

Seventeenth Report of Student Discipline

SUMMARY OF
NON-ACADEMIC STUDENT DISCIPLINARY COMPLAINTS
RESOLVED BY
THE OFFICE OF THE DEAN OF STUDENTS
AND THE DEPARTMENT OF UNIVERSITY HOUSING & DINING

**2010-2011
ACADEMIC YEAR**

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STUDENT MISCONDUCT RESOLUTION SYSTEMS

<p>NON-ACADEMIC MISCONDUCT</p> <p>Includes: Theft Assault Harassment Classroom Disruption</p> <p><i>Resolved by</i> DEAN OF STUDENTS</p>	<p>ACADEMIC MISCONDUCT</p> <p>Includes: Plagiarism Cheating</p> <p><i>Resolved by</i> DEAN OF COLLEGE</p>
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SANCTIONS

- Disciplinary Warning**
Disciplinary Probation
Suspension from Classes
Expulsion

Counseling	Limited Exclusion	Educational Sanctions	Restitution
<ul style="list-style-type: none"> • Health Iowa • Univ. Counseling Services (UCS) • Office of Equal Opportunity & Diversity 	<ul style="list-style-type: none"> • No Contact Order • Building Prohibition • Restriction from Class • Restriction from Univ. Activity 	<ul style="list-style-type: none"> • Critical MASS • Research Project • Enroll in Class • Provide Service • Sexual Harassment Workshop 	<ul style="list-style-type: none"> • Cost to Repair • Apology Letter • Community Service

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**EXECUTIVE SUMMARY
OF THE SEVENTEENTH REPORT ON STUDENT DISCIPLINE**

- **As of August 12, 2010, new Code of Student Life disciplinary rules were in effect. The new rules govern off-campus behavior in Johnson County as well as on-campus behavior. The expanded jurisdiction represented a substantial change from the previous rules, which limited University jurisdiction for the most part to University property.**
- **This report examines Code of Student Life enforcement practice by the Office of the Dean of Students (DOS) during the 2010-11 academic year (June 1, 2010 to June 1, 2011). Compared to the previous year, AY 2010-11 was noteworthy because fewer disciplinary suspensions were imposed by the dean of students compared to the previous year even though the total caseload of the dean's office increased by a factor of two. Off-campus alcohol violations represented a large percentage of the caseload.**
- **The Critical Mentoring and Support for Students program (aka Critical MASS) successfully completed its first year of operation. The program connects first-year students found responsible for violating the Code of Student Life (alcohol or drug violations) with a supportive staff or faculty member. All total, 132 students completed the program and were mentored by 117 faculty and staff members. The program will continue to grow and expand for the 2011-2012 academic year.**
- **Campus health emergencies related to self-destructive behavior decreased significantly in AY 2010-11 compared to the previous year.**
- **The city ordinance prohibiting under 21-year-olds from entering bars after 10:00 p.m. took effect June 1, 2010.**
- **Due to the substantial increase in non-emergency alcohol cases, the number of notice letters sent to parents rose significantly.**
- **Eleven complaints alleging sexual misconduct were received during the period June 1, 2010 to June 1, 2011. Nine complainants alleged unwanted physical contact of a sexual nature. One student was named in two separate complaints. Two complainants were received alleging non-physical sexual harassment and three cases of domestic abuse were investigated. Many of the respondents denied the allegations, and as a result considerable time was spent by DOS staff investigating the 11 sexual misconduct complaints. The dean imposed a suspension in one sexual assault complaint filed in AY 2010-11 and in three sexual assault cases a student facing a suspension hearing agreed to withdraw from the University (including the student accused by two complaining parties). Probation was imposed in two cases of unwanted physical contact, and two complaints were dismissed due to lack of compelling evidence. Both cases alleging non-physical harassment were dismissed because the conduct in question did not rise to the level of hostile environment harassment.**

To obtain a complete version of the Code of Student Life and the Judicial Procedure for Alleged Violations of the Code of Student Life, go to <http://dos.uiowa.edu/policy-list/current-policies-and-regulations-affecting-students-2011-2012-academic-year/>

I. INTRODUCTION

A. THE OFFICE OF THE DEAN OF STUDENTS

Dr. David Grady, Associate Vice President & Dean of Students, is responsible for administering the judicial procedure for alleged violations of the Code of Student Life. Thomas R. Baker, the Director of the Student Conduct Office & Associate Dean of Students, manages the caseload of complaints from day to day and makes recommendations to the Dean of Students regarding the disposition of complaints filed against students. Mr. Kieran Leopold, the Student Conduct Officer for the DOS, interviews students accused of misconduct and resolves minor complaints on behalf of the Associate Dean. Both Mr. Baker and Mr. Leopold have the authority to resolve complaints informally and represent the University at formal disciplinary hearings. They also conduct sexual misconduct investigations from time to time.

Ms. Valerie Heffernan, the Code of Student Life Program Assistant for the DOS, manages the student discipline record system. Heather Ockenfels, Graduate Student Assistant, managed the Critical MASS program, prepared training materials for hearing officers, and carried out other responsibilities for the office.

The Office of the Dean of Students is located in 135 Iowa Memorial Union, telephone number 335-1162. In cases involving sexual misconduct, victims are encouraged to contact Ms. Monique DiCarlo, the Sexual Misconduct Response Coordinator for the campus, at 335-6200.

B. THE SCOPE OF THE CODE OF STUDENT LIFE

The newly-revised Code of Student Life rules in effect as of August 12, 2010 governed off campus as well as on campus student conduct. The Sexual Misconduct Policy, like other University policies affecting students, was incorporated into the Code of Student Life by reference. Students were notified via electronic mail on August 12 of the student conduct regulations currently in effect and the judicial procedures used to resolve complaints. Consistent with the University's mission, sanctions are imposed as a means of taking corrective action and educating the offending students. Progressive discipline is applied in the event of multiple minor offenses.

C. UNIVERSITY DEPARTMENTS VESTED WITH DISCIPLINARY RESPONSIBILITIES

A number of University departments play a role in enforcing non-academic conduct regulations. In campus residence halls, the University Housing & Dining staff investigates complaints and imposes sanctions upon residents found in violation of the Residence Halls Guidebook. Hall Coordinators are authorized to place students on housing probation and recommend that a resident be evicted from University housing. Eviction cases are heard by an Area Coordinator, the Assistant Housing Director of Housing, or the Director of Housing. A complete summary of disciplinary complaints resolved by the University Housing & Dining is contained in Part III of this report.

Other University department heads responsible for enforcing regulations include the Registrar, who imposes registration restrictions for failure to pay a U-bill on time; the Chief Information Officer, who revokes computer privileges; the Director of Parking and Transportation, who issues parking tickets; the

library directors, who impose fines on overdue books; and the Director of Recreational Services, who is authorized to suspend the intramural privileges of intramural participants.

Also subject to discipline are student organizations, whose University recognition may be revoked. As of August, 2011, all student organizations which operated housing facilities were Greek-letter fraternities or sororities, including a small number of organizations of professional or graduate students. The Office of the Dean of Students (DOS) investigates the most serious complaints of misconduct involving undergraduate social fraternities and sororities, while minor complaints are resolved by the student representatives of the Interfraternity Council and Panhellenic Council who sit on the Greek Standards Board.

Complaints of academic misconduct (Section 1 of the Code of Student Life) are handled within each college. The collegiate officer assigned to investigate a cheating or plagiarism case is usually the instructor, and the department and college which offered the class usually hears the appeal. For example, the Dean of the College of Liberal Arts & Sciences is responsible for imposing sanctions upon students enrolled in Liberal Arts & Sciences classes who are found to have cheated on a test or plagiarized a term paper. Because the collegiate dean does not have the authority to sanction students guilty of violating rules 2 through 25 of the Code of Student Life, complaints of disruptive behavior in the classroom are referred to the Office of the Dean of Students for resolution.

D. OVERVIEW OF THE COMPLAINT RESOLUTION PROCESS ADMINISTERED BY THE OFFICE OF THE DEAN OF STUDENTS

Starting in August, 2010, a new system of resolving non-academic student complaint was implemented by the Office of the Dean of Students (DOS). The 2010-11 judicial procedures are posted at <http://dos.uiowa.edu/policy-list/archives/2010-2011-policies-and-regulations-affecting-students-archived/student-responsibilities-5/judicial-procedures-2/judicial-procedure-for-alleged-violations-of-the-code-of-student-life-6/> A flow chart is provided below.

The new procedures were noteworthy for their two-track design as opposed to the former single-track design. Under the current (i.e., new) procedures, the DOS investigator assigned to a case has authority to make findings of fact and to impose non-suspension sanctions. Suspension cases were referred to an administrative hearing officer for a formal evidentiary hearing when the allegations are in dispute.

Complaints of sexual misconduct and intimate partner violence were resolved using a different set of investigation and hearing procedures in AY 2010-11. Sexual Misconduct Enforcement Officers (SMEOs) are assigned to investigate allegations of sexual misconduct, domestic violence, and stalking. In order to ensure compliance, the campus Sexual Misconduct Response Coordinator managed the complaint process by keeping the victim and the accused student informed of developments in the investigation and answering any procedural questions.

The Code of Student Life procedures provide that any person can file a complaint against a student for violating the Code of Student Life. Complaints investigated by the DOS in AY 2010-11 included police arrests, referrals from faculty members, and individual reports related by parents, students, and others. Some complaints investigated by University Housing were forwarded to the DOS for further action. Most complaints received by the DOS addressed out-of-classroom behavior, although classroom misconduct was alleged in a few cases. It is preferred that complaints be in writing, identify the accused student by name, and describe the incident which led to the complaint.

In every case where a disciplinary sanction was imposed, the accused student met in person with a representative of the DOS prior to the sanction decision. Depending upon the information provided, additional witnesses were interviewed and additional data was collected. Depending upon the results of the investigation, the DOS representative chose to dismiss the case, issued a deferred judgment, imposed a non-suspension sanction(s), or referred the case to a suspension hearing.

Interim (i.e., temporary) sanctions are imposed in some cases during the investigation stage of the complaint resolution process. For example, a student accused of harassment may be prohibited from entering the complainant's residence hall, attending a particular class, or contacting the complainant. Interim sanctions are designed to discourage further incidents of misconduct while the investigation proceeds. In serious cases, a student may be suspended from the University on an interim basis if the continued presence of the accused is likely to cause harm to students, staff, or faculty. A student suspended on an interim basis may petition the Dean of Students to reconsider the interim sanction. Students given a Building Prohibition Order or a No-Contact Order are warned that breach of the Dean's order may result in an interim suspension from the University.

Because criminal laws and court procedures vary in purpose and substance from University disciplinary regulations, the actions taken by the University vary from court judgments or jury verdicts. When a student accused of Code of Student Life misconduct is also charged with criminal misconduct, the dean of students may decide to postpone the resolution of the Code of Student Life case until the conclusion of the criminal charge. Interim sanctions often remain in place until the court case is resolved.

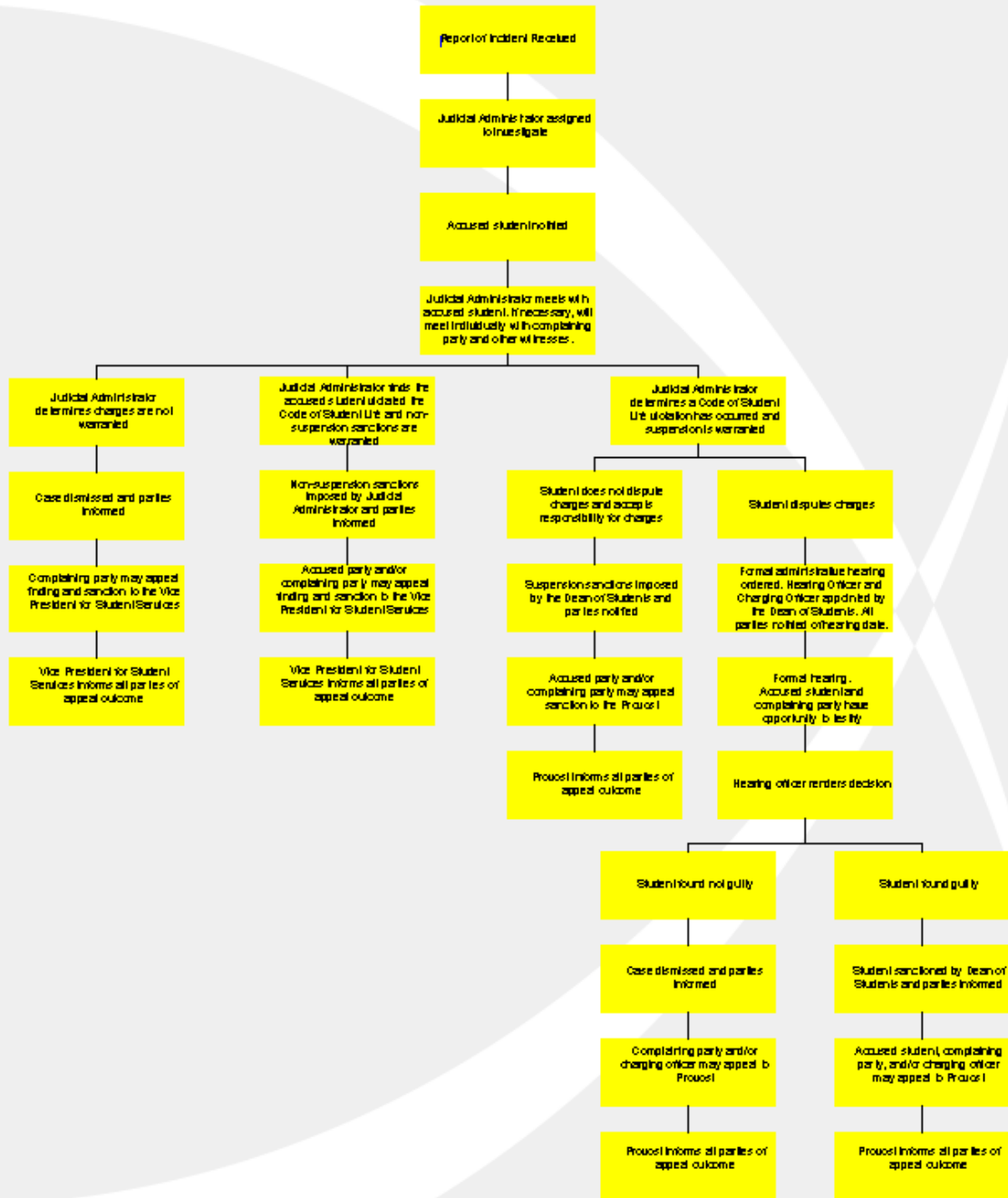
Formal hearings in suspension cases are conducted by an Administrative Hearing Officer appointed by the University President. The Hearing Officer determines the facts of a contested case and interprets University rules to resolve the question of whether a Code of Student Life violation occurred. In those cases where the student is found responsible for violating the Code of Student Life, the Dean of Students determines the sanctions. The student is notified of the likely sanctions in advance of the hearing. In those cases where the student is found guilty by the hearing officer, sanctions determined by the Dean of Students go into effect.

At Code of Student Life suspension hearings, the complainant, respondent, and witnesses testify in person or by electronic means. After all evidence has been received, the hearing officer determines whether the Code of Student Life was violated as alleged. If the student is found not guilty of all charges, the complaint is dismissed and no sanctions are imposed.

A student found guilty and suspended or expelled from the University may appeal the outcome to the University Provost, who has the authority to modify the hearing officer's decision and the sanction imposed by the Dean of Students. Appeals in non-suspension cases are reviewed by the Vice President for Student Life. The appeal petition must be submitted within ten class days following the decision by the administrator. Rather than conduct a new hearing on appeal, the entire record from the original hearing is reviewed.

In the event that a student charged at a suspension hearing is found not guilty by a hearing officer, the Dean of Students may appeal the hearing officer's interpretation of the Code of Student Life. In cases involving sexual misconduct, the student who filed the complaint has the option to appeal the hearing officer's decision and appeal the sanction imposed by the Dean of Students. Depending upon the Provost's judgment regarding the case, the decision of the hearing officer and/or the Dean's sanction decision may be modified.

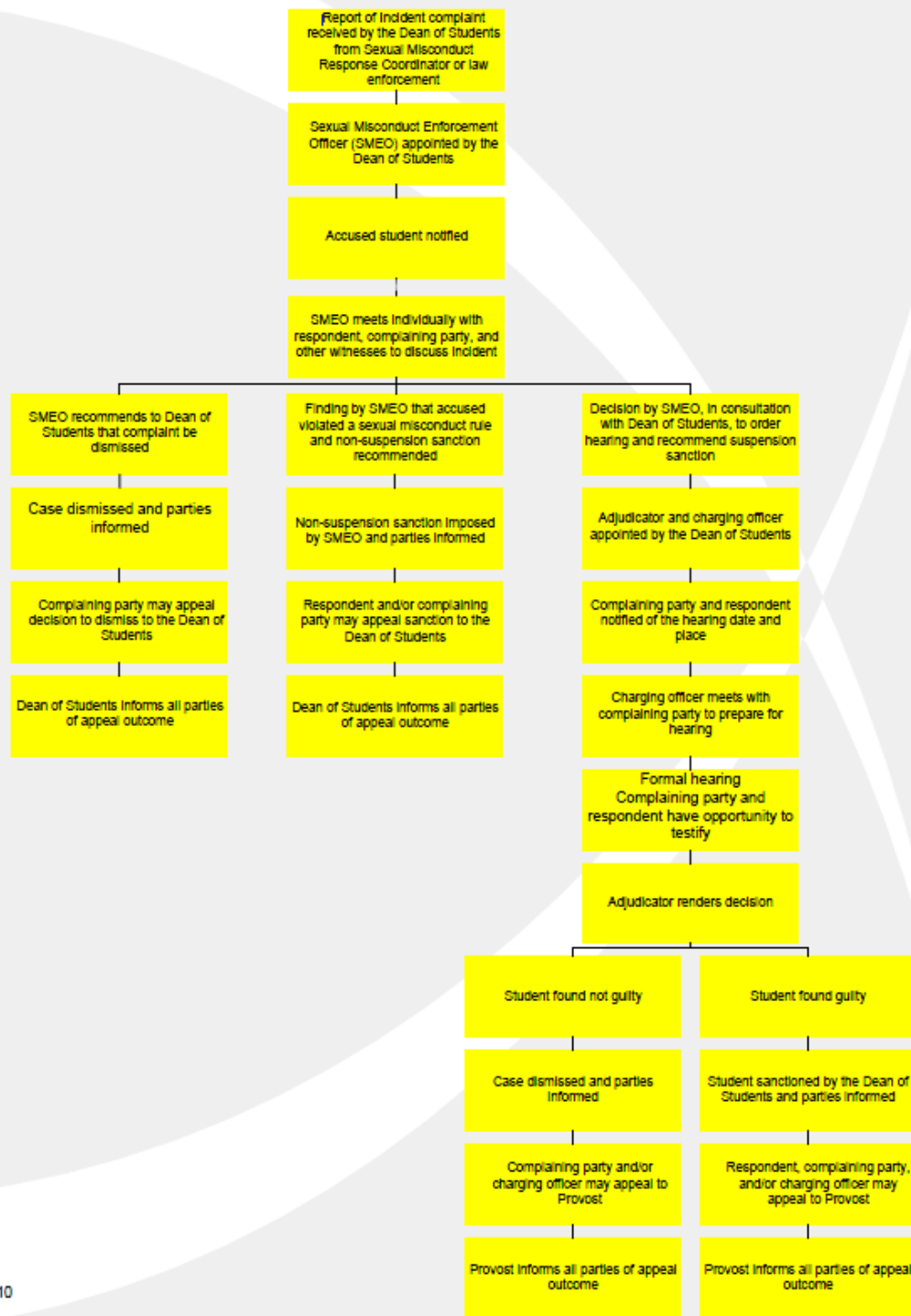
University of Iowa Code of Student Life Judicial Procedures Flowchart



August 12, 2010
Updated October 26, 2010

University of Iowa

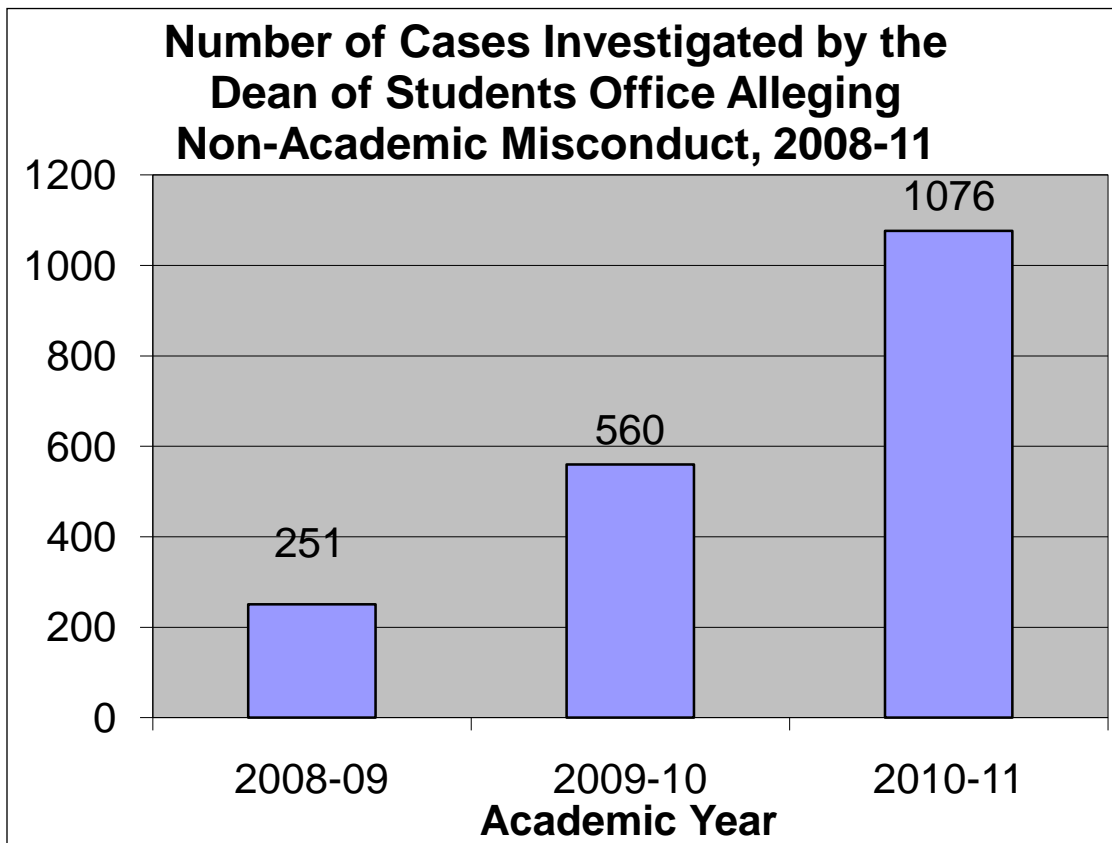
Sexual Misconduct Administrative Judicial Procedures



June 1, 2010

II. A SUMMARY AND ANALYSIS OF NON-ACADEMIC MISCONDUCT COMPLAINTS RECEIVED BY THE DEAN OF STUDENTS AND THE DISPOSITION OF THOSE CASES

Between June 1, 2010 and June 1, 2011, the Office of the Dean of Students (DOS) investigated 1,076 reports accusing a student of non-academic misconduct. Some students were involved in more than one infraction. The caseload total for AY 2010-11 represented a major increase compared to the previous academic year, during which time the Code of Student Life applied only to on-campus misconduct for the most part. The bulk of the increase in cases in AY 2010-11 was attributable to off-campus police complaints.



NOTE: The following pages contain summary information about student disciplinary complaints resolved by the Office of the Dean of Students or by University Housing. Because disciplinary complaints are education record information protected by federal law, personally identifiable information contained in non-academic student disciplinary files is not released to the public as a general practice. Individual students are not identified in this report, and information is presented in such a manner as to insure confidentiality of the parties.

By contrast, the number of residence hall complaints investigated by Housing & Dining staff remained consistent with the previous year's figures. For a summary of complaints resolved by University Housing staff members without referral to the Office of the Dean of Students (DOS), see Part III of this report.

Of the 1,076 cases investigated during AY 2010-11, 70% of those accused were male students (compared to 78% in 2009-10). Female students were named in 321 complaints investigated in 2010-11, or 30% of all cases.

Off-campus complaints derived primarily from Iowa City Police Department (ICPD) charges and reports filed by University of Iowa Police (UIPD). The potential caseload could have exceeded 1,500 cases had the DOS investigated every UIPD and ICPD complaint. DOS staff investigated Public Intoxication and Possession of Alcohol Under Legal Age (PAULA) complaints filed by police in Iowa City in addition to other types of complaints. Due to the limited number of investigators on staff in the DOS, the following categories of criminal offense were not investigated unless the charge was filed in conjunction with another charge (such as Public Intoxication or PAULA):

Criminal Charges	Number of complaints filed by police but not investigated by DOS
Disorderly Conduct	15
Disorderly House	130
Fake ID	10
Fake/Altered ID	10
Falsifying Drivers License	5
Provide False ID Info	4
In Bar After Hours	165
Interference w/Official Acts	6
Poss Open Alcohol Container, Public	64
Urinate In Public	34
Total Police Charges Not Investigated:	443

In response to police citations for Disorderly House, which represent noise violations, the DOS issued Policy Reminder letters warning students that a second Disorderly House charge would result in a Code of Student Life investigation of both incidents.

A. SOURCE OF COMPLAINTS

TABLE A – SOURCE OF COMPLAINTS INVESTIGATED BY O.D.O.S.

COMPLAINT SOURCE	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>
University Police Report	86%	92%	58%
Iowa City Police Report	1%	1%	39%
Residence Hall Report	4%	3%	2%
Student Complaint	1%	1%	1%
Faculty/TA Complaint	5%	1%	1%
Staff Complaint	1%	1%	0%
Other Source	1%	1%	0%
ITS (Information Technology)	1%	0%	0%

As in previous years, officers from the University Police witnessed the majority of complaints investigated by the Office of the Dean of Students. The number of University Police reports increased slightly from AY 2009-10 to AY 2010-11 (572 cases in AY 2010-11 compared to 518 cases in AY 2009-10). The largest increase occurred in complaints received from the Iowa City Police Department (ICPD). DOS investigated 378 cases referred by ICPD in AY 2010-11 compared to fewer than 10 cases in AY 2009-10. Nearly all of the ICPD cases alleged criminal activity on non-University property. As the scope of the Code of Student Life expanded to cover off-campus cases in AY 2010-11, the caseload profile began to balance out between University Police reports (58%) and ICPD reports (39%).

Residence hall staff, faculty, students, and teaching assistants filed a number of complaints in AY 2010-11. Consistent with previous years, the percentage of non-police complaints remained small relative to the number of police complaints. As a result of the influx of ICPD complaints investigated in AY 2010-11, the percentage of non-police complaints declined from the previous year.

B. PROFILE OF ALLEGED MISCONDUCT

Of the 24 non-academic misconduct regulations listed in the Code of Student Life, 21 were allegedly at some point during the 2010-11 academic year. Alcohol-related misconduct (Rules 16 & 17) was the most common category of misconduct investigated by DOS. Alcohol was also the most frequent violation in the Residence Halls. The profile of Residence Hall misconduct is provided in Part III. NOTE: the figures included in Table B do not include Residence Hall violations except for Residence Hall cases referred to the Office of the Dean of Students.

Of the 1,076 cases investigated by the Office of the Dean of Students in AY 2010-11, criminal charges were filed in 917 cases (see Rule 20). That figure represented 88% of the caseload. Most of these criminal cases involved alcohol-related charges such as Possession of Alcohol Under Legal Age (PAULA), Public Intoxication, or Operating a Motor Vehicle While Intoxicated (OWI). In a minority of cases, the defendant was charged with an illegal drug offense (such as possession of marijuana). In a small number of cases, a student was charged with drug trafficking. A few students were charged with Disorderly Conduct. In 58 cases, a student was accused of harassment or assault or both (Rule 23).

The DOS investigated 11 complaints of sexual misconduct in AY 2010-11 (eight sexual assault cases and three non-physical sexual harassment cases). In addition, three cases of domestic abuse were investigated.

TABLE B – CHARGE

CHARGE

D.03 Use of Fabricated or Falsified Information	2
D.05 Failure to Comply with University Directive	5
D.06 Disruption of University Activities	1
D.07 Demonstration Inside University Property	1
D.08 Disruption in a Classroom or Other Instructional Setting	4
D.10 Trespassing	8
D.11 Abuse of the Student Conduct System	1
D.12 Violative Conduct	146
D.13 Violation of University Policy	88
D.14 Misuse of IT Resources	2
D.16 Illegal Use or Possession of Alcohol	798
D.17 Impermissible Use or Possession of Alcohol	74
D.18 Illegal Use or Possession of Drugs	107
D.19 Impermissible Use or Possession of Drugs	54
D.20 Criminal Conduct	917
D.21 Theft/Vandalism	8
D.23 Assault/Harassment	58
D.25 Unauthorized Audio/Video	1
Sexual Misconduct (DOS)	11

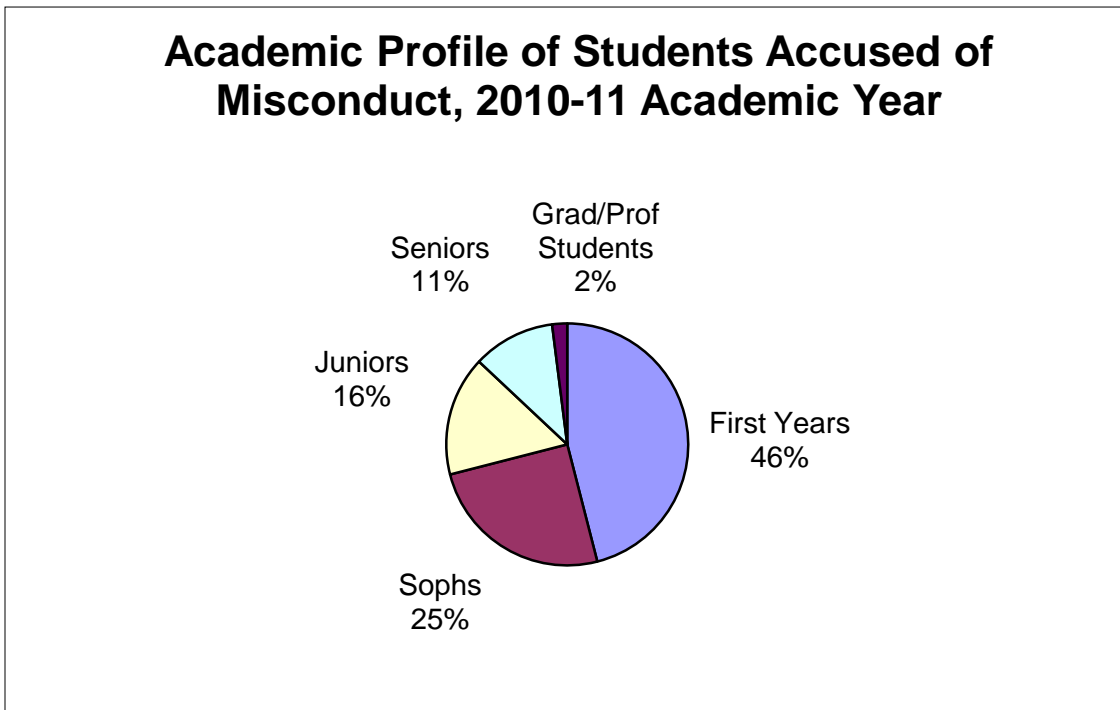
NOTE: Academic misconduct complaints (Rule 1) were resolved by the dean of the college in which the complaint originated. Because cheating and plagiarism cases are not handled by the Office of the Dean of Students, Table B does not include the number of academic misconduct complaints.

C. ACADEMIC STATUS OF RESPONDENTS

TABLE C

	ACADEMIC PROFILE OF U OF IA STUDENT BODY (FALL, 2010)	PERCENT OF DISCIPLINARY CASES (2010-11)
UNDERGRADUATES		
First-years	18%	46%
Sophomores	14%	25%
Juniors	16%	16%
Seniors	17%	11%
GRADUATE/PROFESSIONAL STUDENTS		
Prof. Colleges (L, M, P, S & D)	13%	1%
Other Graduates (G)	18%	1%

Analyzing the caseload by academic status shows that first-year students were involved in nearly half of the 1,076 cases investigated by DOS in AY 2010-11 (TABLE C). Although the great majority of students named in disciplinary complaints were undergraduates (98% of the caseload), the percentage of all undergraduates accused of misconduct was actually quite small. During AY 2010-11, 5.0% of the 21,176 UI undergraduates met with the DOS to discuss a disciplinary complaint. Among all first-year students, approximately ten percent were cited for misconduct.



D. SEASONAL NATURE OF REPORTED MISCONDUCT

TABLE D

INCIDENT DATE *	PERCENT OF 2010-11 CASELOAD
June	1%
July	1%
August	7%
September	13%
October	14%
November	7%
December	7%
January	7%
February	16%
March	9%
April	12%
May	7%

*Month the incident allegedly occurred

As in previous years, the bulk of disciplinary complaints investigated in AY 2010-11 arose during the fall semester. DOS received an average of 90 cases each month, although the actual number varied considerably. Relatively few cases arose during June and July of 2010, the period before the geographic scope of the Code of Student Life expanded. Many of the fall semester infractions occurred on home football game weekends. During the spring semester, February and April were the busiest months.

E. LOCATION OF REPORTED MISCONDUCT

TABLE E

LOCATION OF ALLEGED MISCONDUCT	PERCENT OF 10-11 CASELOAD
Off Campus (non-UI property)	62%
Residence Halls*	11%
Campus Grounds	16%
Parking Lot/Ramp	4%
Univ. Apartments (ex-Family Housing)	0%
Fraternity/Sorority (off-campus)	0%
Administration Buildings	1%
Stadium or Arena	4%
Classroom Buildings	1%
University Hospitals	0%
Recreation Building	0%
Libraries	0%
University computer equipment	0%

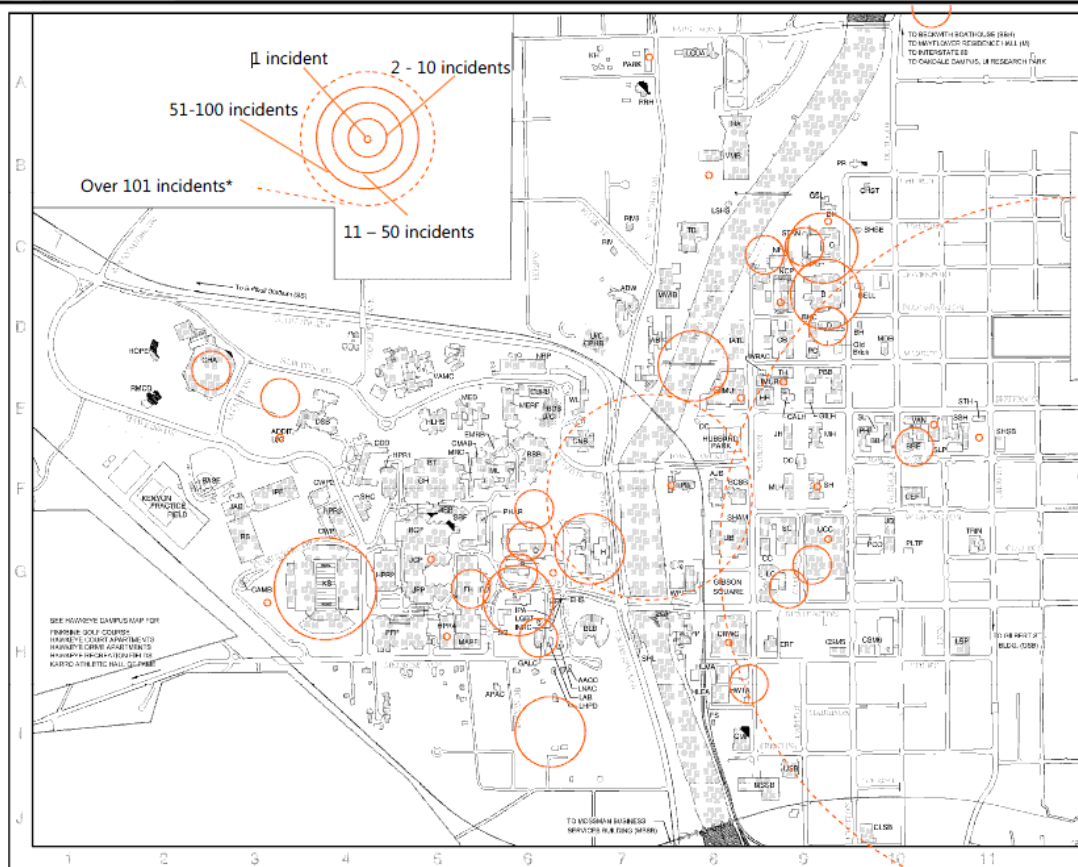
*Includes only residence hall violations investigated by the Office of the Dean of Students.

Most on-campus disciplinary violations occurred in the residence halls. During the AY 2010-11, residence hall staff members filed reports accusing more than 1,000 residents of misconduct. Only a small percentage of dormitory infractions were referred to DOS for investigation. Cases resolved by residence hall staff members without referral to the Associate Dean are tabulated in Section III.

Residence Hall infractions investigated by the DOS represented only 11% of the DOS caseload. Off-campus violations were much more common. More than 60% of DOS cases occurred on non-UI property in AY 2010-11. This figure represented a huge increase from previous years, when the geographic scope of the Code of Student Life was limited to University property for the most part. Only 28 of the 560 DOS complaints in AY 2009-10 accused a student of misconduct off campus.

Campus violations tended to occur in locations where there was alcohol consumption (such as in or near Kinnick Stadium, or on the grounds of campus near the Residence Halls). As in previous years, DOS received a handful of complaints reporting misconduct in classroom buildings.

Saturation of Dean of Students Incident Reports by Geographic Location



*The dashed line in the center of the diagram represents all "campus grounds" violations (n = 148) whereas the largest dashed circle represents all off-campus violations (n = 906).

F. RESIDENCE OF RESPONDENTS

As a result of expanding the geographic scope of the Code of Student Life, DOS saw a substantially greater number of off-campus residents. Fifty-seven percent of the students investigated by DOS in AY 2010-11 lived off campus (TABLE F). On-campus residents under investigation typically were accused of misconduct in or near a residence hall building or at a downtown bar off campus.

TABLE F

RESIDENCE OF ACCUSED	2008-09 CASES	2009-10 CASES	2010-11 CASES
Residence Halls	157	319	418
University Apts. & Tenant Properties	3	2	0
Off Campus	91	239	547

G. FORM OF RESOLUTION

Cases referred to the DOS in AY 2010-11 were usually assigned to one of the administrators in the DOS for investigation. The majority of cases (750 or 70%) were resolved by the Student Conduct Officer with the Associate Dean of Students handling 27%. Depending upon the nature of the case and the accused student's prior record, the case might be referred to the Dean of Students (2.5%). In a few cases, the Dean of Students assigned an outside investigator to the case.

The vast majority of cases not dismissed resulted in non-suspension sanctions. In 765 cases resolved during AY 2010-11, the judicial administrator imposed a sanction such as probation or disciplinary warning. In only five cases did the student accused of misconduct appeal the judicial administrator's finding of guilt or appeal the sanction. In one other case, a student who filed a complaint appealed the decision by DOS to dismiss the complaint. The outcome of the appeals is discussed below in Section H.

Decisions to suspend a student from the University were made by David Grady, the Dean of Students. Except in cases of sexual misconduct, Dr. Grady met with every student facing a possible suspension in AY 2010-11. Under the protocol for sexual misconduct cases it is the investigator appointed by Dr. Grady who meets with accused student.

A majority of the 27 cases referred to the Dean of Students for suspension consideration involved criminal charges. Several students were accused of selling illegal drugs and several others were accused of assault and/or harassment. In some cases, the student accused of misconduct had a prior violation on record (i.e., had earlier been warned or placed on probation).

Nineteen of the 27 cases referred to Dr. Grady had been resolved as of June 1, 2011. Several of the cases involved criminal charges and took additional time to get through the court system. In several of the 19 cases the original charge was dismissed or the student pleaded guilty to a lesser charge. The Dean of Students decided to dismiss several cases that the judge dismissed in court. In other cases, Dr. Grady elected to impose a non-suspension sanction. In three cases, the Dean of Students suspended the student from the University of Iowa. One of the three suspension cases was a sexual misconduct case.

Hearings are discussed below in Section H. In AY 2010-11, one sexual assault case was resolved at formal hearing. In several other cases, the student facing a sexual assault suspension hearing elected to withdraw his registration. Of the two non-sexual cases which resulted in a suspension, none of the students requested a hearing in order to contest the charges.

TABLE G

FORM OF RESOLUTION CASES RESOLVED:	2010-11 CASES
Case Dismissed by Investigator (no sanctions)	122
Sanctions Imposed by Investigator	781
Sanctions Imposed by Dean of Students	19
Suspension Hearing before Hearing Officer	1
NOT RESOLVED:	
Accused Not Registered	29
Accused Withdrew	25
Accused Academically Ineligible	5
Not resolved as of June 1, 2011	89

Sixty-three cases investigated by DOS in AY 2010-11 (5.9%) could not be resolved because the individual accused of misconduct was a former student or a student who withdrew from the University after the misconduct took place. To facilitate a prompt resolution of the complaint at the time of re-enrollment, DOS staff placed a restriction on the former student's University record. Permission from the Office of the Dean of Students is required to re-register.

Several cases referred to the DOS at the end of the spring semester were scheduled to be resolved in August when the student returned to Iowa City for fall semester classes. In addition, several cases pending in court as of June 1 will be resolved following the conclusion of the criminal process.

H. FORMAL HEARINGS & APPEALS

The pool of Code Student Life hearing officers consisted of three internal administrators and two external lawyers. Ordered alphabetically, the group of hearing officers included Dave Baker, private attorney; Lisa Brewster, Equal Opportunity and Diversity; Lelia Helms, College of Education faculty; Linda Neuman, lawyer and adjunct professor in the College of Law; and Jan Waterhouse, College of Engineering. All five hearing officers have J.D. degrees.

Several formal hearings were scheduled to resolve suspension cases received in AY 2010-11. In only one case did the hearing proceed. That case involved an incident that occurred on October 3, 2010. The hearing, held on January 19, 2011, was six hours in length. In the remaining cases, the student accused of misconduct withdrew from the University after accepting a minimum one-year suspension. After the hearing officer issued a decision, the complaining party did not file an appeal.

Appeals in suspension cases are reviewed by the Office of the Provost. Under the Judicial Procedure for Alleged Violations of the Code of Student Life, the Vice President for Student Life reviews appeals filed by students sanctioned by the judicial administrator. In five of these cases, the student sanction for misconduct appealed the outcome to the Vice President. On appeal, the Vice President upheld the judicial administrator’s decision in three cases. In two cases, the Vice President modified the result and imposed a more lenient sanction. In one case where the complaining party filed an appeal, the Vice President upheld the dean’s decision not to pursue charges.

I. SANCTIONS

Status sanctions recommended by the DOS staff ranged from disciplinary warnings to suspension from the University. In determining an appropriate sanction in AY 2010-11, the investigator assigned to the case took into account the nature of the misconduct and the offender's disciplinary history. If cases involving alcohol or illegal drugs, the judicial administrator followed the minimum sanction policy spelled out in the Judicial Procedure for Alleged Violations of the Code of Student Life.

Of the 928 cases resolved in AY 2010-11, a status sanction was imposed in 85% of the cases. A total of 782 students were issued a disciplinary warning, placed on non-academic probation, or suspended from the University as a result of misconduct prohibited by the Code of Student Life. Because so few students were cited on more than one occasion, the Disciplinary Warning letter was the most commonly imposed sanction (TABLE I-1). For students placed on probation, the probation period typically expired at the end of the academic year (i.e., June 1) for fall semester violations. Spring semester violators placed on probation resumed their good standing at the conclusion of the calendar year (January 1) so long as they did not commit a subsequent infraction.

TABLE I-1 – STATUS SANCTIONS

STATUS SANCTIONS IMPOSED	2010-11 CASES
Disciplinary Warning	648
Probation	131
University Suspension	3
Expulsion	0

Three students were suspended from the University for one semester or longer in AY 2010-11. Two of the suspensions involved a student found responsible for a second or third offense. In the third suspension case, the student was found responsible for sexual assault.

In many cases, an educational sanction (for example, substance abuse counseling) was recommended in addition to a status sanction (e.g., probation). As a result of the substantial number of alcohol-related complaints received, several hundred students were referred to a substance abuse program at Student Health.

TABLE I-2: ADDITIONAL SANCTIONS APPLIED IN RESOLVED CASES*

	2010-11 CASES
COUNSELING SANCTIONS:	
Substance Abuse Counseling	260
Personal Counseling (Univ. Counseling Service)	6
EDUCATIONAL SANCTIONS:	
Critical MASS Mentoring (see Section V below)	129
Letter of Apology/Explanation	1
Restitution	4
Reflection Paper	3
Research Paper	1
NON-EDUCATIONAL SANCTIONS:	
No-Contact Order Remains in Effect	6
Building Prohibition Order	6
Campus Prohibition Order	2
Suspension from Residence Halls	7
Athletic Event Restrictions	11
Intramural Sports Prohibition	0
Residence Hall Room Transfer	3
Drug/Alcohol Fine (for Residence Hall violation)	3
Suspension from a Single Class	2
Grade Point Average Expectations	4
Suspension from Extra Curricular Activity	1

In 25 cases investigated during AY 2010-11, an interim sanction was imposed during the investigation. Following the completion of investigation, interim sanctions often became permanent sanctions as part of the final resolution of the complaint. No-Contact Orders were issued as interim sanctions in 15 cases.

TABLE I-3 INTERIM SANCTIONS

INTERIM SANCTION	2010-11 CASES
University Suspension	2
Suspension from one Class	1
Res. Hall Suspension	5
Building Prohibition	4
Campus Prohibition Order	3
No-Contact Order	15
Employment Suspension	1
Dormitory Room Transfer	3
Extracurricular Activity	1
Monthly meeting with Dean Grady	3
Psychiatric Assessment	1

III. DISCIPLINARY COMPLAINTS RESOLVED BY THE DEPARTMENT OF UNIVERSITY HOUSING & DINING

A. INTRODUCTION

The process established for resolving disciplinary complaints that arise within the University of Iowa Residence Hall system consists of three separate stages: investigation, adjudication, and appeal. In most cases, the complaint process begins when a Resident Assistant files a written report following an incident. When a resident is accused of misconduct, the Hall Coordinator responsible for the building which was the site of the misconduct ordinarily meets with the accused resident and investigates the complaint. In some cases, the complaint will be referred to the Hall Coordinator's supervisor.

Under the procedure set forth in the *University Housing Guidebook*, all professional Residence Life staff members are authorized to impose written warnings, probation, and other sanctions short of suspension. Hall Coordinators also have authority to impose monetary fines for alcohol and drug violations and to impose education sanctions (such as counseling or community service work). The DOS does not impose monetary fines.

Because their sanction authority is limited to residents, reports of off-campus students disrupting the residence halls environment are referred to the Office of the Dean of Students (DOS). Decisions to evict a resident are made by the Director of Residence Life, the Neighborhood Area Coordinator, or by the Dean of Students. A resident evicted by Housing & Dining is permitted to appeal the decision to the DOS. When a resident is accused of very serious misconduct, residence hall staff members refer the complaint to DOS in anticipation of a Code of Student Life suspension hearing.

During the 2010-11 AY, Kate Fitzgerald and Greg Thompson supervised enforcement of the residence halls conduct regulations. The in-house professional staff included two Neighborhood Area Coordinators (West Side and East Side), eleven Hall Coordinators, and three Assistant Hall Coordinators.

B. TYPE OF MISCONDUCT REPORTED

Hall policies and regulations are listed in the *University Housing Guidebook*, a copy of which is provided to each resident at move-in. The *Guidebook* prohibits disruptive activity and unauthorized demonstrations in the halls; harassment and physical abuse; failure to cooperate with staff; open flames; tampering with fire prevention equipment; possession and consumption of illegal drugs; possession and consumption of alcohol; theft and vandalism; dangerous weapons; misuse of building keys; failure to follow emergency procedures; and excessive noise. In August of 2000, the Residence Halls became substance free. Use of tobacco products is not permitted, and possession of alcoholic beverages is prohibited in all rooms regardless of the age of the residents. At the start of the fall semester 2010, over 95% of the 5,496 residents were under the legal drinking age of 21.

Consistent with Part II of this report, the term "cases" below refers to the number of reports investigated. For instance, when five residents were present in a single room where alcohol is discovered, Hall Coordinators recorded the incident as five separate violations. In contrast, the term "infractions" refers to the number of rules violated. Because many residents under investigation were accused of more than one violation (e.g., noise and alcohol), the total number of "infractions" is greater than the total number of cases where sanctions were imposed.

Over 40% of all complaints received by Hall Coordinators in AY 2010-11 involved a violation of the Alcohol Policy. When staff members identified an Alcohol Policy violation, the alcohol was confiscated and poured down a drain. An incident report was forwarded to the Hall Coordinator for further investigation and disciplinary sanctions. Generally speaking, the reports of misconduct were spread throughout the system rather than concentrated in one or two buildings. Some Hall Coordinators received a higher percentage of complaints per capita than others.

Many of the alcohol cases involved a “presence” violation in which a resident was present in another student’s room where alcohol was found but was not guilty of possessing or consuming alcohol. In 222 alcohol policy violations investigated by Housing & Dining staff in AY 2010-11, a resident was determined to have violated the “presence” rule. In six cases, a resident over the age of 21 was accused of possession of alcohol.

C. DISCIPLINARY SANCTIONS IMPOSED IN THE RESIDENCE HALLS

A student accused of misconduct ordinarily met with a full-time residence hall staff member following an incident. During AY 2010-11, staff members interviewed more than 1,300 residents accused of misconduct. The great majority of the interviews were conducted by Hall Coordinators or Assistant Hall Coordinators. In housing eviction cases, the Neighborhood Area Coordinator or Director of Residence Life met with the accused student. During the process of investigation, residence hall staff members determined that many allegations were unfounded while other charges could not be verified. System-wide, 423 cases were dismissed by staff members in AY 2010-11 without sanctions imposed.

TOTAL CASELOAD	2010-11 CASES
SANCTIONS IMPOSED	880
REMINDER LETTERS ISSUED	253
CASES DISMISSED	423

As an alternative to formal investigation, staff members in some cases issued a policy reminder letter in lieu of meeting with the resident and imposing sanctions. Reminder letters are kept on file as evidence that the resident has been formally notified of University policy in the event that a subsequent complaint is reported. The number of reminder letters issued in AY 2010-11 (253) represented 16% of the caseload.

SANCTIONS APPLIED IN ALL CASES	2010-11 CASES
Disciplinary Warnings	582
Disciplinary Probation	233
Building Transfer/Probation	7
Eviction in Abeyance	49
Residence Hall Eviction	9
TOTAL SANCTIONS	880

RESIDENCE HALL INFRACTIONS, AY 2010-2011*

1	Improper Use/Entry to Room or Facility	14
4	Electronic Harassment	2
4	Physical Assault/Abuse	3
4	Threatening Behavior	5
4	Verbal Harassment	14
5	Failure to Comply	33
6	Disruptive Event	18
7	Tampering with Fire Equipment	5
9	Theft	13
9	Vandalism	38
8A	Illegal Drug Possession/Consumption	72
8A	In The Presence of Illegal Drugs	19
8B	Underage Possession Alcohol	285
8B	Over 21 Alcohol Violation	4
8B	In The Presence of Alcohol	222
8B	Alcohol Containers (empties)	54
10	Weapons	2
12	Failure to Show ID/Misrepresentation	9
13	Misuse of Key	22
14	Failure to Respond to a Fire Alarm	1
15	Noise Violation	94
16	Candles, Incense, or Open Flame	14
16	Setting a Fire	1
17	Commercial Activity/Business	1
17	Guest Policy	37
17	Hall Sports	5
17	Illegal Room Change	3
17	Pets	7
17	Refrigerators	49
17	Room/Lounge Furniture	5
17	Smoking	13
17	Hall Standards of Behavior	3
17	Trash	18
17	Windows and Screens	10
19	Sexual Harassment	1
20	Copyright Violation	56
20	Excessive Bandwidth	0
21	Self Destructive Behavior	9

*The totals do not include the most serious types of cases investigated by the Office of the Dean of Students for possible University suspension (drug trafficking and assault, e.g.).

NOTE: The numerals refer to the disciplinary rules in the University Housing Guidebook.

EDUCATIONAL SANCTIONS	2010-11 CASES
Substance Abuse Program:	
at Student Health	93
Online	281
Monetary Restitution (non-fine)	1
Community Service Work	1
Apology	2
Counseling (UCS)	4
Research Essay/Reflection Paper	32
Present Floor Program	4
Other Educational Sanction	18

NON-EDUCATIONAL SANCTIONS	2010-11 CASES
Building Prohibition Order	2
No-Contact Order	0
Other Non-Educ. Sanction	1

Mandatory attendance at University Counseling Services (UCS) was required in a few exceptional cases. Hall Coordinators routinely referred residents to UCS for assistance in coping with personal and family issues. Many residents did utilize the services available at UCS, however, most referrals to UCS were not mandatory requirements. Experience has shown that professional therapy works for students who consent voluntarily to therapy.

IV. PARENT NOTICE LETTERS

Federal law governing student education records generally defines information in discipline records as confidential. One exception to the general rule permits disclosure of discipline file information in cases of health or safety emergencies. In addition to emergency communications, a 1998 amendment to the federal law allows post-secondary institutions to notify parents of students not yet 21 years of age in any disciplinary violations that involve alcohol or illegal drug violations. For students living in the residence halls, the University of Iowa utilizes both of these exceptions to communicate with parents following minor violations and major violations.

During AY 2010-11, a total of 985 letters were sent to parents of University of Iowa students under the signature of the Dean of Students. Many of the letters reported minor alcohol violations in the Residence Halls. Form letters were relied upon for the most part to complete the task of parent notice. A sample form letter is included in Appendix A. In a few cases, the telephone was utilized to contact parents.

In 60 cases investigated during AY 2010-11, the student's conduct was so severe as to raise substantial health and safety concerns. The DOS composed an original "Health & Safety Emergency Letter" to the parents detailing the circumstances of the incident. Excessive alcohol consumption was involved in 59 of the 60 cases, such as a student taken to the Emergency Treatment Center with a high blood alcohol concentration or a student found passed out in public under the influence of alcohol. One student was involved in two different health emergencies. Suicidal behavior in the Residence Halls resulted in one letter sent to family members in AY 2010-11.

Parent Notice Letters	2010-11 AY
Health & Safety Emergency Letters	
Alcohol-Related Incident	59
Deliberate Injury/Threatened Suicide	1
	60
Non-Emergency Letters (to residents under 21)	
Alcohol Violation (non-Criminal)	304
Alcohol Violation (Criminal charge filed also)	472
Illegal Drug Violation (non-Criminal)	59
Illegal Drug Violation (Criminal Charge filed)	90
	925

V. Critical MASS

The Office of the Dean of Students' Critical Mentoring and Support for Students program (Critical MASS) strives to increase student success at The University of Iowa by connecting first-year students found responsible for violating the Code of Student Life (alcohol or drug violations) with a supportive staff or faculty member. These trained staff and faculty members use Motivational Interviewing principles, program expectations, campus resources, and referral process to aid their students. The Motivational Interviewing theoretical framework encourages the student to change their behavior and engage in positive opportunities for growth and development.

The Critical Mentoring and Student Support program demonstrated the positive connections between students and knowledgeable, caring faculty or staff members on campus. These connections developed as a result of dedicated mentors who feel strongly that "having a trusted mentor on campus can drastically change the experience of our students," (2010-2011 Critical MASS Mentor). The mentors took the time to support the students through a check-in system that created accountability for personal behavior. The mentors utilized all aspects of Motivational Interviewing, with particular emphasis on expressing empathy (67% used it at every meeting), reflective listening (76% used it at every meeting), and clarifying discrepancies. The mentors were willing to build their own professional skills by investing in practicing and using Motivational Interviewing.

Mentor updates allowed the Office of the Dean of Students to respond to mentor needs by sharing additional campus resources, consultation, and ideas for supporting behavior change. The updates also helped to educate other mentors on potential conversation topics and ways to address peer pressure, legal concerns, and transition issues. The most frequent referrals as summarized in the meeting updates included: Academic Advising Center, Financial Aid, Student Health Service, Student Legal Services, and faculty members or teaching assistants. Critical MASS mentors were able to assist their mentees in navigating a complex university system in order to connect the students in meaningful ways to appropriate resources. The referrals served as an early intervention network for students that were typically experiencing crisis.

The Critical Mentoring and Student Support Program will continue 2011-2012 with the support of the Office of the Dean of Students. Intentional matching of mentors and mentees should produce stronger mentoring relationships and may facilitate faster positive student behavior change. Additional training for the mentors on Motivational Interviewing techniques, campus resources, and on-going discussions with mentors should enhance the support network for mentors and mentees. This quotation from a mentee summarizes many of the comments from the students, "I wish I could have met my advisor before I got my ticket." These volunteer mentors have made a difference in the lives of their mentees, in ways that are not always measurable and help to create a stronger connection to The University of Iowa for participants in the program.

Program Design

The Critical MASS program's four goals are to:

- Provide a connection between referred students and a knowledgeable, caring faculty or staff member.

- Create a “check-in” system to increase accountability for personal behavior on the student’s part.
- Implement an early intervention system to facilitate referrals for academic and other support services.
- Reduce recidivism rates for alcohol or drug violations.

In order to meet those goals, a student (mentee) is paired with a staff or faculty member (mentor), whom they meet with an average of four times over a semester. During the one-on-one meetings, the mentee and mentor develop a relationship which focuses on: student engagement, healthy choices, academic success, examination of social situations from different perspectives, and student success at Iowa.

Assessment for the program is based on a mentee and mentor survey, meeting updates from the mentors, and calculation of recidivism rate. The Office of the Dean of Students will calculate a first-to-second year retention rate in September, 2011.

Student Demographics

133 students participated during the 2010-2011 school year. 132 students completed the program as recommended.

- Over 95% of the students were first-year students
- 93 Male mentees/40 Female mentees
- 2.63 Average UI Spring GPA
- 2.77 Average Cumulative GPA
- 20 of the Critical MASS students enrolled in spring 2011 have not registered for fall 2011 courses as of 6/29/11.

Types of Violations

- 111 Incidents involved alcohol violations (~83%)
- 21 Incidents involved drugs violations (~16%)
- 1 Incidents involved Assault or Harassment (~1%)
- 96 Students received criminal citations (~72%)
- Location of the violations: 51 violations were off campus (~38%), 82 violations were on University property (~62%).

Recidivism

One goal of the Critical MASS program is to reduce repeat offenses of alcohol or drug violations. During the reporting period, 34 students had another alcohol or drug incident *after* assignment to the program and meeting with their mentor at least one time. Two of these 34 were suspended for repeat behavior. A 25.5% recidivism rate was calculated. *However, there is no benchmark in which to compare the rate due to two factors: expanded jurisdiction of the Code of Student Life to include off-campus jurisdiction and no pre-identified control group. A comparable recidivism rate will not be available until June 2012.* Two incidents involving two students will not be resolved until September, 2011, which may alter the final rate.

Mentors and Meetings

- Mentors met with mentees 500 times across the program for an average of four meetings per pairing, lasting an average of 42 minutes.
- 107 mentors volunteered from across campus, including but not limited to: UI Hospitals and Clinics, various academic colleges, graduate and undergraduate faculty members, UI research laboratories, Human Resources, Information Technology Services, Academic Affairs, and Student Life.
- 26 mentors volunteered to mentor a second student for the spring 2011 semester.
- Mentors were 64% female and 36% male.
- 12.24 years is the average length of UI employment for mentors.
- 50% of the mentors had daily or weekly contact with first-year students prior to Critical MASS. However, 30% of the mentors had no contact with first-year students.
- 77 mentors are returning for 2011-2012 academic year. (72% return rate for mentors)
- 67 new mentors have signed up for 2011-2012 academic year.
- Approximately 200 mentors will be needed for 2011-2012 based on the increased student enrollment for 2011-2012, and the number of faculty and staff members that are able to commit to only one semester.

Mentor Experience and Critical MASS Mentor Survey

The Critical MASS Mentor Experience Survey administered between April 26, 2011 and May 11, 2011 provided data for analysis. This survey aimed to better understand the mentor experience and assess what mentors learned from working with the Critical MASS program. Eighty-six of the 107 mentors completed the survey with an 80% response rate. The data demonstrated the need to slightly revise the training for new Critical MASS mentors and alter some of the structure in the program.

The following themes appeared as the mentors reflected on what they gained or learned from Critical MASS.

- Mentors reported learning more about campus resources.
- Mentors gained a new perspective on first-year students and their transition challenges.
- Mentors learned more about themselves through the mentoring process.
- Mentors valued making a difference in the life of a student.
- Mentors learned strategies from Critical MASS that impacted and how they conducted their daily work.

Mentee Experience and Critical MASS Mentee Questionnaire

The Critical Mentoring and Support for Students Questionnaire administered between March 22, 2011 and May 6, 2011 provided additional data for analysis. This questionnaire assessed what the mentees learned from the program and how the program could be improved. One hundred mentees completed the questionnaire after they completed the Critical MASS program, a 75.7% (100/132) response rate. The following statistics combine agree/strongly agree responses.

- 70% of the students learned one or more strategies to reduce underage alcohol consumption.
- 73% of the students are less likely to engage in future violations of the Code of Student Life.
- 70% of the students understand the consequences of their violations related to their career goals.

- 83% of the students learned more about campus resources.
- 83% of the students value the relationship they have with their mentor.
- 76% of the students will contact their mentor in the future if they need advice or someone to listen.
- 72% of the students were satisfied/highly satisfied with the Critical MASS program.
- 92 of the 100 students stated they planned on returning to the University of Iowa for fall 2011 semester.

Revisions for 2011-2012 Academic Year based on mentor/mentee feedback:

- More intentional matching of mentees and mentors. Mentors and Mentees will complete a simple form to collect information about interests, hobbies, educational aspirations, etc.
- Provide mentees with a clear description of the program and program expectations, to better promote the benefits of the mentoring relationship.
- Provide more mentor support, including structured bi-weekly newsletters, Brown Bag Lunches, and access/knowledge of campus resources.
- Make the Critical MASS Mentee Questionnaire for the 2011-2012 required.
- Pilot group of mentors with second-year Masters and PhD students in Higher Education and Student Affairs.
- Pilot group of mentees that are upper-class students with alcohol or drug violations.
- Students who meet certain criteria (based on their incident and demonstrated commitment to The IOWA Challenge) will participate in fewer mentoring meetings in order to allow students with greater need access to mentors.

Submitted by Heather Ockenfels, Graduate Assistant and Critical Mentoring and Student Support Coordinator

VI. LETTERS OF REFERENCE

The Office of the Dean of Students provides a number of services to students in addition to resolving disciplinary complaints. Reference forms signed by the dean are required in a number of situations, including transfer outs and federal employment applications. Although it is not a universal practice, some institutions require a signed reference letter before they will consider a transfer application from a UI student. In addition, every UI student who applies to enroll in Study Abroad through the UI Study Abroad office is screened to ensure the applicants are in good standing. The Semester at Sea program also requires a signed verification form. Two medical colleges in the Midwest require a reference letter from every applicant. DOS also processes forms for law students and former law students applying to take a bar exam in another state.

Just as a UI student must submit to a background check as part of the transfer application process at some institutions, the UI Office of Admissions asks every incoming transfer applicant if he or she was ever sanctioned by their previous institution for violating disciplinary rules. DOS works with the Office of Admissions in processing the “yes” applications.

REFERENCE CHECKS	2010-11
Admission to the Bar Exam	29
Employer Check	69
Marine Officer Selection	6
Professional School	32
Study Abroad (Semester at Sea)	14
Transfer applicant	52
UI Admissions Applications	13
UI Study Abroad	1126
Total	1341

APPENDIX A

SAMPLE PARENT NOTICE LETTER

September 1, 2010

John & Jill Doe
123 Main St.
Anywhere, IA 12345

Dear Mr. & Mrs. Doe:

On August 31, 2010, Jane Doe was cited for violating the University of Iowa Alcohol Policy. The Policy prohibits the possession and consumption of alcoholic beverages. Jane was asked to meet with a professional staff member to discuss the allegations. As a result of the complaint, a disciplinary sanction was imposed. You need to be aware that a subsequent violation would lead to more serious sanctions, including the possibility of suspension from University classes. If the violation occurred in the residence halls, a fine would normally be imposed.

I have a practice of writing to a student's parents when he or she is sanctioned for violating the alcohol policy. I do this because we need your help in keeping Jane healthy and safe. I am concerned that the misuse or abuse of alcohol may prove to be detrimental to Jane's potential academic success at the University. The use of alcohol often influences health and wellness behaviors which affect academic success, such as getting the proper amount of sleep, practicing effective time management skills, coping with stress, making safe lifestyle choices, etc. Research shows that misuse of alcohol correlates negatively with grade point and is associated with missed classes, and lower grades on tests or projects.

College, particularly early on, is a challenging time for students. Even as young people are developing a new sense of independence, they continue to look to their parents for guidance and support. I know it is hard to talk about alcohol use and the other challenges our students face as they begin college, but I encourage you to make the effort, if you haven't already. We have some ideas about how to have that hard talk on our web site at [http://studenthealth.uiowa.edu/sites/default/files/uploads/Alcohol and Drug Q%26A for Parents.pdf](http://studenthealth.uiowa.edu/sites/default/files/uploads/Alcohol%20and%20Drug%20Q%26A%20for%20Parents.pdf)

The University of Iowa's Alcohol and Drug Assistance Program provides individual and group programs to help students make informed decisions about alcohol use. Parents concerned about a student's alcohol or other drug use may also consult with Health Iowa staff. For more information, please call 319-335-8392.

If you have questions about University disciplinary policies or procedures, contact Mr. Thomas Baker, the Associate Dean of Students at 319-335-1162.

We are invested in Jane's success and hope you will take a moment to speak with her. Thank you for your assistance in talking with Jane regarding the incident.

Sincerely,

David L. Grady, Ph.D.
Associate Vice President for Student Services
and Dean of Students

cc: Jane Doe, Room #1 Any Residence Hall