

# Townhall Discussion DPS & Student Conduct Report

*Welcome Everyone.*

April 23, 2021

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# Committee Membership.

Kaylee Burke - *Executive Director of CLS*

Nick Campau - *Associate Dean/Director of OSC*

Gary Green – *Assistant Director of Public Safety*

Jimmie Joseph – *Interim Dean COB, CIS Faculty*

Darnell Lewis – *Assistant Director of OMSS*

Bryan Marquardt – *Director Housing & Residence Life*

Lisa Ortiz – *Associate Director Housing & Residential Programs*

Kristen Salomonson – *Dean of Enrollment Services*

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# Committee Charge from VPSA.

- If applicable, identify any overarching patterns that exist in the data
- Provide suggestions of what actions we should take based on the data
- Provide suggestions for what we should be considering as a University based on these data

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# Committee Timeline.

November 18	Introductory Meeting with Sponsoring VP's & Committee
November 30	Data Committee Meeting – First Data Dive
December 7	Data Committee Meeting – Additional Data Needs
December 14	Data Committee Meeting – Discussion of Initial Results
January 11	Data Committee Meeting – Discussion of Findings/Plans for Report
January 26	Data Committee Meeting – Additional Data Finalized
February 9	Data Committee Meeting – Prepare for Results Presentation
February 15	Results Presentation with Sponsoring VP's & Committee
March 17	Results Presentation to the President's Council
April 23	Results Presentation to University Community/Townhall

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# Guiding Principles.

- Like peeling an onion, explore one layer at a time until you get to the core
- Many analysts will tell you that it can be tempting to use data to tell the story that you or your colleagues want or expect to hear
- Let let the dataset speak for itself and be alert to the fact that maintaining objectivity is not as easy as it sounds

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# Results.

- A greater than expected number of Black/African-American students are referred to the OSC disproportionate to their % in Ferris Housing and the student body
- The data reveal that Black/African-American students are referred for more serious policy violations that have resulted in a higher number of suspension sanctions than any other group as a whole
- All students are held not responsible for violating University policy at a relatively consistent rate across race and ethnicity groups
- Factors examined other than Race/Ethnicity include student level - with freshmen and to some extent sophomores far more likely to have a student conduct case than upperclassmen
- NCAA Athletic student status was not a significant factor with respect to conduct

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**Table 1: Student Conduct Cases by Race by Year 2016 to 2020**

	16-17	17-18	18-19	19-20	% Total in Ferris Housing F-19	% Total Enrollment F-19
<b>Multiracial</b>						
Frequency	77	50	43	14	164	334
Percent	6.8%	5%	4.8%	3.1%	.5%	3.9%
<b>American Indian/Alaskan Native</b>						
Frequency	0	7	3	1	14	66
Percent	0%	0.7%	0.3%	0.2%	.004%	1%
<b>Asian</b>						
Frequency	15	20	25	5	41	182
Percent	1.3%	2.0%	2.8%	1.1%	.01%	1.5%
<b>Black/African-American</b>						
Frequency	280	206	211	134	473	967
Percent	24.7%	20.5%	23.7%	29.6%	14.5%	7.8%
<b>Hispanic/Latino</b>						
Frequency	58	60	59	24	227	750
Percent	5.1%	6%	6.6%	5.3%	5.6%	6.1%
<b>Hawaiian Pacific Islander</b>						
Frequency	2	0	1	0	1	8
Percent	0.2%	0%	0.1%	0%	0%	0%
<b>Unreported</b>						
Frequency	23	27	15	5	28	325
Percent	2%	2.7%	1.7%	1.1%	.009%	2.6%
<b>White</b>						
Frequency	681	634	534	270	2311	9,498
Percent	60%	63.1%	59.9%	60.2%	70.9%	76.2%
<b>Total</b>						
Frequency	1136	1004	891	453	3,259	12,472
Percent	100%	100%	100%	100%		

Sources: Student Conduct Data 2016-2020 &amp; Ferris State University Factbook

# DPS. Actions & Next Steps

- To enhance the data collection process, the DPS implemented a new form with a place to indicate an officer's assessment of race/ethnicity\* for each contact
- Other enhancements of the form include areas to indicate sex and age as well as why we DPS contacted the person, if and why any search occurred and the result of the police/citizen interaction
- Each of the DPS officers has participated in the two-hour "implicit bias" training and a one-hour "racial profiling" training and there will be future training courses on advanced topics in the area of inclusion

*\*Form developers took care to ensure that there was no space to record or intention to collect the contact's immigration status*

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# OSC. Next Steps

- Host listening sessions about what behavior is/isn't tolerated in our community
- Better track incidents/events that are resolved informally not resulting in a conduct case
- Explore piloting more restorative justice practices for serious non-violent personal misconduct violations
- Explore use of compliance letters for 1<sup>st</sup> time non-alcohol or non-drug Housing violations
- Explore use of a student success program for either all students adjudicated during first 6 weeks of Fall semester and/or after being found responsible twice
- Removing Administrative Warning/Disciplinary probation from regular use
- Conduct an analysis of the retention and graduation patterns of students who are referred to the Office of Student Conduct to explore the potential impact on student success

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# HRL. Next Steps

- Develop engagement opportunities directed toward our incoming students. This will involve our current cultural advocacy groups on campus
- Work with our partners to increase our recruitment of a diverse student staff
- Implement continued implicit bias training for both Professional and Student Staff in relation to confrontation
- Work to develop different strategies for our conduct officers (hall directors) to respond and sanction within a social justice framework that would involve mentoring
- Re-develop our response to low level conduct issues to ensure that it is educative
- Examine trends by residence hall and explore its impact on overall rates of referrals

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# Thank you.

- ✓ It was a pleasure to work with the committee on this important project
- ✓ Time for questions and discussion

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