

# **School of Nursing and Healthcare Leadership**

## **EFC Meeting**

### **Agenda**

**November 3, 2025**

#### **Location: Zoom:**

[https://urldefense.com/v3/\\_https://washington.zoom.us/j/98930490625?pwd=oHqrp6hpTKS4L6DZ4E4U86gowpDxK0.1\\_!!K-Hz7m0Vt54!i2Ps-NnpGMfIMFJ\\_al0tlxDiU-bL\\_AXzG0wOAPmNKNht4oUJN0M5hLTOVMjo6zyIloTAjTmjB3Fhjb8U\\$](https://urldefense.com/v3/_https://washington.zoom.us/j/98930490625?pwd=oHqrp6hpTKS4L6DZ4E4U86gowpDxK0.1_!!K-Hz7m0Vt54!i2Ps-NnpGMfIMFJ_al0tlxDiU-bL_AXzG0wOAPmNKNht4oUJN0M5hLTOVMjo6zyIloTAjTmjB3Fhjb8U$)

Meeting ID: 989 3049 0625

Passcode: 873314

Bylaws: [UWT SNHCL Bylaws Approved 03.14.23.pdf](#)

Committee Members:

Meeting Attendees:

- I. **Welcome**
- II. **Approve agenda**
- III. **Approve minutes from Oct. 2025 EFC meeting**
- IV. **Announcements**
- V. **Report from Dean**
- VI. **Discussion only**
- VII. **Action items for discussion**
  - a. update minutes from May 13 and Oct. 14 All faculty meetings for approval at Nov. 2025 all faculty meeting
  - b. Review procedures for merit—including ensuring faculty understand that incomplete packets can have grave consequences:  
[NHCL\\_Merit.Procedures-updated.Jan.2019.pdf](#)  
\*Add a sentence: If you don't submit your completed packet by the deadline, the vote review and vote will proceed based on whatever has been submitted by the deadline. Failure to submit a requested items may result in abstention or no votes and a recommendation of "non-meritorious"

c. Request from Faculty Affairs Committee:

- i. Has your unit shared the full contents of the 2024 Faculty Workload Report with all of your faculty members? In addition to answering yes or no, please feel free to provide additional context if needed.
- ii. Has your unit taken specific steps to address the findings of the 2024 Faculty Workload Report? In addition to answering yes or no, please feel free to provide additional context if needed.
- iii. Does your unit currently have a plan for providing progress reports as requested in the 2024 Faculty Workload Report? In addition to answering yes or no, please feel free to provide additional context if needed.

VI: Draft Agenda for Nov. 18 faculty meeting:

Approve minutes from May 13 and Oct. 14 All faculty meetings

Time (how much?) for Ad Hoc Committee to work on Core Value Statements to present draft:

30 minutes for HCL to discuss (vote?) on new courses/ curriculum?

Consider visit request from UW Seattle SON Center for Anti-racism for Dec. Faculty meeting

Review feedback from Oct. 14<sup>th</sup> all faculty meeting

Circle back to Charters and get faculty feedback about next steps (in light of vision statements) Are they helpful?

Considering revising APT criteria- call for interest. Taking the temperature of the faculty.

Encouraging faculty to work with clinical faculty

Review procedures for merit—including ensuring faculty understand that incomplete packets can have grave consequences: [NHCL\\_Merit.Procedures-updated.Jan.2019.pdf](#)

Add a sentence: If you don't submit your completed packet by the deadline, the vote review and vote will proceed based on whatever has been submitted by the deadline. Failure to submit a requested items may result in abstention or no votes and a recommendation of "non-meritorious"

Request from Faculty Affairs Committee: Hello Dr. Haerling,

As the Chair of the UWT Faculty Affairs Committee (FAC), I was hoping you could address a few questions we sent out to Dean Reyes about workload equity reporting. Last Spring and earlier this Autumn, I reached out to Dean Reyes, but I have not heard back yet. At FAC, we

understand that Dr. Reyes, as the Dean of two different units, may not have had the time or capacity to address our inquiry. Given your role as the Chair of Faculty Council, we wondered if you might be able to answer our questions. Below, is the message and questions we sent to all of the unit Deans of UWT:

As the Chair of the Faculty Affairs Committee here at UWT, I was hoping you could take a few minutes to address three follow-up questions regarding faculty workload equity reporting. This inquiry is based on our charge to follow up on the faculty workload equity reports that were delivered to each unit in the Autumn of 2024 by Sharon Laing, the previous Chair of Faculty Affairs. In addition, it is intended to follow up on the Class C Resolution of Faculty Assembly that asked all units of UWT to make the reports available to all of their faculty. Our questions are:

1. Has your unit shared the full contents of the 2024 Faculty Workload Report with all of your faculty members? In addition to answering yes or no, please feel free to provide additional context if needed.
2. Has your unit taken specific steps to address the findings of the 2024 Faculty Workload Report? In addition to answering yes or no, please feel free to provide additional context if needed.
3. Does your unit currently have a plan for providing progress reports as requested in the 2024 Faculty Workload Report? In addition to answering yes or no, please feel free to provide additional context if needed.

Kind Regards,

Ken Cruz, Chair of Faculty Affairs

Kenneth A. Cruz, JD, PhD  
Associate Professor  
School of Social Work & Criminal Justice  
Chair of Faculty Affairs Committee  
University of Washington, Tacoma

