1. Call to order

The meeting was called to order at 1:33 p.m.

2. Review of the minutes from May 5, 2020

The minutes from May 5, 2020 were approved as written.

3. Title IX Regulations Update – Andrea Carroll and Valery Richardson

Andrea Carroll and Valery Richardson (UW Title IX Coordinator) provided information on new Title IX federal regulations.

The US Department of Education requires UW to comply with these changes or risk losing funding. UW has a deadline of August 14th to identify the regulation mandates, write emergency rules, and achieve baseline compliance. This will be brought back to the senate in the Fall. New regulations will require more procedures but not necessarily improve the process.

Formal complaints will need to be assessed to see if they fall into federal criteria or UW criteria. A member noted that these 2 tracks (UW or federal) can be confusing for students and inquired about providing helpful informational resources.

Richardson noted that these regulations narrowed the definition of sexual harassment. Unless alleged behavior fits that definition, federal rules do not apply but UW has policies in place to address this. Only current employees/students are eligible for this new regulation.

The rules also expressly remove federal regulation on behaviors occurring outside of the United States. A council member asked about which student living spaces were explicitly included or excluded in these new criteria rules. Students in on-campus housing and in recognized student organization facilities are included but apartment or housing of students off-campus would likely be excluded. Conversations will continue to understand these definitions.

There will be continuing conversations to determine best practices, including community input after September. Richardson encouraged individuals who would like to be involved now to reach out to their office. UW will continue to respond and support as they can.

4. Student Athletics Report – Bruce Hevly
Bruce Hevly provided an update on the Advisory Committee on Intercollegiate Athletics (ACIA) and student athletics.

UW is now #1 in the nation of graduation in football and in the top 10% for volleyball, tennis, and men’s basketball. Substantial shortfalls in revenue are expected - the next fiscal year deficit is estimated at $10 million.

Additional provisions of health and wellness will be made and students in Spring sports were awarded an additional year of eligibility due to COVID-19. The ACIA adopted a written policy recommendation to address student athlete failure in maintaining UW participation requirements of the sports they were recruited for.

Chair Laws noted that the Senate Committee on Planning and Budgeting has some revenue forecasts, but most financial information is unknown. UW academics is a self-supporting entity, unlike many other universities who rely on profits from their collegiate sports.

A member asked if parameters have been set when sport practices will start. Chair Laws noted that the PAC 12 conference will provide formal guidance. Hevly noted that the health and wellness coordinator stated UW will follow the WA state phased re-opening plan for when to allow practices.

5. Career Center Resources – Briana Randall, Executive Director, UW Career and Internship Center

Briana Randall shared a presentation on career competencies (Exhibit 1) and asked the council for input on faculty partnerships.

A member asked if these services were available for only the Seattle campus and Randall noted that LinkedIn Learning services are available for all 3 campuses.

Randall stated that alumni have access to Career Center resources up to 2 years after graduation, and that services are being utilized. Specifically, webinars, online resume review, and DIY support have been the most used recently. Randall encouraged council members to spread this information to their students.

6. Chair’s Report

Chair Laws discussed the council’s successes in addressing their charge letter for 2019-2020 and legislative accomplishments during COVID-19.

When classes close on the Friday, June 5th, Chair Laws will analyze courses turning in grades prior to the 7-week deadline. The hope is to move this hard deadline and make this more student friendly.

Students interested in S/NS grading are encouraged to immediately change this by contacting the UW Registrar.

7. Good of the order

Lincoln Johnson (President’s Designee) gave an update on Student Life in the last 24 hours. UWPD has been involved with Seattle Police Department (SPD) in responding to peaceful protests near campus.

Sam Akeyo noted that ASUW has provided resources and support for Seattle UW students.

A member noted the uncomfortableness in acknowledging the UWPD partnership with SPD without highlighting the SPD police misconduct. They asked if UW would reexamine their partnership with SPD. The President’s Office and ASUW Board of Regents have sent out campus-wide statements in solidarity with communities of color.

Another council member mentioned individuals in departments are working on consistently aiding students who request accommodations.
8. Adjourn

The meeting adjourned at 3:16 p.m.

Minutes by Alexandra Portillo, xanport@uw.edu, council analyst

Present: Faculty Code Section 21-61 A: Ann Culligan, Chris Laws (chair), Dean Heerwagen, Andrea Carroll, Kivanc Dincer, Clark Musselman, Selma Powell, Bruce Hevly, Gail Joseph
Faculty Code Section 21-61 B: Sam Akeyo, Matthew Emery, Kat Eli
Guests: Valery Richardson, Briana Randall
President’s designee: Lincoln Johnson

Absent: Faculty Code Section 21-61 A: Christopher Campbell

Exhibits

Exhibit 1- Partnering to Promote Career Competencies (June 2020)
Partnering to Promote Career Competencies
## Brief Introduction

<table>
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<tr>
<th>Basics:</th>
<th>Details:</th>
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| Briana Randall  
Executive Director  
Career & Internship Center  
Seattle Campus | PhD from Indiana University  
16.5 years at UW  
15.5 years in center  
1 year in this role |

Contact: brianakr@uw.edu
Career & Internship Center

- Main/central career center
- Primarily serve undergrads who aren’t in business, engineering, or computer science
- Student coaching team
- Employer engagement team
- careers.uw.edu
Vision

All UW undergraduates will be able to:

1) identify the skills necessary for their first step beyond UW
2) access experiences to build their skills
3) articulate their skills and experiences to others
4) take a good fit next step after graduation
Message to Students

1. Find **Purpose**
2. Develop **Skills**
3. Get **Experience**
4. Build **Relationships**
5. Tell Your **Story**
6. Find **Success**
Level Up: Build Skills Employers Want

EMPLOYERS WHO HIRE UW GRADUATES have identified a few core skills that are critical to students’ success in the job search and in the workplace. Students are encouraged to seek opportunities to develop the following skills.

WAYS TO DEVELOP SKILLS

Academics
- Majors and minors
- Elective courses
- Class projects
- Service learning
- Study abroad

Activities
- Student leadership roles
- Athletics and e-sports
- Theater and music
- Student publications
- CIRCLE, UniteUW, RIUTS

Experience
- Volunteer roles
- On- and off-campus jobs
- Internships
- Case competitions
- Research

NOTE – This list is not exhaustive! There are endless ways to develop skills!

NEXT STEPS
- Be intentional in developing skills and getting experience
- When you identify a path you might want to pursue, scan related job postings and develop a plan for building job-specific skills, in addition to the nine skills referenced here.
- Seek resources to help you articulate your experiences and skills to potential employers through LinkedIn, resumes, cover letters, and interviews
Breaking News

- As of yesterday, all students, staff, and faculty have free access to LinkedIn Learning, courtesy of the Student Tech Fee

- 15,000 micro-courses to develop skills!

- linkedinlearning.uw.edu
Dreamy Goal...

All faculty and staff on campus infuse career competency language into their work with students
Potential Impacts

> Recruitment
> Retention
> Post-graduation outcomes
> Alumni giving
A Look at Other Schools

> University of Connecticut
  – Center for Career Development has embarked on an initiative to establish a campus and community-wide culture of “Career Everywhere”.

> University of South Carolina
  – Career Champion is a campus wide program designed to visibly identify faculty and staff who are especially equipped to assist students with career decision making.

> Santa Clara University
  – Students develop many circles of trust as they engage on campus, and we see an opportunity to coordinate and support a strategic network of these important career influencers.
Concept is Gaining Steam

> 4th Annual (national) Competency Symposium was scheduled for May
  – Co-hosted by Clemson & University of Tampa

> Webinar called Integrating Career Development in Core Course & Curriculum happened last week
  – Sponsored by Humboldt State University
First Step

Talking with faculty to understand:

> If/how career topics surface in conversations with students

> If/how career competencies are already integrated into the curriculum

> In what ways faculty could see themselves engaging with career readiness initiatives

> How the C&IC can partner with faculty to move this work forward
Ask

> If you would be interested in having a 1:1 conversation or being part of a group discussion, please email brianakr@uw.edu

> If you know of other faculty who might be interested, please provide me with their names

> If you know of other groups of faculty who might be interested, please let me know
Input on Gathering

> If I were to gather a group of interested faculty, when could work?

  – June?
    > Based on other feedback, tentatively aiming for Thurs June 25. Could that work?
  – July/August?
  – September?
  – Fall quarter?
Partnering to Promote Career Competencies