



UNIVERSITY of WASHINGTON

Ana Mari Cauce
Professor of Psychology
PRESIDENT

January 24, 2018

Senator Sam Hunt
Chairman, WA State Senate Committee on State Government, Tribal Relations, and Elections
Olympia, WA

Dear Chairman Hunt and Distinguished Committee Members:

Thank you for the invitation to attend the hearing on SB 6406 to offer my thoughts on how I-200 has affected the University of Washington's ability to attract and retain the most promising faculty, staff and students. I regret that my schedule does not permit me to testify in person, so I offer this letter.

As I have said publicly in the past, I-200 puts the University of Washington at a competitive disadvantage when seeking to hire the best faculty and staff to lead our University. It also hampers our ability to attract and enroll the strongest students from underrepresented backgrounds, who are so highly sought after by other universities because having a diverse student body creates a richer learning environment for all students.

As one of our nation's top research universities, we compete with institutions like Stanford, Texas, Wisconsin and UNC-Chapel Hill when trying to attract the most talented faculty to teach and lead cutting-edge research with our students. To those top faculty and staff that we wish to recruit, I-200 sends the message that the UW, and Washington as a whole, does not welcome or value diversity, and when we lose out on attracting these desirable teachers, researchers, innovators and administrators, it is our students and our state that pay the price.

I-200 also makes it harder to compete for the highest achieving underrepresented minority students in Washington state, especially when they are middle or upper middle class. These talented and promising students are especially targeted and heavily recruited by private universities as well as public universities in other states, and when they leave our state to attend college, they are less likely to return. This costs our workforce and our innovation-driven economy at a time when we're recognizing the need for more diversity in the tech and health industries.

Every demographic analysis indicates that the future of our state and nation will be increasingly diverse and it is incumbent on us to nurture students, regardless of their background, who can collaborate and succeed within an ethnically and racially diverse environment.

I appreciate the interest of the committee and the bill's sponsors and thank you for the opportunity to be heard on this important matter.

Sincerely,

A handwritten signature in black ink that reads "Ana Mari Cauce".

Ana Mari Cauce
President, University of Washington