate Bill 18 – Stopping Drag Time Story Hour
Senate Bill 19 – Stopping Taxpayer Dollars for Lobbyists
Senate Bill 20 – Stopping AI Child Pornography
Senate Bill 21 – Establishing the Texas Bitcoin Reserve
Senate Bill 22 – Establishing Texas as America's Film Capital
Senate Bill 23 – Removing the Cap on the Rainy Day Fund to Secure Texas' Long-term Financial Future
Senate Bill 24 – Educating Texas Students on the Horrors of Communism
Senate Bill 25 – Making Texas Healthy Again

Senate Priority Bills 26 through 40 ... coming soon.

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No 26-40 yet, as of 1:30 pm.

Keep calm and carry on, but take no guff

- Federal grants and loans being ended, then suspended, then not
- Removal of CDC health-related information removed, challenged, then restored
- Much talk about DOE being abolished, nothing yet
- IDC being capped at 15%, now challenged

Do not comply in advance.