Meeting Synopsis:

1. Call to order
2. Review of the minutes from October 8, 2019
3. Nomination for advisory committee on student conduct
4. Chair’s report
5. Review Class C resolution regarding medical excuse notes
6. Services & activities fee report – Jeremy Moon, SAFC Chair
7. Good of the order
8. Adjourn

1. Call to order

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

2. Review of the minutes from October 8, 2019

The minutes from October 8, 2019 were approved as written.

3. Nomination for advisory committee on student conduct

Laws, the chair, informed the council that Andrea Carroll has volunteered to serve as the chair on the Advisory Committee on Student Conduct. The council voted to approve Carroll’s appointment.

4. Chair’s report

The chair shared a few updates since the last meeting:
- Intercollegiate Athletics update – the chair attended the last Advisory Committee on Intercollegiate Athletics (ACIA). During the meeting, there was some discussion of California’s recent decision to allow athletes to profit from use of their image and likeness. However, the ACIA did not discuss the NCAA’s decision to allow all athletes to profit from their image and likeness. This topic will likely resurface at the next meeting.
- The chair and Ann Culligan will attend the student mental health task force, charged by the President of Student Life, on Thursday.

5. Review Class C resolution regarding medical excuse notes

The chair updated new council members on the work that took place last year regarding the use of medical excuse notes. He shared the Class C resolution that the council approved last year (Exhibit 1) and the ASUW resolution passed this year (Exhibit 2) and asked that council members review documents related to medical excuse notes that are available in the council’s Google Drive.
A member asked if there is a definition of short term leave. The chair shared that there is not a
definition, but the council may not want a definition that is so specific that it precludes students who are
just outside the limit.

The chair will revise the resolution, and the council will vote at the next meeting.

6. Services & activities fee report – Jeremy Moon, SAFC Chair

Jeremy Moon, Services & Activities Fees Chair, attended the council and provided an update on the
ASUW Service & Activities Fee (SAF) (Exhibit 3).

A member asked if Moon could elaborate on ongoing financial issues associated with Hall Health. Moon
noted that SAF fees are providing significant funding for Hall Health. SAF funding provide subsidies for
student health care. The member further asked if SAF funds, distributed to units, were intended for
student purposes only. Moon commented that use of SAF funds are largely up to a unit’s discretion, but
they are intended to primarily benefit students. There are also guidelines in the Washington
Administrative Code.

7. Good of the order

Sam Akeyo provided a brief update on ASUW Legislative Priorities (Exhibit 4).

8. Adjourn

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

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

Present: Faculty Code Section 21-61 A: Ann Culligan, Bruce Hevly, Chris Laws (chair),
Dean Heerwagen, Andrea Carroll, Christopher Campbell, Kivanc Dincer, Clark
Musselman, Selma Powell
Faculty Code Section 21-61 B: Matthew Emery, Sam Akeyo, Erin Conor
President’s designee: Lincoln Johnson
Guests: Jeremy Moon

Absent: Faculty Code Section 21-61 A: Gail Joseph
Faculty Code Section 21-61 B: N/A

Exhibits

Exhibit 1 – Medical Excuse Note Bill -- FacSen.docx
Exhibit 2 – BOARD BILL 5.03_Resolution addressing student absences due to short-term medical reasons
and the use of _medical excuse notes_ by faculty.docx
Exhibit 3 – 2020 FCSA Presentation.pptx
Exhibit 4 – 20191108-Board Bill 5.02 Legislative Agenda 2019-2020.docx
LEGISLATION ADDRESSING STUDENT ABSENCES DUE TO SHORT-TERM MEDICAL REASONS AND THE USE OF “MEDICAL EXCUSE NOTES” BY FACULTY – Chris Laws, Chair FCSA

BACKGROUND

Current UW policies regarding student absences for short-term illnesses are advisory in nature and do not specifically address “medical excuse notes” – documents from a professional medical provider attesting to the severity of a short-term illness and the need for a student to be absent from class as a result. The UW’s Student Governance and Policies, Chapter 112, Section 1B addresses the issue most directly: “A student absent from any examination or class activity through sickness or other cause judged by the instructor to be unavoidable shall be given an opportunity to take a rescheduled examination or perform work judged by the instructor to be the equivalent.” However, the lack of more explicit guidance on this important and routine student-faculty interaction is in practice problematic and leads to a disparate set of approaches across campus and inequitable outcomes across student populations – including extensive use of medical excuse notes among some members of the faculty.

Unfortunately, a curricular strategy of routinely requiring students to obtain medical excuse notes provides little or no value and has unintended, adverse consequences for the student, the University, and medical providers. Medical providers want to help students with their health needs, but students who visit a medical professional purely to obtain a document regarding illness have been pressured into entering into a costly and potentially risky provider-patient relationship without a true medical need.

Faculty Senate and ASUW leadership, in conjunction with colleagues at Hall Health, have identified several key areas of concern:

1) Hall Health Access and Resources — Hall Health is often (over) filled to capacity. Students who don’t really want to be a patient are diminishing access for those who do have a medical need to seek care and wish to be seen. The generation of excuse notes is a wasteful use of expensive and limited health care staff time and resources. Estimates from Hall Health suggest as much as $250,000 annually is spent attending to some 2,500 note requests, and that visits for such requests represent approximately 5% of total student visits.

2) Financial Burdens and Inequities – Students who are uninsured/underinsured, including low income students, DACA students, and minority students are at a financial disadvantage when seeking medical care. Policies that require a student to seek care for an administrative reason place a financial burden on these students and affect students in extremely unequal ways.

3) Student Safety — Students who see a provider to get a note have a specific objective: get the note. There is pressure to make sure that the symptoms are described in such a way that the provider will generate a note. Exaggeration of symptoms leads to testing or procedures that have risk, and patients may be harmed as a result. The risk/benefit ratio in these cases is extreme.

4) Unrealistic expectation of provider-patient relationship — Lacking omniscience, a provider must rely on the patient’s description of the symptoms. Sometimes this is after the illness has already resolved. Providers are trained to be advocates for their patients and so a note will be
generated almost 100% of the time. Thus, requiring a student to obtain a medical excuse note has no value as an actual check on student behavior.

5) Education — The academic relationship between faculty and students belongs in the classroom. Faculty are in the best position to judge academic performance by students. Further, as students develop and prepare for their careers later in life, they should experience an environment that reflects the realities that will be experienced after graduation. Hall Health in particular wants to promote responsible self-care for minor ailments and health concerns, an important educational component that encourages self-reliance and resilience.

Given these serious concerns, Faculty Senate and ASUW leadership have begun pursuing a more explicit and restricted medical excuse note policy that promotes access, encourages appropriate use of limited resources, promotes patient safety, does not place an unfair financial burden on students, and is in alignment with a holistic educational experience. Of note is that restricting routine medical excuse notes would not have any bearing on documentation needed for disability, hardship, or other significant circumstances (including medical conditions) requiring longer term absences from the University. Furthermore, faculty who are currently asking for medical excuse notes are already making accommodations for students who do provide them—a policy that prohibited the use of such notes would simply extend those pre-existing accommodations to students without the intermediary and problematic role of a health care provider.

Implementation of such a policy will have meaningful impacts on virtually every classroom across campus, and Faculty Senate and ASUW leadership have identified several key areas that should be addressed to assure the success of a restrictive medical excuse note policy:

1) Communication of policies to students;
2) Protecting students who are asked to provide notes;
3) Communication of policies to current and future faculty;
4) Development of best practices guidelines;
5) Gaming;
6) Disproportionate faculty burden;
7) Additional workload;
8) Faculty rights and authority.

With these issues in mind, and in the interest of supporting faculty efforts to change these policies, we offer the following Class C legislation.

WHEREAS existing UW policy (SGP, Chapter 112) states that students who are “absent from any examination or class activity through sickness or other cause judged by the instructor to be unavoidable” shall be given an opportunity to take a rescheduled examination or perform work judged by the instructor to be the equivalent”; and
WHEREAS thousands of UW students are asked annually by faculty members to provide documentation from a medical professional to justify the “unavoidable” nature of short-term illnesses; and

WHEREAS students who seek support from medical care providers purely to obtain such documents at the request of a faculty member have been pressured into entering into a provider-patient relationship without necessarily possessing an immediate medical need; and

WHEREAS providers in most cases of short-term illness must rely on patient descriptions of the symptoms of an illness that has already resolved itself, with no existing physical evidence or symptoms for the provider to evaluate; and

WHEREAS students who see a provider to get a medical excuse note experience pressure to describe their symptoms in such a way that the provider generates a note, resulting in exaggeration of symptoms and possible testing or procedures that may be costly and physically harmful; and

WHEREAS providers are trained to be advocates for their patients, and as a practical matter generate medical excuse notes on request almost 100% of the time, resulting in no meaningful check on student behavior; and

WHEREAS many UW students turn to the student-supported Hall Health Center to acquire medical excuse notes, diminishing access for those who have more pressing medical needs to seek care and resulting in a wasteful use of expensive and limited health care staff time and resources; and

WHEREAS students who are uninsured/underinsured, including low income students, DACA students, and minority students are at a financial disadvantage when seeking medical care, so that faculty policies requiring students to seek medical care for administrative reasons place a meaningful financial burden on these students, and affect students in extremely unequal, undesirable, and ultimately unjust ways; and

WHEREAS requiring medical or legal documentation of absence places a burden on faculty, in that the Health Insurance Portability and Accountability Act of 1996 (HIPAA) imposes legal requirements upon those who possess the medical information of others,

BE IT RESOLVED that instructors are strongly discouraged from requiring professional medical or legal documentation from a student in determining whether or not to grant accommodations for student absences due to short-term medical causes; and

BE IT FURTHER RESOLVED that the Faculty Senate endorses a timely revision of Chapter 112 of the UW’s Student Governance and Policies to specifically prohibit members of the faculty from requiring such documentation from medical professionals; and

BE IT FURTHER RESOLVED that the Faculty Senate, in coordination with the Faculty Council on Academic Standards, the Faculty Council on Student Affairs, and the Faculty Council on Teaching and Learning develop guidance and curricular support to strengthen student-faculty communication concerning
student absences, ensure the academic integrity of student work, and promote the health and well-being of all UW students.

Signators

Chris Laws, Chair FCSA

Thomas Halverson, Chair FCTL
BOARD OF DIRECTORS
Session 119
Date November 7th, 2019

Submitted by Bryn Sinclair, Senate Vice Speaker

BOARD BILL 5.03: Resolution addressing student absences due to short-term medical reasons and the use of "medical excuse notes" by faculty
SPONSOR: Camille Hattwig
OUTCOME: 49-0-2

WHEREAS existing University of Washington policy (Student Governance and Policies, Chapter 112) states that students who are “absent from any examination or class activity through sickness or other cause judged by the instructor to be unavoidable shall be given an opportunity to take a rescheduled examination or perform work judged by the instructor to be the equivalent”; and

WHEREAS thousands of students are annually asked by faculty to provide documentation from a medical professional attesting to the “unavoidable” nature of their short-term illness; and

WHEREAS students who are forced into visiting a medical provider for the sole purpose of obtaining a medical excuse note are pressured into engaging in a costly, and potentially risk, patient-provider relationship without necessarily having an immediate medical need; and

WHEREAS in most cases of short-term illness, providers must rely on students’ descriptions of their symptoms – sometimes after the illness has already passed leaving the provider with little to no basis for evaluation; and

WHEREAS students who are forced into visiting a medical provider for the sole purpose of obtaining a medical excuse note are pressured into ensuring that they describe their symptoms in such a way that medical providers are guaranteed to provide them with a medical excuse note, which may then lead to tests and procedures that incur risk and/or are physically harmful; and

WHEREAS providers are trained to be patient advocates and are thus almost always guaranteed to issue medical excuse notes for their patients resulting in no meaningful check on student behavior; and

WHEREAS Hall Health is booked to and over capacity, thus students who want to procure medical excuse notes without having a substantial medical need are inadvertently decreasing access for students with who require care and need to be seen; and

WHEREAS staff members at Hall Health estimate that $250,000 is annually spent on attending to some 2,500 medical excuse note requests – approximately five percent of student visits; and
WHEREAS requiring students to procure and submit medical excuse notes significantly disadvantages students from marginalized communities who are less likely to be adequately insured (low income students, Deferred Action for Childhood Arrivals (DACA) students, minority students, etc.),

THEREFORE, BE IT RESOLVED BY THE ASSOCIATED STUDENTS OF THE UNIVERSITY OF WASHINGTON BOARD OF DIRECTORS

THAT the ASUW strongly endorses the revision of Student Governance and Policies Chapter 112 to specifically prohibit faculty from requiring documentation from medical professionals to determine whether to grant accommodations for student absences due to short-term medical causes; and

THAT that the ASUW urges the Faculty Senate, the Faculty Council on Student Affairs, the Faculty Council on Teaching and Learning, and the Faculty Council on Academic Standards to develop guidance and curricular support to strengthen student-faculty communication concerning student absences, ensure the academic integrity of student work, and promote the health and well-being of all University of Washington students; and; and

THAT this bill be forwarded to Joseph Janes, Faculty Senate chair; Mike Townsend, Secretary of the faculty; Chris Laws, Faculty Council on Student Affairs chair; Thomas Halverson, Faculty Council on Teaching and Learning chair; Ann Huppert and Dan Ratner, Faculty Council on Academic Standards co-chairs; Sam Akeyo, ASUW director of university affairs; and Kelty Pierce, ASUW president.

End
SERVICES & ACTIVITIES FEE

2019 CHAIR REPORT TO FCSA

Jeremy Moon, SAFC Chair

November 5th, 2019
Odegaard 320
$141

$17,929,394 in total FY19 allocations
SAF Committee

16 Appointed Members

→ 6 ASUW (voting members)
→ 5 GPSS (voting members)
→ 5 Ex-Officios W/o Vote (3 Vacant Seats)

3 Total Fees Administered

→ Services & Activities Fee: $141
→ IMA Bond Fee: $32
→ Facilities Renovation Bond Fee: $70

*Fees are per student per quarter

Mission:

To support and enhance the out of class experience of students at the University of Washington Seattle.

The Services and Activities Fee provides ongoing operational and capital funding for programs, which protect and enrich the cultural, emotional, intellectual, physical, and social well being of the student.

17 Units Receive Annual Funding
The SAF Committee

- Senate Liaison
- ASUW Appointees
- Committee Clerk
- Ex-Officios (Non-Voting)
- Chair
- GPSS Appointees
- Faculty Senate Appointees (Non-Voting)
Our Process

→ Committee Startup
→ Review Orientation & Budget Documents
→ Review Committee Policies
→ Assign Unit Liaisons

→ Orientation Hearings with Unit Leads
→ Start of Budget hearings with Unit Leads

→ Finish Budget Hearings
→ Allocations Deliberations
→ Set the New Fee
→ Vote on Allocations to be Sent to Regents for Approval
Unit Allocations

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<th>Unit</th>
<th>Allocations</th>
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<td>Campus Sustainability Fund</td>
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<tr>
<td>Counseling Center</td>
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<td>D Center</td>
<td>$139,999.00</td>
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<td>Ethnic Cultural Center</td>
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<td>GPSS</td>
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<td>Hall Health</td>
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<tr>
<td>Livewell</td>
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<td>HUB</td>
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<tr>
<td>Intellectual House (ωοθβʔαltъ)</td>
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<td>Student Legal Services</td>
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<td>Childcare Assistance Program</td>
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<td>Student Publications</td>
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<td>Student Technology Loan Program</td>
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<td>UW Recreation</td>
<td>$2,796,748.41</td>
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<tr>
<td>Capital</td>
<td>$167,471.00</td>
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Exhibit 3
Allocations By Category

Student Health & Wellbeing
$10,511,898.39

Community & Advocacy Centers
$3,121,184.76

Student Services
$2,229,814.99

Student Governments
$1,527,318.00

Sustainability
$336,403.53

Capital
$167,471.00
Major Changes

❖ Expanding the services provided by the Food Pantry
❖ Moving the Director of the D Center to Full Time
❖ A Suicide Intervention Coordinator at Health & Wellness
❖ An ASUW Women’s Action Commission Assistant Director
❖ A new SAO Advisor
❖ A new ASUW Student Food Co-op Business Co-Manager
<table>
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<tr>
<th>Fiscal Year</th>
<th>Fee Level</th>
<th>Fee Revenue</th>
<th>Interest</th>
<th>Transfers In</th>
<th>Proprietary Income</th>
<th>Total Revenue</th>
<th>Projected Revenue</th>
<th>Disbursements (Including Capital)</th>
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**Exhibit** $9,783,946.81
Major Takeaways

❖ Unexpected enrolment increases eliminated the planned deficit of $500K for Fiscal Year 2019
❖ There is still a planned deficit of $300k for Fiscal Year 2020, but that may not hold. We won’t know until the end of the year.
❖ While the overall SAF budget is stabilizing. Financial issues in SAF-funded units are still prevalent.
  ➢ Last year’s committee chose not to address those issues through increased spending.
Potential Solutions & Other Major Projects

Reorganizing Counseling Resources
- Task force charged 2 weeks ago
  - Includes HHMH, the Counseling Center, PACS, SAF
  - Aims to combine the two existing services
- Task force should be charged this week
  - Includes HSA, HHC, UW Med, SAF
  - Aims to build a new model to reduce costs without making direct cuts to service
- Student efforts started last year
  - Admin efforts were started this year by HSA with a focus on benefits to profits for the UW medical system (including HHC)
- Current proposal will expand and modernize pool space
  - Space for all genders, families, and disabled patrons will increase immensely
  - Costs approximately $24M in student resources
  - Will likely use new debt to finance
  - We are currently assuming that the University Debt Capacity will be flexible for student projects

Hall Health Reformation
- Task force work will to combine resources, diversify care models, and connect stakeholders to the network of other resources
  - Charge ends in Feb 2020
- Represents the future of ~$7M in student funds
- Current proposals include absorbing HHC into UW Med
- Could provide coverage to those who do not currently have any or a barred due to status
- Could expand access to care and lower pressures on existing care resources (on-campus)

Student Health Insurance

IMA Project

What Can FCSA Do?

❖ Counseling Services Reform
   ➢ Continued work and collaboration on this issue will be key in creating a successful model for the future.
   ➢ New ideas on additional space and funding will be essential.

❖ Hall Health Reform
   ➢ In addition to student perspectives, information on how the faculty uses the Hall Health Center will be key in guiding the future of the unit.
   ➢ Input on the use of student funds vs university funds will also be valuable.

❖ Student Health Insurance
   ➢ More discussions in more settings will help to drive this forward.
   ➢ Successful implementation will require lots of research. This should be started sooner than later.
Questions?
The Associated Students of the University of Washington (ASUW) urges the legislature to,

Address Inequities, such as:
- Expanding eligibility for the 2019 session’s HB 2158’s Working Connections Child Care work requirement exemption to student parents seeking a bachelor’s or advanced degree;
- Expanding access to state financial aid for undocumented students, including the implementation of a state-sponsored loan program;
- Allowing student athletes to earn compensation for services provided, to be paid for the use of their likeness, and to hire agents;
- Funding tuition waivers for students enrolled in federally recognized tribes to attend institutions of higher education;
- Repealing RCW 72.60.100 to recognize incarcerated workers as employees;
- Funding free menstrual products at public higher education institutions;
- Exempting menstrual products from the state sales tax;
- Supporting the establishment of a state-wide Green New Deal to help address greenhouse emissions including those from public institutions of higher education;
- Promoting and implementing policies that address racial, socioeconomic, and other inequities in higher education;

Allow Access to Care, such as:
- Amending RCW 28B.10.660 to allow for the implementation of opt-out health insurance plans by public institutions of higher education;
- Establishing a statewide study to research current access to coverage for reproductive, mental, dental, vision, and general healthcare for Washington students;
- Amending RCW 9A.44.060 to redefine the current definition of consent as actual words or conduct indicating a freely given agreement to have sexual intercourse or contact;
- Funding and implementing specialized personnel, resources, and training for staff members to improve universities’ ability to respond to sexual violence and involved parties;
- Standardizing transparent reporting and responding to sexual misconduct in Washington;

Combat Food & Housing Insecurity, such as:
- Expanding access to programs and policies that reduce students’ risk of food and housing insecurity;
● Providing a one-year waiver for on campus housing on a space available basis in order to support students who have previously experienced homelessness and are eligible for the College Bound Scholarship;
● Expanding the scope of HB 1893 to provide monetary assistance to students of public four-year institutions experiencing unforeseen emergencies that affect the students’ ability to attend classes;
● Establishing a statewide gender-inclusive housing standard for public higher education institutions to ensure that such housing is accessible, adequate in amount, and integrated into the broader campus community;

Increase Accessibility in Higher Education, such as:
● Adequately funding the University of Washington’s Disability Resources for Students (DRS);
● Funding renovations of our inaccessible infrastructure to become Americans with Disabilities Act (ADA) compliant for students with mobility impairments;
● Expanding remote access through the funding and use of technology infrastructure to ensure the rights of students with disabilities to access education;

Promote Mental Health & Wellness, such as:
● Funding new counseling positions on campus to bring the current UW counselor to student ratio of 1:1755 to the recommended range of 1:1000 to 1:1500;
● Funding quality of life raises for UW counselors to reduce high turnover rates and prevent them from being “priced out” of their position;
● Providing long-term funding of counselors for student veterans; and
● Mandating statewide comprehensive K-12 consent-based sex education.

THEREFORE, BE IT ENACTED BY THE ASSOCIATED STUDENTS OF THE UNIVERSITY OF WASHINGTON BOARD OF DIRECTORS

THAT the 2019-2020 Legislative Agenda as amended by the ASUW Student Senate be adopted; and

THAT the 2019-2020 Legislative Agenda be forwarded to the Office of Communications and the Office of Government Relations for grammatical and stylistic edits.