

Executive Council Meeting Minutes

Tues, Oct 7, 2025 · 8:45-10:45am · Zoom

Attendees:

Council Members (☑ indicates attendance):

- ☑ Heather Galindo (Chair) - GFO Vice Chair
- ☑ Tyson Marsh - GFO Chair
- ☑ Jason Naranjo - CCPB Chair
- ☑ Yusuf Pisan - STEM Rep
- ☑ Linda Watts - IAS Rep
- ☑ Stephen Jones - BUS Rep
- ☑ Nora Kenworthy - SNHS Rep
- ☑ Nathanie Lee - SES Rep
- ☑ Charity Lovitt - FYPP Rep

Other Attendees:

- Vanessa Lopez-Littleton
- Brian Martensen
- Jody Early
- Wadiya Udell
- Cinnamon Hillyard
- Martha Groom
- Camelia Bejan

Quorum (5) met?: Yes

Welcome, Consent Agenda, and Chair Announcements

Lead: Heather Galindo, EC Chair

- Consent Agenda Items:
 - Fall GFO General Meeting Draft Agenda
 - Request for GFO Course Release - Charity Lovitt
- Consent Agenda Passed

First Meeting Essentials - Introductions, Orientation, 2024/25 Recap, Year Ahead Planning - GFO Priorities and Communication Strategies

Leads: Heather Galindo, EC Chair and Tyson Marsh, GFO Chair

- **Introductions and Orientation**
 - Galindo opened the meeting by welcoming attendees and expressing appreciation for both long-serving and new members. She led a round of introductions and then briefly referenced the EC's "Meeting Expectations and Procedures" document, encouraging attendees to review it as a guide to shared norms for how meetings are conducted. Following this, she turned the meeting over to GFO Chair Marsh, who provided a summary of GFO's work in 2024/25.
- **2024/25 Recap - Summary of GFO Chair's Remarks:**
 - Executive Order revisions and code changes are underway, affecting the structure and function of elected faculty councils (EFCs).
 - Noted that EFCs at UW Bothell operate differently than those at Seattle and Tacoma due to campus-specific governance structures.
 - Faculty Senate reapportionment has increased representation from Bothell schools.
 - Emphasized the need for a strong communication strategy to avoid confusion and disorganization.
 - Called for improved communication among senators, EFCs, EC, GFO, administration.
 - Advocated for clearer definitions of consultation and approval processes within GFO.

- Highlighted the importance of including faculty voices in administrative decision-making spaces such as the Chancellor's Executive Team (CET).
- Acknowledged progress in restoring GFO engagement with CET and other administrative bodies.

Discussion:

- Attendees discussed differences in EFC roles across campuses and schools, noting that governance structures vary significantly and require tailored approaches.
- There was broad agreement on the need for cross-school collaboration to address campus-wide issues and ensure consistent faculty engagement.
- Several participants emphasized the importance of diversifying faculty participation in governance and reducing reliance on a small group of recurring volunteers.
- The conversation reinforced the need for transparency, shared governance, and equitable representation across all schools and governance bodies.
- Galindo thanked Marsh for his input and transitioned to the next agenda item.

- **Year Ahead Planning: GFO Priorities and Communication Strategies**

- Galindo shared a slideshow and summarized each of GFO's 2025/26 priorities:

- **Priority #1: Strengthen Faculty Governance**

- Increase faculty engagement
 - Improve communication across governance bodies and with administration
 - Launch quarterly UWB Faculty Forums with small, facilitated faculty-only discussions.

- **Discussion on priority #1 - main points:**

- GFO needs to better communicate accomplishments to engage faculty.
 - Emphasis needs to be placed on communication strategy and structural differences in EFCs.
 - Need to better understand the variations in roles of EFCs across schools and campuses
 - Cross-school collaboration and broader participation needed

- **Priority #2: Budgeting and Finance**

- Increase transparency and faculty input.
 - Promote budget literacy.
 - Engage more directly with campus leadership and strategic planning.

- **Discussion on priority #2 - main points:**

- Proposed best practices for budget information flow.
 - Discussed challenges estimating marginal revenue and tri-campus budgeting.

- **Priority #3: Communication, Oversight, and Transparency**

- Improve communication with Chancellor's Office, Vice Chancellors, and governance bodies.
 - Restore GFO engagement with the Chancellor's Executive Team (CET).

- **Discussion on priority #3 - main points:**

- Continue to advocate for GFO's presence at decision-making tables.

- Galindo noted GFO leadership attends Cabinet meetings and meets regularly with administration.
 - **Priority #4: Diversity, Equity, Inclusion, and Justice (DEIJ) - main points**
 - Support a sustainable, equitable faculty community.
 - Begin assessing workload practices across schools.
 - Coordinate efforts and share best practices.
 - **Discussion on priority #4 - main points:**
 - Discussed workload inequities and EO59 fallout.
 - Talked about EO 59's rigid enforcement and disconnect from Bothell's context.
 - Concerns raised about undefined workload expectations and frozen microcredit compensation.
 - **Priority # 5: Promotion and Tenure**
 - Focus on revising CPT bylaws to address lack of teaching-track representation on the council. Plan listening sessions and a faculty vote on proposed changes.
 - **Discussion on priority #5 - main points:**
 - CCPT Chair has plans to engage schools and improve clarity of promotion processes
- **Communication Strategies**
 - Galindo Introduced the topic as a challenge requiring collective input and ongoing conversation and outlined three key goals:
 - Cultivate communication responsibility as a core part of faculty governance roles.
 - Clarify pathways for information flow—who communicates what, to whom, and how.
 - Develop user-friendly guidelines for consistent, effective communication.
 - Highlighted the GFO blog as a central resource for sharing updates, summaries, and engagement forms.
 - Proposed a two-part communication model:
 - Governance body representatives decide what needs to be communicated and why.
 - School-based groups (like EFCs) determine how, when, and where to share that information with faculty.
 - Emphasized flexibility across schools, acknowledging differences in structure and capacity.
 - Suggested short, topic-organized summaries with links to deeper content (e.g., blog posts).
 - Noted that Faculty Senate Council reps may need a separate strategy since they are not school-based.
 - Affirmed the idea's alignment with DEIJ priorities and reiterated that GFO's role is to serve as a nexus, not a driver, of communication.
- Galindo wrapped up the communication strategies segment by noting it was the start of an ongoing conversation and then transitioned to the next agenda item.

Update from the Office of Faculty Success

Lead: Heather Galindo, EC Chair

Guest: Wadiya Udell, Associate Vice Chancellor for Faculty Success

Galindo welcomed Udell as a recurring guest to EC meetings and invited her to share updates from the Office of Faculty Success.

Udell thanked Galindo and explained that her regular attendance would help her stay informed about faculty needs and provide timely updates. She emphasized that her role was to listen, stay connected to faculty concerns, and offer support as needed. Udell then offered a summary of the faculty resources and plans for the year ahead:

- Scholarship, Research and Creative Practice (SRCP) Grant Program: funding (\\$250K) has been eliminated.
- Equity Across the Curriculum (EAC) initiative is paused; funds will be repurposed based on faculty input.
- Faculty needs around DEIJ work will guide resource allocation.
- Production and publication awards reduced but retained; now offered on a rolling basis.
- Methods Exploration and Enhancement Award retained with reduced volume.
- Summer Reading Group Fellowship increased.
- Continued support for three NCFDD memberships annually.
- Writing workshop underway.
- Mid-career promotion Q&A returning in spring.
- New promotion Q&A for teaching-track faculty planned for early winter.
- School-specific workshop for STEM faculty to clarify and socialize promotion guidelines.
- Working with schools to refine and align promotion guidelines for teaching-track faculty.
- Promoting faculty access to UW research resources, including early access to a new GPU cluster.
 - **Discussion:**
 - A council member expressed hope that EAC funding could support offerings through the Teaching and Learning Center or similar venues.
 - Udell responded that if faculty express a need for EAC, it can be reinstated; she emphasized that resource decisions should reflect broad faculty needs.
 - Another member appreciated the focus on research support and suggested better visibility and coordination of statistical support resources available through UW.
 - Udell acknowledged the suggestion and thanked the member for highlighting additional support opportunities.

School and Senate Updates

Lead: Heather Galindo, EC Chair

Galindo introduced the agenda item by inviting EC representatives, faculty senators, senate council reps, and EFC members to share updates from their schools or governance bodies. She noted that some groups may not have met yet and offered to share her own update after others had a chance to speak.

- **Summary of Updates:**
 - School of Nursing and Health Studies (SNHS)

- Piloting a formula for calculating FTE for service.
- Shared concerns about uncompensated labor and workload intensification due to faculty losses.
- Mentioned SNHS is conducting searches for two full-time faculty positions.
- School of Business
 - The school has a new dean, Sophie Leroy, and a new EFC chair, Juan Camilo Gomez.
 - Noted the school is preparing for its AACSB accreditation review.
- School of STEM
 - Reported that CSS Chair resigned position due to lack of budget transparency and raised concerns about access to financial data and implications for graduate program planning.
 - EC discussed accountability and shared governance in light of the CSS chair resignation.
 - EC raised questions about faculty code, budget transparency, and EFC engagement across schools
- First Year Pre-major Program (FYPP)
 - Continues with a co-director model. Avery Shinneman and Yolanda Padilla are co-directors of FYPP.
 - Call for Discovery Core proposals will be released soon.\
- Faculty Senate
 - Faculty Senate will be conducting a “code-a-thon” to revise language following executive order changes.
 - Galindo requested help making the executive orders more accessible

Faculty Concerns

Lead: Heather Galindo, EC Chair

Galindo kindly asked administrators to step out for this portion, expressing appreciation for their participation and noting that their presence is valued and welcome in future meetings. Galindo explained that this portion of the meeting is to create space for faculty to speak candidly about internal concerns, challenges, or sensitive topics that directly affect their work.

● Topics discussed:

- Teaching-track faculty workload and scholarship expectations.
- Promotion processes and clarity of guidelines.
- Equity in recognition of scholarship across schools.
- Faculty code adherence and accountability.
- Barriers to advancement and support structures.

Galindo concluded the meeting by thanking everyone for their thoughtful engagement and contributions to the discussion. She invited any final urgent thoughts, and with no additional comments, she closed the meeting with appreciation for the dialogue and participation.

Meeting adjourned at 10:45am

Next EC meeting scheduled for Oct 21, 2025, at 8:45am

Minutes submitted by Dawn Moncalieri, GFO Program Coordinator