



University of Colorado Denver
Office of Student Conduct and Community Standards
Annual Report 2016 - 2017



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Letter from the Director

November 2, 2017

Dear CU Denver Community Members,

Supporting the University of Colorado Denver's mission and focused on student success, the Office of Student Conduct and Community Standards (SCCS) provides leadership for the student conduct process through the roles of coordinating, training, and advising. SCCS works to provide a thorough, transparent, and fair student conduct process which promotes learning and growth while holding students accountable for their actions on and off campus.

This annual report provides information as to the depth and breadth of SCCS efforts during the 2016-2017 academic year. To be effective, a student conduct office must be involved in a wide range of activities across much of the campus. These activities range from resolving student conduct cases, assisting with students of concern, serving on committees which provide valuable support to the campus, and providing assistance and guidance to many within our learning community. Far from being the "rules enforcer", SCCS is a central part of the overall campus safety network as well as the student success efforts at CU Denver.

An important purpose of this report is to tell the story of the student conduct process. The statistical and assessment summaries provide detailed narratives about the impact our process has on CU Denver students. The story goes beyond statistics and numbers. The work we do begins with our conduct educators at the focus; conduct educators. I am blessed to be afforded the opportunity to associate with such hard-working, student-focused individuals. Our success hinges on the work of the tireless individuals.

As you read this report please note we are continuing our undertaking to create and implement a holistic program evaluation system, expanding our student learning objectives developed in previous years by developing rubrics we can utilize to measure student learning and growth aligned with specific learning objectives. In this manner we can more accurately monitor the effectiveness of our efforts with our students, develop a stronger student conduct process, and most importantly, provide more timely and effective services to our campus community.

I would like to thank you for taking the time to read this report. The Office of Student Conduct and Community Standards looks forward to another great academic year.

Sincerely,

David Steward

Director of Student Conduct and Community Standards



Mission, Goals, Learning Objectives, and Staff

Office Mission Statement

The Office of Student Conduct & Community Standards serves as a resource to the entire University community through its efforts to meet the developmental and educational needs of students related to community expectations, civility and respect for self and others. We function to support community members with conflict management and resolution, and responding to inappropriate and threatening behaviors. We provide student-centered educational services, which promote personal development and individual responsibility. We strive to create a dynamic, open and just environment where civility, cultural competence, and learning are expected and celebrated.

Overall Office Goals

- To develop, disseminate, interpret campus policies and procedures related to community standards and expectations.
- Protect the rights of students in the administration of the student conduct program.
- Respond to student behavioral concerns in a fair, reasonable and efficient manner.
- To promote a campus environment that encourages dialogue, mutual respect, and cultural sensitivity.
- Initiate and encourage educational activities that serve to reduce violation of campus regulations and increase the health and wellness of the campus community.
- To foster collaborative partnerships that allow for a holistic approach to supporting and developing healthy, engaged and productive students and citizens.

Learning Objectives

Increase Knowledge

- Increase student's understanding of how their behavior affects/impacts others.
- Evaluate the level of administrator/ community concern as a result of student behavior.
- Understand the expectations for student behavior as a member of the CU Denver community as described in the student code of conduct.
- Engage with the institutional perspective by student participation in the process and asking questions.

Personal Responsibility

- Students accept personal responsibility for their behavior.
- Students acknowledge their responsibility to the CU Denver community.
- Students articulate their personal integrity/values.



Consider Consequences

- Students understand how their behavior could impact their academic career.
- Students understand how their behavior could impact their emotional state.
- Students understand the legal implications of their behavior.
- Students understand how their behavior can impact their physical safety as well as that of the community.

Future behavior

- Students use their personal integrity/values in their decision-making before engaging in future behavior.
- Students learn or more fully develop one or more skills which could help them avoid being involved in similar behavior in the future.
- Students identify ways to move forward after the incident.

Staff

Professional Staff

- David Steward, Director of Student Conduct & Community Standards.

Campus Village Conduct Educators

- Erika Larson, Assistant Director of Residence Life Campus Village Apartments.
- Darrin Priest, Resident Director Campus Village Apartments.
- Meskerem Wollebo, Resident Director Campus Village Apartments.
- Franklin Winchester, Resident Director Campus Village Apartments.

Graduate Assistants

- Toni Qualintone, Graduate Assistant for Student Conduct and Community Standards.



Trainings, Outreach, and Education

- Campus Village RA Training – August 2, 2016. Touch Points with Students.
- Facebook Live Event – August 2, 2016. Student Conduct.
- Campus Village RA Training – August 8, 2017. Report Writing.
- New Faculty Orientation – August 16, 2017. Dean of Student portion of a Scavenger Hunt.
- Worked a Table at the CU Denver Block Party – August 25, 2017. Dean of Student Office.
- First Year Experience classroom presentation – September 8, 2017. Student Conduct and Community Standards.
- Worked a Table at the Auraria Campus Fall Fest – September 14 & 15, 2016. Dean of Students Office.
- CU Denver Conduct Educator Training – September 20, 2016. Learning Objectives.
- Campus Village RA Quarterly Meeting – October 10, 2016.
- Campus Village Conduct Educator Training – November 15, 2016. High Impact Practices.
- Campus Village RA Training – January 10, 2017. Report Writing.
- CU Denver Conduct Educator Training – March 29, 2017. Sanctioning.
- ASCA Colorado Drive-In Conference – June 5, 2017. Office of Student Conduct Program Evaluation.
- ASCA Colorado Drive-In Conference – June 5, 2017. Ultimate BIT.



Campus Involvement

CU Denver Committee Involvement

- CARE Team – David Steward Co-chair and member.
- Undergraduate Working Group – David Steward Member.
- Special Admissions Committee – David Steward Member.
- CART – David Steward Member.
- CU Denver Student’s Scholarship Reader – Fall 2016.
- Campus Village RA Interviews – March 9 & 10, 2017.
- Assistant Vice Chancellor for Enrollment and Student Access Search Committee – April/May 2017.

Other Campus Involvement

- New/Transfer Student Orientation.
- Title IX Sanctioning Board.
- Hosted the 2nd Annual Dean of Students Chili Cook-Off – November 2016

Professional Development

- Essential Elements of Effective Behavioral Threat Management Programs – September 29, 2017. Webinar.
- Undergraduate Experiences Symposium – October 3, 2017.
- Leadership Invitational: Creating a Cultural of Civility – October 19, 2016.
- Managing the Vaping Trend – October 27, 2017. Webinar.
- Identifying & Helping Persons in Crisis – December 1, 2016. Presented by MSU Counseling Center
- Association of Student Conduct Administration (ASCA) National Convention – February 1-4, 2017. Jacksonville, FL.



- Lessons Learned from Aurora, CO: When an Off Campus Tragedy Affects your Campus – February 8, 2017. UC Denver Police Chief Doug Abraham.
- Social Media’s Role in Campus Safety – February 21, 2017. Webinar
- Improving Student Retention by Promoting Emotional Wellness on Campus – February 22, 2017. Webinar.
- Balancing Safety with Success: The Importance of Admissions Prior Conduct Review Processes – March 22, 2017. Webinar.
- CU Denver Student Affairs Conference – May 31, 2017.
- NASPA Mid-Level Administrators Conference – June 1 & 2, 2017.
- Prevention of, Response to, and Recovery from Campus Emergencies – June 12 & 13, 2017.



Policy Development & Project Completion

Team Building Activities

- Coordinated quarterly team building exercises for Dean of Students Office Staff.
 - Coordinated the DOS Superhero Book.
 - Coordinated the DOS Giving Tree Book.

Procedures and Protocols

- Developed and implemented Soft Conduct Procedures for those instances which do not violate the student code of conduct but could eventually.
- Clarified Student Conduct Educator expectations within the CU Denver Conduct Process.

Maxient Projects

- Edited all letters.
- Brought Special Admissions cases which require a face-to-face meeting into Maxient for documentation.
- Completed the Case Expungement Process.

Other Projects

- Adjusted the Disciplinary Probation Sanction away from a general warning to a step just before suspension to include specific criteria the student must follow.
- Added a Values Assessment activity for students to complete just prior to their conduct conference.
- Evaluated our conduct process against Kuh's High Impact Practices and made adjustments to improve our practice.



Statistical Summary

Conduct Data

2015-2016	2016-2017
<u>Total Cases = 232</u> <ul style="list-style-type: none"> • Campus Village = 166 • Non Campus Village = 116 • Director of Student Conduct and Community Standards (David S) = 36 • Director of Experiential Learning (Tony S) = 2 • Director of Housing (Tina C) = 1 • Residence Director (Russell S) = 48 • Residence Director 1 (Meskerim W) = 64 • Student Conduct GA (Toni Q) = 81 	<u>Total Cases = 260</u> <ul style="list-style-type: none"> • Campus Village = 203 • Non Campus Village = 57 • Director of Student Conduct and Community Standards (David S) = 112 • Director of Experiential Learning (Tony S) = 3 • Residence Director (Meskerim W.) = 41 • Residence Director 1 (Darrin P.) = 30 • Student Conduct GA (Toni Q) = 50
<u>Cases by Gender</u> <ul style="list-style-type: none"> • No Gender Identified - 16 • Female - 69 • Male - 135 	<u>Cases by Gender</u> <ul style="list-style-type: none"> • Female - 57 • Male - 191 • No Gender Identified - 12
<u>Cases by Ethnicity</u> <ul style="list-style-type: none"> • 	<u>Cases by Ethnicity</u> <ul style="list-style-type: none"> • Asian - 23 • Black - 21 • Hispanic - 44 • Multi-racial - 17 • White - 118 • No Response - 37
<u>Case Turn-around (SCCS and CV Combined)</u> <ul style="list-style-type: none"> • Incident to Report = 2.84 Days • Incident to Adjudication = 28.00 Days • Case Creation to Adjudication = 14.77 Days 	<u>Case Turn-around (SCCS and CV Combined)</u> <ul style="list-style-type: none"> • Incident to Report = 8.91 Days • Incident to Adjudication = 30.74 Days • Case Creation to Adjudication = 19.95 Days
<u>Case Turn-Around (SCCS)</u> <ul style="list-style-type: none"> • Incident to Adjudication = 25.66 Days • Case Creation to Adjudication = 16.87 Days • Decision in Absence Rate = 14.2% 	<u>Case Turn-Around (SCCS)</u> <ul style="list-style-type: none"> • Incident to Adjudication = 28.71 Days • Case Creation to Adjudication = 19.95 Days • Decision in Absence Rate = 10.4%
<u>Case Turn-Around (CV)</u> <ul style="list-style-type: none"> • Incident to Adjudication = 30.71 Days • Case Creation to Adjudication = 12.32 Days • Decision in Absence Rate = 52.7% 	<u>Case Turn-Around (CV)</u> <ul style="list-style-type: none"> • Incident to Adjudication = 27.98 Days • Case Creation to Adjudication = 19.95 Days • Decision in Absence Rate = 26.9%



<p><u>Recidivism Rates by Charge (those charges not listed the rate was 0%)</u></p> <ul style="list-style-type: none"> • Drugs or paraphernalia - 30.0% • Presence of drugs - 14.3% • Alcohol - 21.1% • Presence of alcohol - 4.8% • Campus Village Handbook Violation - 22.2% • Disruptive Behavior - 20.0% • Noise - 5.9% 	<p><u>Recidivism Rates by Charge (those charges not listed the rate was 0%)</u></p> <ul style="list-style-type: none"> • Drugs or paraphernalia - 11.4% • Presence of drugs - 6.3% • Alcohol - 4.17% • Presence of alcohol - 3.7% • Campus Village Handbook Violation - 6.67% • Disruptive Behavior - 9.1% • Interference with Activities - 33.3%
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Sanctioning Numbers	
Expulsion - 4	Expulsion - 0
Suspension - 3	Suspension - 5
Auraria Campus Ban - 4	Auraria Campus Ban - 4
Forensic Threat Assessment - 1	Forensic Threat Assessment - 1
Probation w/ loss of standing - 3	Probation w/ loss of standing - 0
Probation - 14	Probation - 6
Psychiatric Evaluation - 3	Psychiatric Evaluation - 1
Substance Abuse Evaluation - 2	Substance Abuse Evaluation - 4
Counseling Referral - 3	Counseling Referral - 3
No Contact Order - 2	No Contact Order - 3
Follow-Up Meeting - 3	Follow-Up Meeting - 13
Alcohol eCheck-Up to Go - 22	Alcohol eCheck-Up to Go - 13
Marijuana eCheck-Up to Go - 13	Marijuana eCheck-Up to Go - 21
Parent Notification - 17	Parent Notification - 36
ISAE One-Day Alcohol Class - 2	ISAE One-Day Alcohol Class - 3
Alcohol Reflection Paper - 4	Alcohol Reflection Paper - 14
Behavioral Reflection Paper - 4	Behavioral Reflection Paper - 10
Marijuana Reflection Paper - 4	Marijuana Reflection Paper - 4
Room Responsibility Reflection - 11	Room Responsibility Reflection - 6
Smart Decision Reflection - 7	Smart Decision Reflection - 7
CVA Alcohol Paper - 4	CVA Alcohol Paper - 7
CVA Fine - 15	CVA Fine - 13
CVA Judicial Educator - 18	CVA Judicial Educator - 0
CVA Warning - 88	CVA Warning - 34
Warning - 57	Warning - 28
Additional Sanctions - 20	Additional Sanctions - 31



Student Conduct Process Assessment Summary

Noteworthy Data from the Statistics Applied to Strategic Planning Efforts

- The total number of Cases for Campus Village dropped and has remained consistently low.
 - The amount of programming done by Campus Village has been proposed as a cause.
 - Coordinating duty rounds by RAs with AHEC Police has been proposed as a cause.

- Length of time for conduct process continues to be longer than best practices suggest. Each case takes approximately two weeks to move from incident report to case creation and then two additional weeks to adjudication (Approximately 28 days for the entire process). Efforts are being made to reduce each part of the process to under 10 business days.
 - Addressing the no-show rate for the initial meeting.
 - Commit to creating a case within 3 days of receiving the initial incident report.
 - Commit scheduling the first meeting within 5 days.
 - Work on the no-show rate for the first scheduled meeting.
 - This would include efforts to increase the amount reading the conduct conference emails.

- Efforts to reduce the Campus Village “decision in absence” rate from 52.7% to 25% for were successful. Efforts to improve this to 15% is our new goal.
 - Potential factors/ideas:
 - There is a culture of “no show” for a meetings.
 - Remove fines as a sanction for not showing up for a conference.
 - Remove fines for non-completion of sanctions.

Planned Projects

- Review and adjust Maxient Sanctioning List – Remove sanctions which are not used anymore and update the list with commonly used sanctions which are not on the list.

- Sanctioning Allocation – Participating in a critical review of the conduct sanctions as measured against the Multi-tiered System of Support Framework to identify and fill programming and sanctioning gaps.

- Develop descriptive rubrics for each of the learning objectives and establish conduct educator utilization of the rubrics to sanction and measure growth.