Townhall Discussion
DPS & Student Conduct Report

Welcome Everyone.

April 23, 2021
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*
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
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

Ferris State University
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 the dataset speak for itself and be alert to the fact that maintaining objectivity is not as easy as it sounds
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.
<table>
<thead>
<tr>
<th></th>
<th>16-17</th>
<th>17-18</th>
<th>18-19</th>
<th>19-20</th>
<th>% Total in Ferris Housing F-19</th>
<th>% Total Enrollment F-19</th>
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<td>4.8%</td>
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Sources: Student Conduct Data 2016-2020 & 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
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 1st 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
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
Thank you.

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