

Governors State University
 Student Affairs and Enrollment Management: Reaching Vision 2020

Focus Area: Community Standards and Student Advocacy

Leader(s): Nikki Witt Penwell, Coordinator of Community Standards

Implementation Year: Results and Analysis for 2016 – 2017 Objectives

Goal 2: Design, implement, and assess educational programming that promotes an increasing awareness of the Student Code of Conduct, inspires a culture of respect and sense of responsibility for oneself as well as for others, further reduces the frequency of conduct violations, and reflects the values of Governors State University.

Objective 1:	Provide outreach and education to inform students about University policies and procedures regarding Community Standards
Action Items	<ol style="list-style-type: none"> 1. Implement online resources for responding students, including guide to community standards process and other frequently asked questions 2. Collaborate with University Housing to implement at least 1 program per semester about community standards in Prairie Place 3. Outreach to student leaders to seek recommendations on how to best share information about Student Code of Conduct 4. Review and update Community Standards content in Mastering College syllabi 5. Include Know the Code Campaign information in student newspaper, email blasts, welcome events, etc.
Desired Outcomes and Achievements (Identify results expected)	Increased awareness of Student Code of Conduct; reduction in conduct violations; increased sense of community at GSU
Achieved Outcomes and Results	<ol style="list-style-type: none"> 1. Implemented online resources for students, including information about process, student rights, appeal procedures, and FAQs 2. Participated in University Housing programming efforts <ol style="list-style-type: none"> a. 2 programs in Fall 2016 (Both regarding Alcohol & Drug Education) b. 2 programs in Spring 2017 (Policy Trivia Night, Bystander Intervention) 3. Connections with students and student leaders <ol style="list-style-type: none"> a. Collaborated with Student Senate for Integrity and Responsibility Week on “Know Your Policies” event. b. Conducted trainings on Community Standards process with student leaders (Resident Assistants and Peer Mentors) c. Served as a program site for Community Health Course project involving a needs assessment and gained student insight on student perspective 4. Updated Community Standards content in Mastering College course to reflect current policies and practices. <ol style="list-style-type: none"> a. Attended 4 classes in Fall 2016 and 1 class in Spring 2017 to provide overview of Community Standards 5. Outreach initiatives included print, email, and events: <ol style="list-style-type: none"> a. Hosted Integrity & Responsibility Week in February 2017, collaborative events with multiple campus departments. Featured in Student Newspaper b. Distributed Student Handbook via email in Fall and Spring semesters c. Posted Know the Code flyers on campus bulletin boards

<p>Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY17 Objectives.)</p>	<p>Community Standards achieved the goal to provide education and outreach about policies and procedures to target audiences (housing residents, peer leaders, athletes). The development and implementation of Integrity and Responsibility Week marked the first programming efforts by Community Standards. Better publicity and advance planning will help increase attendance and engagement for future events.</p> <p>In 2017-18, Community Standards aims to continue the educational efforts for key audiences and also share information across campus through outreach and collaboration.</p>
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<p>Objective 2:</p>	<p>Improve educational sanctions and sanctioning guidelines to reflect current issues and needs of students</p>
<p>Action Items</p>	<ol style="list-style-type: none"> 1. Update sanction resource guide to include all violations and recommended sanctions 2. Design and implement decision making workshop sanction 3. Increase sanction completion by establishing documentation detailing sanction follow-up process 4. Benchmark sanctioning guidelines with peer institutions 5. Focus group with peer leaders (i.e. Resident Assistants, Peer Mentors) about student needs and sanctioning ideas 6. Improve clarity of policy regarding Disciplinary Probation status and impact on student leadership, scholarship, & athletics.
<p>Desired Outcomes and Achievements (Identify results expected)</p>	<p>Improved clarify of process and procedure surrounding sanctioning designed to increase consistency, reduce timeline to sanction completion, and ensure relevance of sanction to students</p>
<p>Achieved Outcomes and Results</p>	<ol style="list-style-type: none"> 1. Updated sanction resource guide to include detailed overview of currently used sanctions to inform sanction assignment. 2. Decision making workshop sanction was researched but not implemented. Instead, Judicial Educator online modules were implemented as a sanctioning platform that includes a decision making module. 3. Sanction completion was a focus and staff provided regular email and phone outreach regarding overdue sanctions and holds. Approximately 78% of students completed their assigned sanctions, although most were not completed by the original due date. 4. Peer institution benchmarking was not completed. 5. Focus groups were not conducted. However, a training session with Resident Assistants focused on sanctioning for guest policy violations. 6. Discussions of Disciplinary Probation status occurred with Student Life and Athletics.
<p>Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY17 Objectives.)</p>	<p>Sanctioning outcomes were only partially met in AY 2016-17. Sanction options were streamlined to improve consistency and reporting, but we can explore sanction options that address student needs through conversations with student leaders. Specifically, sanctions exploring decision making, conflict resolution, and guest privileges warrant further discussion.</p> <p>In AY 2017-18, Community Standards strives to increase on-time sanction completion. Additionally, CS will need to improve the process for notification to Student Life and Athletics regarding student leader and athlete misconduct.</p>

<p>Objective 3:</p>	<p>Ensure community standards programs and processes promote student learning and development</p>
<p>Action Items</p>	<ol style="list-style-type: none"> 1. Update learning assessment post hearings; integrate the Student Affairs learning outcomes into the post-hearing assessment 2. Update Sanction Resource Guide to include learning outcomes for sanctions

Desired Outcomes and Achievements (Identify results expected)	A continuous improvement plan to address current and future student needs and issues
Achieved Outcomes and Results	<ol style="list-style-type: none"> 1. Designed and implemented online assessment following sanction completion, but the survey had a very low response rate that limited data analysis. 2. Implemented rubric that allowed for assessment of learning outcomes through sanctioned writing assignments. <ol style="list-style-type: none"> a. Students have positive outcomes after their participation in the conduct process, indicating the majority were able to take responsibility for their actions, understand how their behaviors impacted others, and articulate expectations of future behavior. b. The majority of students were also able to identify how their actions do not align with their personal values and understand the policies and potential for learning in the process. 3. The University Housing Quality of Life survey provides some additional data. The survey results indicated that 58.93% agree/strongly agree that the “discipline process is administered fairly” and only 14.29% disagree/strongly disagree. 4. Sanction resource guide was updated to include outcomes for some sanctions
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY17 Objectives.)	In previous years, a paper survey was distributed to assess student learning following sanction completion. In AY 2016-17, the paper survey was discontinued as it did not yield useful data. The online survey had a low response rate and a focus for AY 2016-17 will be increasing student feedback regarding their experience in the process and their learning.

Objective 4:	Provide outreach and education to educate faculty and staff about University policies and procedures regarding Community Standards
Action Items	<ol style="list-style-type: none"> 1. Host forum with faculty to discuss academic misconduct process 2. Collaborate with campus stakeholders to ensure awareness of Student Code of Conduct (i.e. Student Life, Academic Resource Center, Academic Advisors, New Student Programs) 3. Develop online resources for faculty/staff about reporting and subsequent process
Desired Outcomes and Achievements (Identify results expected)	Increased awareness of Student Code of Conduct; increase reporting of academic misconduct; consistent messaging about community standards process
Achieved Outcomes and Results	<ol style="list-style-type: none"> 1. Engaged with Educational Policy Committee about academic misconduct process 2. Met with Academic Advisors and conducted training with New Student Programs Peer Mentors about conduct process and policies 3. Developed general online resources about conduct policies and process.
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY17 Objectives.)	Academic misconduct is significantly underreported to the Dean of Students office and additional efforts should be undertaken to communicate the importance of record keeping. In AY 2017-18, Community Standards will develop additional resources for faculty and staff about addressing classroom disruptions and responding to academic misconduct.