

President's Report

Chris Gabler
Faculty Senate President
Faculty Senate Meeting
6 May 2025

Part 1:

Updates on Senate Priorities

Priorities

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

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.
- Feb 5: Gabler and Williams-Blangero met with Bailey, Zayas, and Marcela Deleon, Director Business Analytics & Academic Strategy
- Prov Zayas announcing new compensation packages and incentives.
- **Budget revisions to allocate a percentage of the total budget to faculty salary inversion and compression adjustments are in progress.**
 - 4/8: Revised budgets should be ready for review, seeking updates & meetings
 - 5/6: Discussed with Provost Zayas; comparisons in progress, draft budget pending legislative decisions, monthly meetings with EVP Mueller

Revise Workload Policy

- Strong support from Office of the Provost and VPFA
- HOP changes being developed by VPFA
- HOP impact statement for workload policy being considered.
- Revisions to HOP 06-501 drafted.
- In discussion with OVPFA.

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
- Voted to approve in Jan
- PARC membership plans adjusted based on proportions of TTF vs PF
- Formal PARC charter (written description, rules, charge, procedures) has been fully drafted;
 - Charter will be reviewed by FSEC, shared with Senate after our May meeting

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.
- Prov Zayas canceled Feb 13 meeting with FSEC to discuss Dean selection process, not yet rescheduled
- CLA has been reorganized without any change to the process; Poli Sci, Public Affairs, Sociology (others?) impacted
 - March & April meetings with Prov Zayas were canceled and not rescheduled
 - 5/6: Discussed with Provost Zayas; fewer issues due to merger vs. split, more awareness and discussion than previous reorganizations

Departmental Reorganization 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.
- What is happening to impacted CLA faculty?
- What challenges are arising? What solutions are in place or being proposed?
- TEAC in HOP ADM 06-503 revisions are impactful here.

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 regularly with AVC Bienvenue since Feb 13, including AVC Solberg (Health Affairs) since Mar 11
 - Mainly discussed bigger fish of federal executive orders (e.g., NIH IDC rates) and state legislature (e.g., new DEI laws) and how they impact research
 - Emphasis of April FAC meeting; research infrastructure linked to IDC cuts
 - April 2025 action plan: Wishlist for PUF reallocation, UTS new investigator support
- Discussion with Committee Chair Laura Seligman with FSEC on 4/29

HOP changes re: Faculty evaluations

- 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
- Redline documents shared with Senators and faculty in Jan/Feb
- Faculty Senate feedback deadline was 3/4, then 3/28, extension to 3/31
- Feedback survey was shared with Senators & all faculty in Feb, closed in March
- Survey responses were reviewed by FSEC and FS Rules and Governance Committee
- Report from FS Rules & Governance Cmte & floor discussion of findings at 3/11 FS meeting
- FS special session on 3/25 to discuss, revise, and vote on FS feedback
- Emergency vote on revised FS feedback, overall approval of proposed HOP revisions
- Vote results and feedback document shared with OVPFA on 3/31.
- Revised HOP ADM 06-503 and 06-504 documents completed, shared with FSEC
 - **Accepted 5 changes, rejected 9**; subtleties beyond the scope of this meeting.

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 in January
- Policy language & Impact Statement shared with Bailey
- Impact Statement sent to Samantha Allen via Angie Coronado to initiate formal review by HOP Committee
- Floor discussion & revisions of draft language at 3/25 FS special session
- Impact Statement approved 4/16 by HOP Committee (15 approve, 1 reject)
- Revised document shared with FS; floor discussion during 4/8 meeting
- FSEC voted 4/22 to hold an online vote on revised policy (v4)
- Vote held 4/23-4/30, **policy language passed**: 42 (89%) approve, 1 (2%) reject, 4 (9%) abstain
- **REMAINS URGENT**: Discouraging prospects related to research funding, state funding, federal support, & overall economic outlook.

Part 2:

Outgoing Remarks

Casual reception this evening

- 6:00-8:00 pm
- Chris' home: 520 Acacia Lake Dr., Brownsville, TX 78521