

**University of Washington**  
**Faculty Council on Student Affairs**  
October 2<sup>nd</sup>, 2018  
1:30pm – 3:00pm  
Odegaard Undergraduate Library 320

**Meeting Synopsis:**

1. Call to order
  2. Welcome and introductions
  3. Council orientation – Joey Burgess, Faculty Senate Office
  4. Review of the minutes from June 5, 2018
  5. Setting FCSA priorities 2018-19
  6. Revising WACs/Student Conduct Code in relation to hazing – Elizabeth Lewis, Community Standards & Student Conduct
  7. Student Medical Leave and Mandatory Leave development – Elizabeth Lewis, Community Standards & Student Conduct
  8. Good of the order
  9. Adjourn
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**1) Call to order**

The meeting was called to order at 1:30 p.m.

**2) Welcome and introductions**

New and returning members of the council introduced themselves. There were three new faculty members on the FCSA: Dean Heerwagen (Architecture), Selma Powell (Education), and Andrea Carroll (Chemistry). Heerwagen noted he formerly served on FCSA during the 1980's.

**3) Council orientation – Joey Burgess, Faculty Senate Office**

Burgess gave a brief presentation on the form and function of the FCSA and the Faculty Senate using a PowerPoint (Exhibit 1).

**4) Review of the minutes from June 5, 2018**

The minutes from June 5<sup>th</sup>, 2018 were approved as written.

**5) Setting FCSA priorities 2018-19**

The council discussed its draft 2018-19 charge letter sent for review by faculty senate leadership (Exhibit 2). Laws noted the FCSA has been working closely with faculty and administrators around campus for several years regarding issues involving excusing student absences. He explained that one the council's

formerly-affirmed goals relating to the topic was to remove the ability of faculty to demand medical excuse notes from students. It was noted the work will need to be deliberate and slow to properly ensure that feedback can be accommodated in the process of developing an adjoining policy. A member asked if the UW has a student academic attendance policy. It was noted it is currently not against policy for faculty members to grade on attendance.

Laws explained the second bullet within the charge letter is meant to encapsulate “everything else” the council is expected to be involved in during the academic year, including topics related to athletics, university student resources, development of student policies, ongoing international student initiatives, and UW fraternity and sorority life.

Laws asked members to consider issues that should be brought to the full council and contact him if any are identified.

#### **6) Revising WACs/Student Conduct Code in relation to hazing – Elizabeth Lewis, Community Standards & Student Conduct**

Elizabeth Lewis (Director, Community Standards & Student Conduct) and Anton Ward-Zanotto (Associate Director, Community Standards & Student Conduct) were present to discuss hazing at the UW. She used a PowerPoint as part of her presentation (Exhibit 3). She explained that the Revised Code of Washington (RCW) 28.B.10.900 defines hazing, and explained that RCWs involve criminal penalty in Washington State. The RCW language states:

*"Hazing" includes any method of initiation 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 or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in this state. "Hazing" does not include customary athletic events or other similar contests or competitions (RCW 28.B.10.900).*

Lewis provided the current UW policy framework relating to hazing (Slide 3, Exhibit 3). Three policies reference/define hazing at the university: the General Code of Conduct (WAC 478-124-037), the Student Conduct Code (WAC 478-121-135), and Student Governance and Policy, Chapter 209 (7) (D) (11).

Lewis noted the General Conduct Code separates Hazing into two types: bodily danger and/or physical harm, or humiliation by ritual act and/or sleep deprivation. These are categorized colloquially as big (H) and little (h) “Hazing.” An example of little “h” is forcing new pledges in Greek houses to clean up after meals. It was noted the line between hazing and an organization’s “culture” is sometimes vague, but must be called out nonetheless.

Lewis highlighted the challenges with the current policy framework for addressing hazing at the UW (Slide 6, Exhibit 3):

- ❖ The General Conduct Code does not provide a process for charging a student or organization with hazing.
- ❖ The General Conduct Code allows for multiple responses for hazing which include probation for a period of time and loss of recognition for a period of time.
- ❖ Multiple definitions of hazing could pose some concern of risk for the institution (Exhibit 3).

Lewis noted a plan has been formulated to address these challenges, which involves forming a Committee to engage in limited rulemaking to bring the General Conduct Code and the Student Conduct Code into alignment. Benefits of this work were highlighted (Slide 9, Exhibit 3).

It was noted FCSA would be further updated on the work surrounding hazing definitions in December, and likely asked to review and forward Class B legislation relating to this work in January.

#### *Questions/discussion*

It was noted the General Conduct Code was last changed in 1996. There is no known history/reasoning concerning the discrepancies among the policy documents in relation to hazing definitions.

It was recommended the HUB Director (Justin Camputaro) be asked to be involved in this work, which was agreed to. It was noted ROTC would be consulted, as well.

A member asked if large changes for the definition of hazing is expected as part of this work; the response was no. It was noted there are advantages to working through this topic with involvement on behalf of many representative groups: 1) reminding all the groups that hazing is against university and state policy, and 2) students can help the institution ensure the examples that are being used are real-world examples/based in modern student culture.

A member noted one of the biggest challenges in this work is the formerly-mentioned “little h versus the big H.” Some behaviors that were deemed permissible in the recent past are no longer deemed appropriate and/or legal. A member brought up social media, which saw its advent since the time the definitions were last revised.

A member asked what the relationship is between university policies on hazing and policies on harassment. Lewis noted the Student Conduct Code is very strong as far as addressing sexual harassment. This initiative is different as it focuses on individual versus group dynamics. Another member made note of the legal definition separation between harassment and hazing. A member encouraged the initiative to relate the hazing definition to harassment and contemplate the connection.

Laws recommended a faculty member of the FCSA be added to the committee to be formed to address this topic, which was agreed to. It was noted the committee schedule would be sent to members and a member identified.

#### **7) Student Medical Leave and Mandatory Leave development – Elizabeth Lewis, Community Standards & Student Conduct**

Lewis explained ongoing work (formerly discussed at length in the FCSA during 2017-18) surrounding mandatory leave and medical leave is nearly completed and a final policy draft is nearly finished. Lewis asked that members of the FCSA review the developed documentation when it is finalized, and noted it would be sent electronically to council membership.

#### *Medical leave*

It was noted it is not clear if the policy is to become part of a WAC, or a local policy to be adopted at the university. Lewis reminded the council that this work was initiated by recommendation of the JED Campus Program, which specifically pointed out the lack of undergraduate medical leave policy at the UW and the need for one to be developed and instituted.

Lewis reminded members this policy corresponds with students who need to take a quarter or more leave from the UW due to medical necessity. The language will allow students to come back to the UW after they have gone through that process, their departure to be formally communicated to the university, and the leave and return processes to be facilitated/supported by university personnel. It was noted the process will be managed by “Case Managers” within UW Student Life.

#### *Mandatory leave*

Lewis updated on the development of a mandatory leave policy, which is a similarly defined process to allow a student to take leave from the university (when necessitated) that involves a plan being in place for their return. It was noted the only “tool” the university currently has to address these cases is the Student Conduct Code, which as a result creates a student conduct record and is not ideal for students in related situations.

Lewis noted work on the initiative will be further shared in November, and there may be more clarity regarding the WAC versus local policy question at that time.

A member questioned what university office the Case Managers will reside under; the response was they will be under a Division of Student Life.

### **8) Good of the order**

Johnson (president’s designee) explained housing costs in the university district was a former emphasis of the council during the last academic year. He recommended adding this to the item list of things to be addressed by the FCSA for the current year. Trilles agreed with the recommendation and explained she was formerly informed that the UW was conducting a largescale survey on student housing. Johnson recommended FCSA invite the UW Director of Housing to report on the survey and any related research. It was noted the data may inform the council’s decision to take further action.

### **9) Adjourn**

The meeting was adjourned at 3:00 p.m.

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*Minutes by Joey Burgess, jmbg@uw.edu, assistant to the secretary of the faculty*

**Present:**                   **Faculty:** Ann Culligan, Bruce Hevly, Chris Laws (chair), Christopher Campbell, Dean Heerwagen, Selma Powell, Andrea Carroll  
**Ex-officio reps:** Aileen Trilles, Erin Conor, Afua Tiwaa  
**President's designee:** Lincoln Johnson  
**Guests:** Elizabeth Lewis, Anton Ward-Zanotto

**Absent:**                   **Faculty:** N/A  
**Ex-officio reps:** N/A

**Exhibits**

Exhibit 1 – orientationtouniversityfacultycouncils.ppt  
Exhibit 2 – fcsa\_chargeletter\_draft\_2018-19  
Exhibit 3 – hazing\_wacalignment.ppt