

University of Washington
Faculty Council on Student Affairs
December 4, 2018
1:30pm – 3:00pm
Odegaard Undergraduate Library 320

Meeting Synopsis

1. Call to order
 2. Review of the minutes from November 6, 2018
 3. Intercollegiate athletics discussion – Frank Hodge, UW Faculty Athletics Representative
 4. WACs/student conduct code revisions in relation to hazing – Anton Ward-Zanotto, Community Standards & Student Conduct
 5. Good of the order
 6. Adjourn
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1. Call to order

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

2. Review of the minutes from November 6, 2018

The minutes were approved as written.

3. Intercollegiate athletics discussion – Frank Hodge, UW Faculty Athletics Representative

Frank Hodge, UW Faculty Athletics Representative, attended the council and provided an overview of his role at the University as a Faculty representative to UW Athletics. Hodge also shared current trends in intercollegiate athletics which include greater use of online classes, admitting students earlier from high school (mid-year admits), and developing programs to better help integrate mid-year admits at the University. The University is prioritizing mental health supports for student athletes. The Athletic department has hired a full time social worker, and UW medicine will employ a full time sports psychologist.

A member asked if the social worker in the Athletic Department is connecting with other campus resources (Hall Health). Hodge responded that the social worker is a new hire, but will connect students with all available resources.

A member asked if Hodge would speak more on what programs they are piloting to better support students. Hodge responded that these programs focus on improving writing skills, and familiarize students with campus and the city of Seattle.

A member asked for clarification on students who are considered mid-year admits. Hodge responded that these students are usually younger than 18, and these students are likely to graduate earlier (fewer than 4 years).

A member asked if the University has considered how intercollegiate athletics impacts the student experience as a whole (class preference, limited space in classes and recreation spaces, revenue generation). Hodge responded that special admits are capped at no more than 30 students. Additionally, there are over 20 different committees that have input on student athletics.

Laws, the chair, mentioned that the council, in regards to student athletes, has discussed graduation rates, and class clustering. The chair asked if the University tracks what majors student athletes are gravitating toward. Hodge responded that coaches and advisors are not encouraging students to take certain classes and/or major in certain areas in order to ease scheduling pressures and academic rigor.

A member asked if the council could invite Kim Durand, Senior Associate Director of Athletics for Student Development, to a future meeting. The chair will share reports from the Advisory Committee on Intercollegiate Athletics (ACIA). The chair also recommended broadening communication from ACIA to the council. Hodge also recommended that the council reach out to Erin O'Connell, Senior Associate Athletic Director.

A member asked if there were graduation trends for various sports. Hodge responded that men's golf and soccer have lower graduation rates. Hodge has sought insight from Stanford and Utah who typically have high rates of graduation for these two sports. Another member asked if students are eligible for scholarships if they try to play their respective sport professionally but decide later to finish their degree. Hodge responded that they are not eligible for athletic scholarship, but they could receive academic scholarships to complete their degree (does not cover housing).

The chair asked what Athletics is doing to prevent sexual/gender harassment/assault. Hodge responded that there many trainings that are conducted and President Cauce oversees (signs off on these trainings).

4. WACs/student conduct code revisions in relation to hazing – Anton Ward-Zanotto, Community Standards & Student Conduct

Anton Ward-Zanotto, Community Standards & Student Conduct, provided an update (Exhibit 1) to the hazing policy revisions. The current timeline anticipates that this policy will be finalized in August 2019.

A member asked if the revision committee could include a representative from club sports.

The chair asked if the timeline is also considerate of the Faculty Senate's schedule. Ward-Zanotto responded that this timeline includes Senate requirements.

The chair asked if Ward-Zanotto could provide an update on how the University will respond and/or interpret changes to Title IX proposed by the Department of Education. The University will hold

community conversations and submit a collective response. Ward-Zanotto also said that everyone (as a public citizen) can comment on the proposed changes and the University will hold town hall meetings in January 2019. The chair commented that it is very likely that the council will have to amend the student conduct code.

5. Good of the order

The chair asked for the council if there were any concerns/issues around medical excuse note policy and asked if someone would be willing to work with the Faculty Council on Teaching and Learning (FCTL) to draft language. A member noted that within a lab based course this policy may induce anxiety among faculty members. Specifically, the concern is that many students may game the system. Currently they're required to complete five of six labs – if they have two unexcused labs it is an automatic zero. The chair recommended that the University could offer more flexibility for students to make up labs during finals week. Another member commented that the current policy, requiring students to provide an excuse, benefits students with greater privileges.

The chair also mentioned that the Faculty Senate leadership requested representation from councils on a course evaluation task force. Volunteers from the council should email the chair.

6. Adjourn

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

Minutes by Lauren Hatchett, lehatch@uw.edu, council analyst

Present: **Faculty:** Ann Culligan, Bruce Hevly, Chris Laws (chair), Dean Heerwagen, Selma Powell, Andrea Carroll
Ex-officio reps: Aileen Trilles, Erin Conor, Angelia Miranda
President's designee: Lincoln Johnson
Guests: Frank Hodge, Anton Ward-Zanotto

Absent: **Faculty:** Christopher Campbell
Ex-officio reps: Afua Tiwaa

Exhibits

Exhibit 1 – FCSA exhibit 1_120418.pdf



December 4, 2018 Updates

Current Policies on Hazing

Three policy documents exist at the University of Washington that define “hazing”, which collectively meet the obligations under RCW 28B.10.900-902. They include:

- General Code of Conduct (WAC 478-124-037)
- Student Conduct Code (WAC 478-121-135)
- Student Governance and Policy, Chapter 209(7)(D)(11)

The current documents pose the following challenges:

1. General Conduct Code does not provide a process for charging a student or organization with hazing.
2. These three documents lack consistency in defining hazing, creating confusion for students, organizations, and the University.
3. The existing WAC may not individually meet the University obligations under RCW
4. The General Conduct Code allows for multiple responses for hazing for which include probation for a period of time and loss of recognition for a period of time.
5. Multiple definitions of hazing could pose some concern of risk for the institution.

Benefits to Revision

There are several benefits to beginning this process:

1. Proactive responsiveness to national attention on hazing
2. Decreasing institutional risk through clarification of policy
3. Expanding options for responses to hazing by organizations and the University
4. Clarity for students understanding of hazing behaviors
5. Increased opportunity for reporting by decreasing “chilling effect” of suspension as only outcome to a hazing investigation

Recommended Steps

1. Engage in limited rule making to bring the General Conduct Code and the Student Conduct Code into alignment with each other and the RCWs regarding hazing (Ongoing)
2. Announce rule making with the Rules Coordinator (Ongoing)
 - a. CR-101 submitted for filing and publication in *Washington State Register* on December 19, 2019
 - b. Anticipated completion Summer 2019
3. Form a revision committee to develop clear examples of hazing behavior, including representatives from:
 - a. Faculty Council on Student Affairs – Dr. Andrea Carroll, Chemistry
 - b. Interfraternity Council – TBD
 - c. Panhellenic – TBD
 - d. National PanHellenic Council – Devin Pegues
 - e. United Greek Council – Luis Aceves

- club sports

- f. Athletics – TBD
 - g. ASUW – TBD
 - h. GPSS – TBD
 - i. ROTC - TBD
 - j. Office of Fraternity and Sorority Life - TBD
 - k. CSSC – Anton Ward-Zanotto (Chair)
 - l. Volunteers from rules making process (as requested)
4. Committee scope will be narrow, focusing on development of examples for new WAC, as the majority of the current language from WAC 478-124-037 will be brought into WAC 478-121-135. This language will inform eventual recommended changes to SGP 209(7)(D)(11)
 5. Meetings will occur on Wednesdays from 5-6pm in Schmitz Hall, room 447
 - a. January 9 – Discuss charge of group, scope of work
 - b. January 16 – Discuss possible language and examples
 - c. February 13 – Finalize drafts
 6. Committee will provide updates and solicit further feedback as the work progresses