

Minutes
Faculty Senate Meeting
Thursday, February 27, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

Chair Jack Lee called the meeting to order at 2:35pm. The Agenda was approved.

2. Report of the Chair – Professor Jack Lee. [Exhibit A]

Chair Lee referred Senators to his written report. He mentioned that while major votes were not taking place at the meeting, there would be plenty of unique opportunities to learn from new people, as well as give feedback to FCAS Chair Patricia Kramer regarding enrollment policy. He reminded faculty about the salary policy proposal draft, which was recently posted online. He asked Senators to discuss the proposal with colleagues in their department. Erika Harnett asked if part of the vetting would be an audit of the cost of the proposal. Lee said that cost models are currently being evaluated. Astley asked when, under the best of circumstances, the soonest the policy could be implemented. He said an ideal approach would be first passage at the end of this academic year, with an implementation in 2015.

3. Report of the President – Ana Mari Cauce, Provost and Executive Vice President.

Provost Cauce presented the report in President Young's absence. Provost Cauce first mentioned that Kenyon Chan, formerly the Chancellor of the Bothell campus, has agreed to serve as Interim Chancellor of Tacoma following the recent death of Chancellor Friedman.

Cauce discussed the current legislative session in Olympia. Both sides of the aisle are proposing supplemental budgets. While the Senate budget is slightly better for the UW, both have slight cuts to the university but contain some additional funding to small programs that could benefit the University. There is a chance they wouldn't pass a supplemental budget, which wouldn't be detrimental to the UW since the original biennial budget did not cut funds. Cauce said she should be able to allocate the promised Activity Based Budgeting funds to each college with no additional funding, but doing so would limit Provost Reinvestment Funds. The session ends in mid-March.

Vice Provost for Educational Outreach David Szatmary has announced his upcoming retirement and Jerry Baldasty, Senior Vice Provost for Academic and Student Affairs, is chairing the search committee for a replacement. Cauce is seeking a candidate with experience with online programs and academic quality. They are open to candidates with broad ranges of experience.

The negotiations with the English Language Lecturers are ongoing. The Provost expressed confidence that an agreement will be reached soon.

There were questions:

Q: Jim Gregory asked about the guidelines and what the percentages would be for salary increases.

A: Provost Cauce said 2% baseline is the goal, with 2% for extra merit. Unit adjustments may also take place.

Q: Storti asked what schools are taking advantage of unit adjustments.

A: A&S, Environment, Dentistry, all for selected units, and the Evans School.

Q: Laws asked when salary increases would go into effect.

A: Ana Mari said July 1st is likely. Professional staff raises are still undetermined, but the goal is to continue the practice of increasing salaries on the same timetable as faculty.

4. Memorial Resolution.

Vice Chair Kate O'Neill presented the resolution:

BE IT RESOLVED that the minutes of this meeting record the sorrow of the entire faculty upon its loss by death of this friend and colleague:

Clinical Professor Emeritus Leslie, Mackoff of Pediatrics who died on January 24, 2014, after having served the University since 1956.

The resolution was approved by a standing vote.

5. Opportunities for Questions and Requests for Information.

- a. Summary of Executive Committee Actions and Upcoming Issues of February 10, 2014.
 - i. Approval of the [January 13, 2014, SEC minutes](#).
 - ii. Approval of the [January 30, 2014, Faculty Senate minutes](#).
- b. Report of the Secretary of the Faculty. **[Exhibit B]**
- c. Report of the Chair of the Senate Committee on Planning and Budgeting. **[Exhibit C]**

There was one question:

Q: Jill Purdy asked if the SCPB data referenced in Gregory's report included all campuses.

A: Jim Gregory said that the data were university-wide and that the report provides some breakdown.

6. Consent Agenda.

Approve nominees for Faculty Councils and Committees. **[Exhibit D]**

The consent agenda was approved.

7. Announcements.

There was one announcement:

Nominations are being accepted for the 39th University Faculty Lecturer. Nomination materials should be submitted to the Secretary of the Faculty no later than March 17, 2014. If you have any questions please contact Jed Bradley in the Senate office.

8. Unfinished Business.

Class A legislation – Final Consideration. **[Exhibit E]**

Title: [Proposed updates to the Faculty Code](#).

Action: Conduct final review of proposal to submit legislation amending the Faculty Code to the faculty for approval or rejection.

Chair Lee introduced the legislation and the process by which the legislation is now up for final approval of the Senate. Vice Chair O'Neill moved that the Faculty Senate submit the legislation to the full faculty for a vote. There was no discussion. The legislation passed.

9. New Business.

- a. Nomination of Candidates for 2014-15 Faculty Senate Vice Chair.
Nominees from SEC were Norm Beauchamp, School of Medicine and Mark Haselkorn, College of Engineering.

Vice Chair O'Neill moved for the Vice Chair Candidates to be accepted from the Senate Executive Committee. There were no additional nominations from the floor and nominations were closed.

- b. 2014-15 Faculty Senate Vice Chair Candidates' Presentations.

Chair Lee introduced each candidate who gave remarks to the body. Lee then announced that the vice chair election will occur electronically within a week. Results will be announced via E-mail

following the election certification. The audiorecordings of the candidates' remarks are available in the Senate office.

10. Invited Guests.

- a. Introduction to the University Ombud – Charles Sloane.

Chuck Sloane introduced himself and his office. He spoke about the role of the Ombud office at the University of Washington and outlined the steps they go through to resolve issues and ensure that faculty, staff, and students are successful at the University. Sloane indicated that the caseload of his office includes many staff and faculty.

Astley asked about confidentiality issues. Sloane said that they do their best to promote confidentiality, and limit the documents that are kept.

Ceccarelli asked about information gathering and where and what problems are most common. Sloane said that the Ombud typically has a view of the systemic problems as well as individual cases and it is their duty to be aware of general trends and share those with appropriate university officials.

Lastly, Sloane directed attendees to the Ombud's annual report, which can be found online [here](#).

- b. Child Abuse reporting & Campus Save Act – Amanda Paye, Title IX/ADA Coordinator.

Amanda Paye introduced herself and position. She spoke about the mandatory training for Child Abuse reporting and discussed the Campus Save Act. The slides from her presentation are attached as Exhibit F.

11. Good of the Order.

Patricia Kramer, Chair of FCAS, asked for feedback regarding enrollment management, specifically financial aid. Any feedback should be sent to her and there are plans to discuss it more at the next meeting.

12. Adjournment.

The meeting was adjourned at 4:55pm.

Prepared by: Marcia Killien Approved by: Jack Lee
Marcia Killien Jack Lee, Chair
Secretary of the Faculty Faculty Senate

Report of the Faculty Senate Chair
Jack Lee, Professor of Mathematics

Today we have one important item of business, and several important visitors.

The item of business is the Class A legislation establishing minor changes to the Faculty Code. We gave these their first approval in the last senate meeting. Since then, they've been to the Code Cops and the President's office, neither of which requested any changes. So today we vote the original legislation up or down. If it passes, it will go out to the full faculty for a vote.

The first visitors are our candidates for the position of Senate Vice Chair for 2014-2015 (and then to be Chair in 2015-2016), Norm Beauchamp from Medicine and Mark Haselkorn from Engineering. We are lucky to have two such well qualified candidates for this position. Many thanks to both of them for being willing to serve.

Next we have Chuck Sloane, the newly appointed University Ombud. (The University seems to have finally decided that Ombudsperson is just too ugly a word and Ombudsman/Ombudswoman make unnecessary gender distinctions, so the favored term is now Ombud. It hasn't found its way into the dictionary yet, so we're in the linguistic vanguard!) Chuck will be introducing himself and the services his office provides.

Then we have Amanda Paye, the university's Title IX/ADA Coordinator, who will be telling us about the Child Abuse reporting & Campus Save Act, and the reporting responsibilities it places on us.

Finally,

The latest draft of the proposed new faculty salary policy has been sent out to faculty, and there's a GoPost discussion board (catalyst.uw.edu/gopost/board/senate/35848/) where members of the university community can post comments and questions. I encourage you to familiarize yourself with the proposal so that you can discuss it with your constituents and bring back any questions or concerns that might arise.

Report of the Secretary of the Faculty
Marcia Killien, Professor, Family and Child Nursing

1. The nominating committee interviewed two candidates for Vice-Chair of the Faculty Senate for a term beginning in Fall 2014. These two nominees, Professor Norm Beauchamp and Professor Mark Haselkorn, were approved by the Senate Executive Committee on 2/10/14. They will address the Senate on 2/27/14.
2. The process of electing Senators for the 2014-16 term is underway. Those schools/colleges/campuses that are due to elect new senators have been notified and will be soliciting nominations. We are hoping to complete the elections by early March. The following units will be conducting elections: Built Environments, Education, I-School, Law, Medicine, Pharmacy, ROTC, Evans School, UW Bothell.
3. Nominations are being accepted for the 39th University Faculty Lecturer. Nomination materials should be submitted to the Secretary of the Faculty no later than March 17, 2014.
4. Chairs of Faculty Councils/Committees should note the following final deadlines for submitting legislation to the Senate Executive Committee (SEC) for consideration during the 2013-14 academic year. The April 7, 2014 SEC meeting is the last opportunity for Class A legislation to be introduced. Materials need to be submitted to the Faculty Senate Office one week prior to each of these deadlines.

Report of the Chair of the Senate Committee on Planning and Budgeting
James Gregory, Professor, History

The Senate Committee on Planning and Budget meets weekly with the Provost, the Vice-Provost for Planning and Budget, and the head of the Board of Deans. SCPB is charged with consulting on all matters relating to the University budget and on a wide range of program and policy decisions. Meetings in the past month have dealt with the following matters:

Student profiles/student debt loads: SCPB reviewed data profiling freshman admissions, student diversity, international students, financial aid, and the rising debt burdens of graduating seniors and professional students. There are no policy recommendations at this time but faculty should be aware of these challenges and trends (please see links below for further details):

- **Admissions:** The entering class is larger than ever before (6,255) and has slightly higher average GPAs and test scores. 52.6% are women; one third (2,044) are from out of state, including 974 international students, mostly from China (687). The new \$45/quarter fee for international students is beginning to fund services – including tutoring – for this important section of our undergraduate population.
- **Diversity:** In recent years African American enrollment has held steady at 2.9% of the entering class; Native Americans also steady at 1.2%. Latino enrollment is growing slowly (now 7.3%). Asian Americans and Pacific Islanders now comprise 29.9% of the entering class, Whites 42.9%, and International students 15.6%. Hidden in the level numbers of Black students is a trend that we are watching. The number of legacy African Americans has been falling, replaced by students from African immigrant families.
- **Debt loads:** The walkaway debt carried by UW graduating seniors has been increasing steadily, reflecting a national trend. 49.8% of graduating seniors in 2012-13 had student loan debt, averaging \$21,471. Nine years ago in 2003-04 those students graduating with debt owed on average \$15,210. The debt escalation has been far more severe in the professional programs.

	2003-04	2012-13
Medicine	85,953	160,863
Dental	97,257	160,830
Law	47,068	107,369
Nursing	25,687	67,658
Pharmacy	49,019	108,242
MBA	31,819	56,205
Undergraduate	15,210	21,471

University Advancement gifts and campaign: The Advancement office is in the midst of new fund-raising campaign. It reports record donations of \$338 million in FY 2012-13 and expects to blow through that record in FY 2014. The numbers reported in the press are a little misleading. Almost half (147M of the 338M) consisted of grants not gifts. Grants from non-governmental sources are handled by the Advancement team. The gifts and grants are almost always intended for specific uses and do not become part of the general operating fund. Donors establish student scholarships or named professorships, or they give to support particular projects, programs, or departments.

SCPB also inquired about fund raising for new buildings. Very little state money has been available for capital projects in recent years, making private donations all the more important. SCPB is going to be looking further into the process for prioritizing and planning new buildings.

Faculty Salaries: The Committee approved proposals for unit adjustments in the College of the Environment and the School of Dentistry. These proposals met the criteria established earlier that allowed for adjustments up to 3% (of unit salaries) for units that are more than 9% behind peers, and up to a cap of 5% for units that are more than 20% behind peer averages. All unit adjustments must be funded at the college level. Departments receiving allocations will decide (in consultation with the dean) how they are distributed.

Upcoming winter quarter meetings will look into the following:

- The future of the Royalty Research Fund and the Center for Commercialization
- Survey of classroom facilities and recommendations to change scheduling practices
- Faculty demography
- Capital projects and planning

2013 – 2014 Appointments to University and Senate Committees.**Faculty Council on Student Affairs**

- Will Scott, GPSS, as an ex-officio member with vote for a term beginning effective immediately and ending September 15, 2014.

Faculty Council on University Libraries

- Juliya Zikina, GPSS, as an ex-officio member with vote for a term beginning effective immediately and ending September 15, 2014.*

Faculty Council on Teaching and Learning

- Russell Hugo, GPSS, as an ex-officio member with vote for a term beginning effective immediately and ending September 15, 2014.*

Faculty Council on Academic Standards

- John Deehr, Naval Science, NROTC, as a member for a term beginning effective immediately and ending September 15, 2016.*

*Nominee added after 2/10/2014 Senate Executive Committee meeting

Class A Legislation: Proposed updates to the Faculty Code

Rationale: Several sections of the Faculty Code have not been reviewed and updated for some time. A recent review by the Secretary of the Faculty indicated that updates were indicated either to 1) reflect current practices in the Senate and university 2) reflect the use of electronic communication, and 3) simplify or clarify the format and/or presentation of material in the Code. These changes have been discussed and approved by the Faculty Council on Faculty Affairs and are considered by them to be "minor update" changes rather than substantive changes to the Code. Specific reasons for each change are provided after each section below.

Section 21-52 Calling of Faculty Meetings

- A. There shall be a meeting of the University faculty upon call of the President, or the Senate, or 10% of the voting members of the faculty. ~~The faculty shall meet at least once in each academic year, and the President shall call such a meeting if none has otherwise been called.~~

Rationale: This has not been the practice for many years, although an annual address to which all faculty are invited has been given regularly. The first sentence allows for such a meeting to be called at any time by the faculty, senate, or President.

Section 22-41 Composition of the Senate

- ~~A. The Senate consists of the following voting members: The President of the University shall be a member of the Senate with vote.~~

- ~~1. The President of the University shall be a member of the Senate with vote.~~
- ~~2. The Chair of the Senate~~
- ~~3. The Vice Chair of the Senate~~
- ~~4. Chair, Senate Committee on Planning and Budgeting~~

- ~~B. The President of the University may appoint to the Senate with the right to speak but without vote vice presidents and the Provost or other administrative officer(s) who qualify as voting member(s) of the faculty under Chapter 21, Section 21-32 to serve at the pleasure of the President.~~

- ~~5. C. Chairs of faculty councils and Bothell and Tacoma faculty organizations who are not elected members of the Senate shall be ex officio members with vote. They shall serve in the Senate during their appointments as chairs and shall be considered to be members-at-large to whom the provisions of Section 22-45 do not apply.~~

- ~~D. Chairs of college councils (elected faculty councils of schools and colleges) shall be ex officio members without vote. They shall serve in the Senate during their appointments as chairs and shall be considered to be members at large to whom the provisions of Section 22-45 do not apply. A college or school council may appoint one of its members as a designee to attend a Senate meeting in place of its chair when the chair is unavailable.~~

- ~~E. Deans of schools and colleges and the Dean of University Libraries who are not elected members of the Senate, and the presidents of the Associated Students of the University of Washington and the Graduate and Professional Student Senate shall be ex officio members of the Senate with right to speak but without vote.~~

- ~~6. F. The other members of the Senate shall be voting members of the faculty who are elected in conformity with the following principles:~~

- ~~a. 4- These senators shall be democratically selected with care that small or minority groups are assured a voice in University~~

- 46 b. ~~2-~~ Each school, college, or campus shall elect one senator for each 40 voting faculty, or fraction
47 thereof, in the school, college, or campus.
- 48 c. ~~3-~~ The elected faculty council of any school, college, or campus that elects more than one senator
49 may choose to have its senators elected at large or assign its faculty to voting groups that will
50 elect the senators. The council shall observe the guidance of Subsection F.1 above.
- 51 d. 4- The voting procedures of the school, college, or campus shall be filed with the Secretary of the
52 Faculty.

54 B. Ex officio members without vote are:

- 55 1. Faculty Legislative Representative
56 2. Deputy Faculty Legislative Representative
57 3. Secretary of the Faculty
58

59
60 ~~D. 4. Chairs of college councils (elected faculty councils of schools and colleges) shall be ex-officio~~
61 ~~members without vote. They shall serve in the Senate during their appointments as chairs and shall be~~
62 ~~considered to be members-at-large to whom the provisions of Section 22-45 do not apply. A college or~~
63 ~~school council may appoint one of its members as a designee to attend a Senate meeting in place of its~~
64 ~~chair when the chair is unavailable.~~

65
66 ~~E. 5. Chancellors of the University of Washington Bothell and University of Washington Tacoma, Deans~~
67 ~~of schools and colleges of the University of Washington Seattle, and the Dean of University Libraries who~~
68 ~~are not elected members of the Senate, and the presidents of the Associated Students of the University~~
69 ~~of Washington and the Graduate and Professional Student Senate shall be ex-officio members of the~~
70 ~~Senate with right to speak but without vote.~~

71
72 6. The presidents of the Associated Students of the University of Washington and the Graduate and
73 Professional Student Senate

74
75 ~~B.7. The President of the University may appoint to the Senate with the right to speak but without vote~~
76 ~~vice presidents and the Provost or other administrative officer(s) who qualify as voting member(s) of the~~
77 ~~faculty under Chapter 21, Section 21-32 to serve at the pleasure of the President.~~

78
79 **Rationale:** This change reformats the section to be consistent with the format of Section 22-62 and to
80 more clearly delineate who are members of the senate with vote and those who are ex officio members,
81 either with or without vote. It also newly lists in this section ex officio members who are identified in
82 Section 22-53.D. of the Code but not listed here, thus clarifying the total membership of the Senate in one
83 place. Finally, to be consistent with the existing membership of the Senate Executive Committee and/or
84 with Section 44-31., the change includes as members of the Senate the Secretary of the Faculty, the
85 Faculty Legislative Representative, and the Deputy Faculty Legislative Representative as ex officio
86 members without vote.

87
88 **Section 22-45 Apportionment of Senators**

- 89
90 A. From data available on the last business day of January 15 of each year the Secretary of the Faculty
91 shall apportion the number of senators to be elected from each school, college, or campus, and
92 inform the appropriate elected faculty council of the number of positions that shall be filled.
93

94 **Rationale:** The current university personnel database may not by January 15 accurately include all
95 faculty whose appointments change (i.e. New appointment or ending of appointment) effective Winter
96 Quarter. In order to assure the most accurate count of faculty for the apportionment of Senators to each
97 academic unit holding elections, the date for apportionment is changed to this later date.

98
99 **Section 22-53 Election of Senate Officers**

- 100
101 B. The Vice Chair shall be chosen from among the voting members of the faculty by a majority vote of
102 the Senate ~~at the first regular meeting of~~ each Winter Quarter. The Chair of the Senate, with the

103 approval of the Executive Committee, shall publish in the agenda for ~~that a regular Senate~~ meeting
 104 the name of at least one nominee. Additional nominations may be made from the floor. If no nominee
 105 receives the required majority vote in the election, all but the two highest shall be eliminated and a
 106 second ballot shall be cast.
 107

108 **Rationale:** The requirement to conduct a vote on the Vice Chair at the first meeting of Winter Quarter
 109 has been difficult in some years because a full slate of candidates has not been able to be finalized.
 110 While conducting the vote during Winter Quarter is best, there has been no hardship created when the
 111 vote has occurred later in Winter Quarter. Also, the rewording allows for the practice of conducting an
 112 electronic vote following the meeting, a practice that has been approved by the Senate for each of the
 113 past several years.

114

115

116 **Section 22-61 Advisory Committee on Faculty Code and Regulations**

117

118 C. The Advisory Committee on Faculty Code and Regulations is advisory to the Senate Executive
 119 Committee and is responsible to it. Members ~~It~~ shall be appointed by ~~that the Executive Committee~~
 120 subject to confirmation by the Senate. Members shall serve three-year terms and may be
 121 reappointed to an unlimited number of consecutive terms.
 122

122

123 **Rationale:** These changes clarify the terms of members of this committee.

124

125

126 **Section 22-62 Membership of the Executive Committee**

127

128 B. Ex officio members without vote are:

129

- 130 1. The Provost;
- 131 2. The Faculty Legislative Representative and Deputy Faculty Legislative Representative;
- 132 3. The President of the Associated Students of the University of Washington;
- 133 4. The President of the Graduate and Professional Student Senate;
- 134 5. The Secretary of the Faculty.

135

136 **Rationale:** This addition makes the membership list in this section of the Code consistent with Section
 137 44-31 of the Code.

138

139

140 **Section 22-74 Senate Procedure: Class B Actions**

141

142 A. Each Senate action in Class B shall be duplicated in a *Class B Bulletin* and a copy sent by the
 143 Secretary to each member of the faculty within ten days of approval of the action by the President. A
 144 Class B action is suspended if written objections to its substantive nature, ~~signed~~ by 5% or more of
 145 voting members of the faculty or by two-thirds of the eligible voting faculty of either the University of
 146 Washington, Bothell, or of the University of Washington, Tacoma, are presented to the Secretary
 147 within 24 14 days of its publication in a *Class B Bulletin* during the instructional period in Autumn,
 148 Winter, or Spring Quarters of a given academic year. Persons offering such an objection shall be
 149 invited to express their views, orally or in writing, at the next meeting of the Executive Committee and,
 150 if they desire, of the Senate. If the Senate amends the disputed action, the legislation shall be
 151 submitted in its revised form to the President and, if approved by him or her, made subject to review
 152 by the faculty in the manner prescribed for the original Class B action. If the Senate reaffirms the
 153 disputed action, the legislation shall be distributed to the faculty for a vote within 14 days following the
 154 announcement of the Senate's reaffirmation in a *Class B Bulletin*. A vote of the faculty shall be
 155 conducted in the manner provided by Chapter 29, Section 29-36, Subsection B. At the next regular
 156 meeting of the Senate, the Chair shall announce the results of the vote of the faculty.
 157

Rationale: Due to technological changes (i.e. use of electronic communication v hard copy mailings), the time limits on responses can be reduced with no meaningful reduction in opportunity for faculty response. Data available on response patterns of faculty on prior electronic Class B legislation shows that the vast majority respond within several days of initial posting.

Section 28-41 Brief Adjudications

Section 28-41.A.5.

5. Any other issue which the Chair and two members of the Brief Adjudication ~~Application~~ Panel ("~~Application Panel~~") determine is appropriate for brief adjudication. In making determinations of whether a brief adjudication is appropriate for a particular case pursuant to this section, if the Chair determines that:
- a. The case does not fall clearly within one of the categories specified in Subsections A.1 through A.4 above but which may nevertheless be appropriate for a brief adjudication, or
 - b. It is unclear for any other reason whether a brief adjudication would be the appropriate procedure.

The Chair shall convene a committee consisting of himself or herself and any two members of the ~~Application~~ Brief Adjudication Panel. The ~~Application~~ Brief Adjudication Panel shall be a standing committee consisting of five members of the Adjudication Panel appointed from time to time by the Chair of the Adjudication Panel. The Chair and the two members of the ~~Application~~ Brief Adjudication Panel shall review the matter, confer, and make a decision whether a brief adjudication is appropriate for the case at issue. The review shall include consultation with any faculty member whose interests would be directly affected by the adjudication and review of records of any previous ~~Application~~ Brief Adjudication Panel decisions for similar cases. The decision shall be made with sufficient speed so that the Chair may make the necessary determinations and appoint a hearing officer and a hearing panel, if necessary, within the time limits specified in Section 28-36, Subsection C. The Chair shall prepare a written report summarizing the nature of any case submitted to an ~~Application~~ Brief Adjudication Panel, the decision made as to the type of adjudication to be used and the basis of such decision and shall include such report in the records of the Adjudication Panel. If the Chair and the two members of the ~~Application~~ Brief Adjudication Panel decide that a comprehensive adjudication is appropriate, none of the members of the ~~Application~~ Brief Adjudication Panel making such decision will serve on the hearing panel for that case.

Rationale: The term "application panel" has fallen into disuse. This change provides improved clarity of terminology.

Approved by:
Senate Executive Committee
January 13, 2014

Approved by:
Faculty Senate
January 30, 2014

Approved by:
Senate Executive Committee
February 10, 2014

Approved by:
Faculty Senate
February 27, 2014

Slide 1

W UNIVERSITY of WASHINGTON

Faculty Senate
**Emerging Issues in
Compliance Support**

Presented by
Amanda Paye, Title IX/ADA Coordinator
Office of Risk Management
February 27, 2014

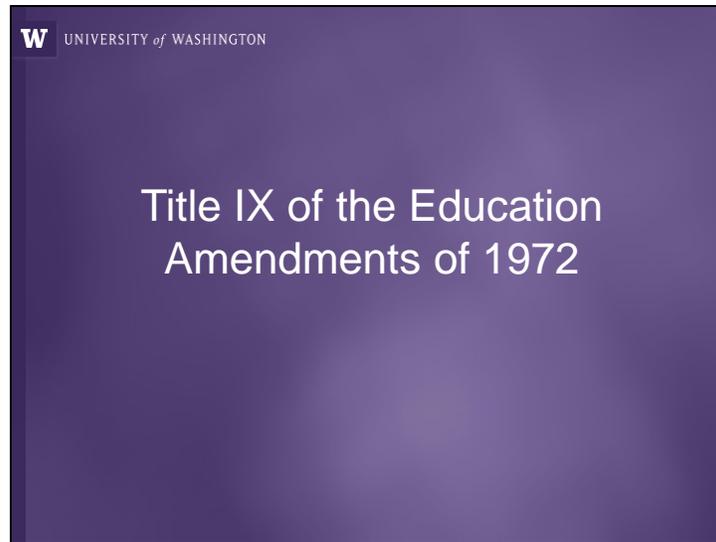
Slide 2

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Agenda

- Title IX/Campus SaVE Act
- Child Abuse Reporting
- Americans with Disabilities Act (technology)

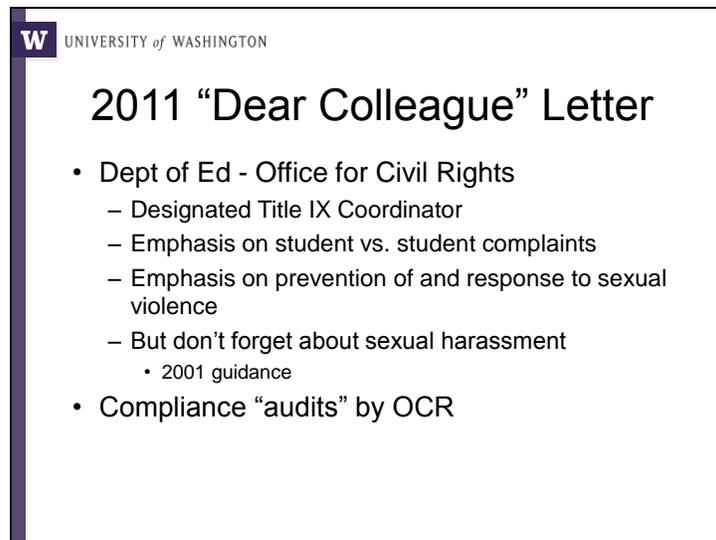
Slide 3



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Title IX of the Education Amendments of 1972

Slide 4



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2011 "Dear Colleague" Letter

- Dept of Ed - Office for Civil Rights
 - Designated Title IX Coordinator
 - Emphasis on student vs. student complaints
 - Emphasis on prevention of and response to sexual violence
 - But don't forget about sexual harassment
 - 2001 guidance
- Compliance "audits" by OCR

Slide 5

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“Immediate” Response

- Protection plan when complaint received
 - Dorms, classroom, other school activities
- “Remedies” for complainant when impacted
 - Tutoring, academic adjustments
- Off campus incidents
 - Responsible if affects access to educational program
- Criminal matters
 - Requires University investigation even if law enforcement is involved (concurrent)

Slide 6

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Campus SaVE Act: Notice

- Campus Sexual Violence Elimination Act
 - May 2013 amendment to the Clery Act
 - Written notice of rights must be provided to those who report they have been the victim of domestic violence, dating violence, sexual assault, or stalking, including
 - Reporting options (including law enforcement)
 - How institution protects confidentiality
 - Institutional grievance (investigation) procedures
 - Information about institutional and community resources
 - Safety planning options
 - Preserving evidence (ie SANE nurses)
 - Protection orders

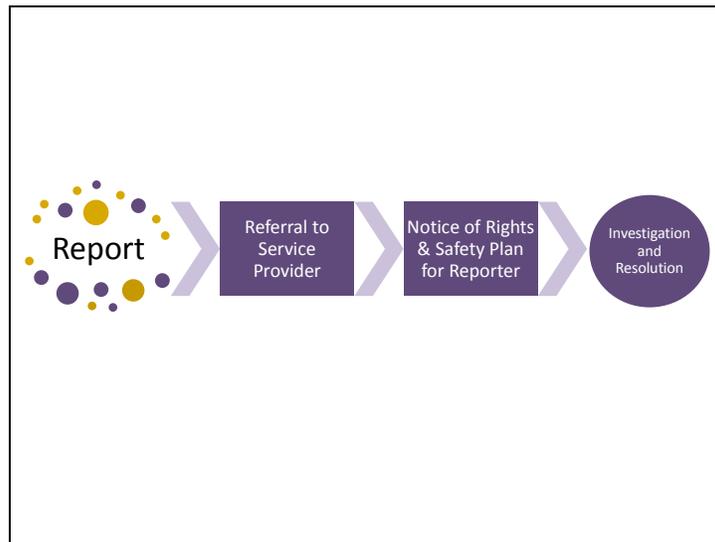
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Reporting and Response

- UW standard (Executive Order No. 31)
 - All faculty and staff required to report complaints they receive
- Legal standard
 - When responsible employees have actual notice
- OCR standard adds
 - When employees who have a duty to report “knew or should have known”
 - When employees the student reasonably believes have the authority to act “knew or should have known”
- Minors
 - All higher education employees mandated reporters

Slide 8



Slide 9

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Campus SaVE Act: Education

- Adds “policy” requirements relating to rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking, including
 - “primary prevention and awareness programs for incoming students and new employees”
 - “ongoing prevention and awareness campaigns for students and faculty”

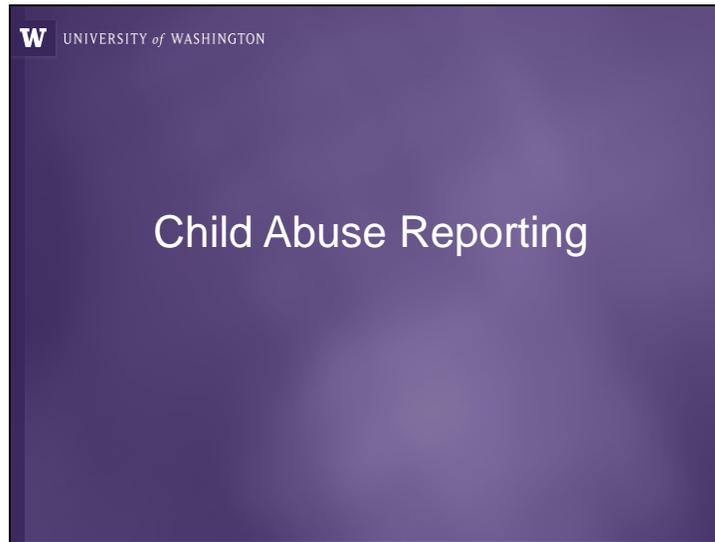
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Resources

- Title IX Coordinator
- UW Police Department and Victim Advocate
- Health and Wellness
- Community Standards and Student Conduct
- SafeCampus
- Human Resources and Academic HR
- UW President’s Task Force
- Title IX Committee

Slide 11



Slide 12

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RCW 26.44: Abuse of Children

- In June 2012, the law was amended to include all employees of institutions of higher education as mandated reporters of suspected child abuse or neglect
- RCW 26.44.060 - Failure to report may result in a gross misdemeanor for the individual
- Administrative Policy Statement 11.8 was developed to implement the requirements of the law (and includes volunteers)

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Step 1: Report

All University employees and volunteers who have reasonable cause to believe that a child has suffered abuse or neglect must report the suspected abuse or neglect to the police or the Department of Social and Health Services (DSHS).

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Options for Reporting

1. Call the University of Washington Police Department (UWPD). If it is outside of UWPD's jurisdiction, UWPD will report it to the appropriate law enforcement agency; or
2. Call the Department of Social and Health Services (DSHS); or
3. Call the police department for the location of the suspected incident, if other than the UWPD.

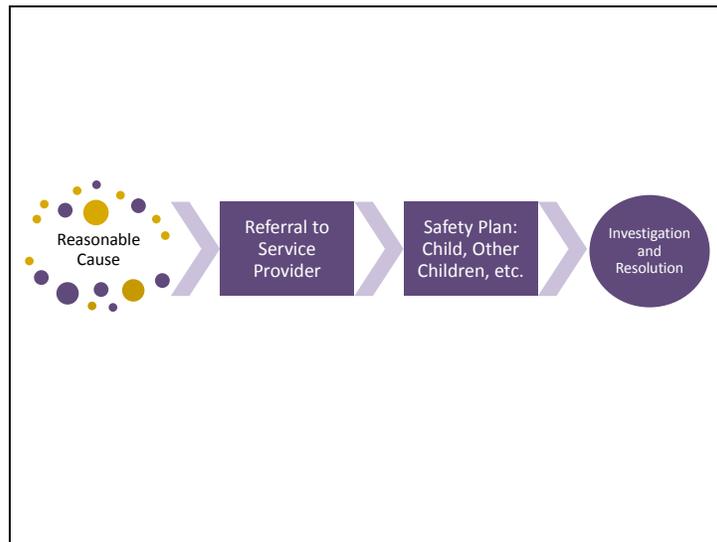
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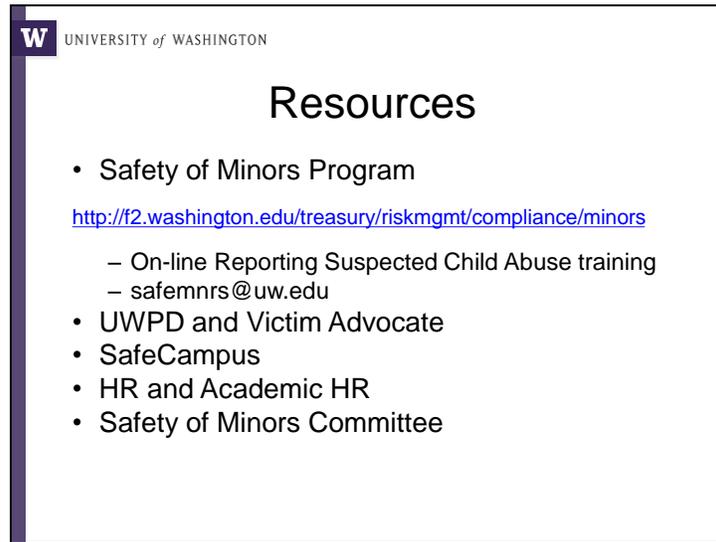
Step 2: Administrative Report

1. If the suspected abuse may be occurring in a University program or facility, then a report must also be made to the individual's Supervisor or Administrator
2. The Supervisor or Administrator must notify the Department Head
3. Department Head or delegee must notify HR and UWPD

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Resources

- Safety of Minors Program
 - <http://f2.washington.edu/treasury/riskmgmt/compliance/minors>
 - On-line Reporting Suspected Child Abuse training
 - safemnrs@uw.edu
- UWPD and Victim Advocate
- SafeCampus
- HR and Academic HR
- Safety of Minors Committee

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Americans with Disabilities Act

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IT Accessibility

- New Title II and III regulations expected relating to accessible technology
- Office for Civil Rights “Dear Colleague” Letters
 - Access for students w/ disabilities
 - Must not be provided with different or separate access unless doing so is necessary to ensure that access is equally as effective as for others
- Litigation and OCR audits
 - Websites
 - Learning Management Systems
 - Captioning

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Resources

- ADA Coordinator
- Disability Resources for Students
- Disability Services Office (HR)
- UW IT
 - Accessible Technology at UW webpage
<http://www.washington.edu/accessibility/>
- IT Task Force