1. **Call to order**

The meeting was called to order at 1:31 p.m.

2. **Review of the minutes from December 3, 2019**

The minutes from December 3, 2019 were approved as amended.

3. **Chair’s report**

Chris Laws, the council chair, shared that bills will be proposed in the Washington state legislature this year to address the student-athlete name, image, and likeness issue. Chair Laws will provide more updates at future meetings.

4. **Mental health task force – Glenna Chang, Associate Vice President for Student Life, Natacha Foo Kune, Director of the Counseling Center, and Meghann Gerber, Director of Mental Health Services**

Glenna Chang, Natacha Foo Kune, and Meghann Gerber provided an update on the UW Student Mental Health Task Force. They spoke to their PowerPoint (Exhibit 1).

UW is part of a national trend of increasing numbers in student mental health issues. UW cannot handle this increasing number with current resources and needs a wider variety of services than currently offered. UW will have to focus on future trends to address what students will need going forward.
The Task Force has identified the following concerns: it’s unclear to students where they need to go for help, the limited amount and type of services available, the current system only benefits motivated students, and the services are piecemeal.

The Task Force has identified student/campus needs by severity, motivation, and access. They are working on developing a system that addresses all students who need care. Mental health is the responsibility of the whole campus.

There are a number of campus pain points: academic pressure and competition, capacity constraints, discrimination and microaggressions, lack of sense of belonging, and sharp increase in psych disabilities.

Chair Laws pointed out that the Faculty Senate could help with enrollment management, which could relieve one of the mental stressors. The council will also provide input from the faculty perspective to give additional support within UW. He noted that student-athletes already have a robust model for addressing mental health issues, which could be a valuable resource in designing a system for all students.

There will be a report from the Task Force at the end of February 2020. The council wanted to know if there would be action items in the report or if there would need to be follow up from the council after it is released. Chair Laws said that the council could write a Class C resolution in support of the report.

There was support for making mental health issues an ongoing concern for the council. Training for faculty on mental health issues could help alleviate some of the problems that students are facing. These issues are real and faculty need to be aware of that since they are often on the front lines interacting with students. Students who serve in leadership positions with other students should also receive mental health training and support to help them address any issues that they might encounter.

Chair Laws will continue to provide updates to the council on the Task Force. There will be future discussions about resources and space on campus.

5. **Title IX developments – Mags Aleks, Deputy Title IX Coordinator**

Mags Aleks provided an update on Title IX regulations.

The new regulations may come out late February 2020 and UW would have 30-60 days to implement them. UW is anticipating a number of potential changes to the current student conduct process (Exhibit 2).

This issue will come back to the council once the emergency rules are drafted. After establishing the emergency rules, there may be the need for legislation from the council to update the student conduct code or faculty code.

6. **Hazing updates – Elizabeth Lewis, Director of Community Standards & Student Conduct**
Elizabeth Lewis provided an update on changes to the Washington Administrative Code (WAC) and student conduct code regarding hazing (Exhibit 3).

There is an effort underway to bring the WAC and student conduct code into alignment on hazing. Once the WAC is approved, the changes will be made to the student conduct code. The alignment will not go into effect until Fall 2020.

Chair Laws encouraged council members to contact Elizabeth with any questions or concerns.

7. **Good of the order**

Nothing was stated.

8. **Adjourn**

The meeting was adjourned at 3:01 p.m.

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*Minutes by Jordan Smith, jjsmith4@uw.edu, assistant to the chair*

**Present:**

**Faculty Code Section 21-61 A:** Ann Culligan, Bruce Hevly, Chris Laws (chair), Dean Heerwagen, Andrea Carroll, Kivanc Dincer, Clark Musselman, Selma Powell, Christopher Campbell

**Faculty Code Section 21-61 B:** Erin Conor, Sam Akeyo

**Guests:** Glenna Change, Natacha Foo Kune, Meghann Gerber, Mags Aleks, Elizabeth Lewis

**Absent:**

**Faculty Code Section 21-61 A:** Gail Joseph

**Faculty Code Section 21-61 B:** Matthew Emery

**President’s designee:** Lincoln Johnson

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**Exhibits**

Exhibit 1 – UW Student Mental Health PowerPoint

Exhibit 2 – Title IX Regulations Update

Exhibit 3 – Hazing Update
UW Student Mental Health Task Force

MEMBERSHIP

> **Glenna Chang**, Task Force Chair, Associate Vice President for Student Life

> **DC Dugdale**, Interim Executive Director, Hall Health; Medical Director, Value-Based Care, UW Medicine

> **Natacha Foo Kune**, Director, Counseling Center

> **Meghann Gerber**, Director, Mental Health Services, Hall Health Center

> **Jeremy Moon**, Chair, Services & Activities Fee Committee

> **Farah Nadeem**, Chair, Provost’s Advisory Committee for Students
AGENDA

> Summarize MHTF work to date, share findings
> Discuss alignment with FCSA focus on mental health
> Identify areas for coordinated effort
> Provide channels for ongoing feedback

BACKGROUND: HOW DID WE GET HERE?

> Nationally
  – Significant increase in reported MH symptoms
  – Significant increase in utilization of MH services
> At UW
  – 38% UW students report at least one significant mental health problem
  – Emotional distress cited as top reason students drop out of UW
  – Dramatic increase in requests for service at Counseling Center & Hall Health Mental Health Clinic
> UW students, staff and faculty are strong advocates of mental health
IDENTIFIED CONCERNS

- Confusion about where to go to get help
- Limited amount of service and limited types of service
- Current system benefits motivated students
- Current services are piecemeal, not coherent design

DESIGN FRAMEWORK

- **Public health** aims to prevent illness through strategies that intervene at different levels of a population

- Tertiary: treat established illness
- Secondary: target groups at higher risk
- Primary: prevent illness before it occurs
- Primordial: policies & programs that establish conditions for health
DESIGN FRAMEWORK

> Population health emphasizes health determinants

> Outcome data is used to inform policies that aim to reduce health inequities

IDENTIFYING STUDENT/CAMPUS NEEDS

Severity
Degree to which symptoms interfere with functioning

Motivation
Degree to which student is motivated to access care

Access
Degree to which services are accessible to student

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CONTINUUM OF CARE

PROMOTION
- Encouraging healthy behavior for all students

PREVENTION
- Programs designed to develop skills & mindsets for effective coping

CLINICAL CARE
- Treatment services including counseling, medication, etc.

RECOVERY
- Resources to support healing & ongoing health

CAMPUS PAIN POINTS

Academic pressure & competition
- Evaluate the negative impacts of academic pressure on students
- Work to shift culture of competitive stress, e.g., evaluate grading practices

Capacity constraints
- More options for those who didn’t get into top-choice major, underfunded majors from careers
- Addressing insufficient space in required courses

Discrimination and microaggressions
- Departmental accountability on inclusion, belonging & retention for marginalized students
- Promote & increase helpful behavior, e.g., how to interrupt bias

Lack of sense of belonging
- Provide more opportunities to foster/facilitate connectedness
- Safety net for isolated students
- Inclusion at all levels

Sharp increase in psych disabilities
- Considerable need for more resources: increased # of students seeking accommodations for psych disabilities & accommodations are more complex
- Training for faculty/staff to distinguish disability from problem behavior; increase utilization of campus resources for support
YOUR THOUGHTS & IDEAS

> How does this work relate to the MH focus of FCSA?
> Is there a cost to being #1? How do we as an institution address that cost?
> What are barriers to changing our campus culture?
> Are there alternative values we can emphasize/promote?

Send questions, ideas & feedback to wellbeing@uw.edu

For students interested in being contacted for input: tinyurl.com/uwmentalhealth
Faculty Council on Student Affairs Meeting  
January 7, 2020  

Title IX Regulation Updates  
Mags Aleks, Deputy Title IX Coordinator  

I. Current knowledge about timing and federal process  
II. UW’s anticipated action plan  
III. Some anticipated/potential changes to UW’s current student conduct process  
   a. Hearing may be required in all Title IX cases  
   b. Direct, live cross-examination may be required at hearings  
   c. University may be required to provide all students with advisor  
   d. University may be required to initiate complaints  
   e. Narrower definitions may require parallel conduct processes  
   f. University may be required to offer informal resolutions
**WAC 478-121-135 Hazing.** All student organizations and living groups are prohibited from hazing.

(1) Hazing includes (any method of):

(a) Conduct associated with initiation or admission into a student organization or living group, or any pastime or amusement engaged in with respect to such an organization or living group, that causes or is likely to cause bodily danger or physical harm or serious (mental) psychological or emotional harm to any student or other person.

This conduct includes, but is not limited to, encouraging or promoting the abuse of alcohol:

(i) Humiliation by ritual act;

(ii) Striking another person whether by use of any object or any part of one's body;

(iii) Causing someone to experience excessive fatigue or physical and/or psychological shock; or

(iv) Causing someone to engage in degrading or humiliating games or activities that create a risk of serious (mental) psychological, emotional, and/or physical harm;

(v) Encouraging or promoting the unlawful possession, forced or coerced use, or competitive or ritualistic consumption of alcohol, drugs or other substances.

(b) Hazing also includes conduct that is not a violation of (a) of this subsection and is associated with initiation or admission into a student organization or living group, or any pastime or amusement engaged in with respect to a student organization or living group. This conduct includes, but is not limited to:
(i) Subtle hazing: activities or situations created that emphasize a direct or indirect power imbalance between members. This includes, but is not limited to, physical or mental manipulation, or causing someone to believe that they may be required to participate in degrading or humiliating games or activities that create psychological, emotional, or physical harm;

(ii) Harassment hazing: activities that cause confusion, frustration, or physical discomfort that are directly or indirectly required, in order to become a member of the student organization or living group. This includes, but is not limited to, sleep deprivation, verbal abuse, or being expected to harass others. (iii) Interference hazing: activities that do not allow reasonably adequate time for study or that otherwise unreasonably interferes with academic obligations.

(2) Hazing does not include customary athletic or cultural events or other similar contests or competitions.

(3) Consent ((of a victim or victims)) is not a defense to ((an allegation of)) hazing.

(4) Any student organization or living group that knowingly permits hazing as defined in subsection (1)(a) of this section shall be deprived of official recognition, approval, or registration granted by the university. Any student organization, or living group that knowingly permits hazing as defined in subsection (1)(b) of this section shall either be deprived of official recognition, approval, or registration or be placed on disciplinary probation for a period specified by the university.

(5) Students found responsible for violations of this section shall forfeit any entitlement to state funded grants, scholarships, or awards for a specified period of time determined by the university.

[Statutory Authority: RCW 28B.20.130. WSR 17-15-068, § 478-121-135, filed 7/14/17, effective 8/18/17.]