

Twentieth Report of Student Discipline

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

**2013-14
ACADEMIC YEAR**

Prepared by

*Kieran Leopold
Student Conduct Officer*

*Nikki Hodous
Student Conduct Officer*

*Thomas Baker
Associate Dean of Students
& Director, Student Conduct Office*

*Pamela Krogmeier
Office Coordinator*

*The University of Iowa
Student Conduct Office
135 Iowa Memorial Union*

*(319) 335-1162
<http://dos.uiowa.edu>*

Table of Contents

INTRODUCTION	2
EXECUTIVE SUMMARY	3
I. A SUMMARY AND ANALYSIS OF NON-ACADEMIC MISCONDUCT COMPLAINTS RECEIVED BY THE DEAN OF STUDENTS AND THE DISPOSITION OF THOSE CASE	4
II. COMPLAINTS ACCUSING STUDENT ORGANIZATIONS RECOGNIZED BY THE UNIVERSITY	10
III. DISCIPLINARY COMPLAINTS RESOLVED BY THE DEPARTMENT OF HOUSING & DINING	11
IV. LETTERS OF REFERENCE	14
V. CRITICAL MASS	14

Dr. David Grady, Associate Vice President & Dean of Students, is responsible for administering the Code of Student Life and the Student Judicial Procedure. Thomas R. Baker, the Associate Dean of Students, directs the Student Conduct Office within the Dean of Students' Office (DOS). Mr. Baker 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, a Student Conduct Officer for the SCO, interviews students accused of misconduct and resolves minor complaints on behalf of the Associate Dean. Ms. Nikki Hodous, another Student Conduct Officer, investigates complaints and coordinates counseling referrals. All three SCO investigators have the authority to adjudicate non-suspension complaints and represent the University at formal suspension hearings.

Ms. Angie Reams manages student care initiatives, specifically assisting students in crisis and emergency situations, and coordinates the Critical MASS Program. Ms. Pam Krogmeier, DOS administrative coordinator, provides general assistance to DOS and SCO office staff. The Office of the Dean of Students and the Student Conduct Office are both 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.

To access the current version of the Code of Student Life and Judicial Procedure for Alleged Violations of the Code of Student Life, go to <http://dos.uiowa.edu/policies/>.

EXECUTIVE SUMMARY

- The 2013-14 academic year (AY) represented the fourth year of off-campus jurisdiction for student conduct. Consistent with the previous three years, the SCO caseload in 2013-14 included a substantial number of off-campus violations reported to police. Most reports involved alcohol or illegal drugs.
- Compared to the previous year, AY 2013-14 was noteworthy for the increasing number of complaints of sexual harassment and sexual misconduct. For the first time, this report includes a separate section detailing the number of cases and sanctions imposed in sexual misconduct cases (pp. 15-16).
- In order to provide information about non-disciplinary cases, two separate reports are being issued by the Office of the Dean Students. In addition to the annual report on student discipline, an annual report on Student Care and Assistance is available on the Dean of Students website.
- The Critical Mentoring and Student Support program (aka Critical MASS) successfully completed its fourth year of operation. The program connects alcohol and drug violators with a supportive staff or faculty member. In total, 108 students completed a CMASS mentorship in AY 2013-14.
- Reports of student organization misconduct during AY 2013-14 were resolved by David Grady, the Associate Vice President for Student Life & Dean of Students. Starting in AY 2014-15, the Center for Student Involvement & Leadership (CSIL) is responsible for student organization investigations except for student sports club violations, which will be investigated by the Department of Recreational Services.
- During AY 2013-14, the following DOS personnel were assigned Code of Student Life responsibilities:
 - Ms. Pam Krogmeier, the DOS Office Coordinator, facilitated the meeting schedules of the Student Conduct Officers.
 - Mr. Kieran Leopold, Student Conduct Officer, interviewed students accused of misconduct and resolved minor complaints, among other responsibilities. In several cases where suspension was being considered, Mr. Leopold served as the liaison in the case. Mr. Leopold also supervised the operation of the student disciplinary database.
 - Ms. Nicole Hodous, Student Conduct Officer, interviewed students accused of misconduct and resolved minor complaints, among other responsibilities. When the Ms. Reams was out of the office, Ms. Hodous assisted students with non-disciplinary concerns.
 - Mr. Thomas Baker, the Associate Dean of Students & Director of the Student Conduct Office, interviewed students accused of major violations and represented the University of Iowa at formal disciplinary hearings.
 - Dr. David Grady, Associate Vice President & Dean of Students, supervised the enforcement of non-academic student discipline rules and determined sanctions in cases involving students facing a possible suspension.
 - Mr. Joshua Jones, Graduate Student, investigated minor disciplinary cases and assisted the office in cases which went to formal suspension hearings.
 - Ms. Gwen Archibald, Graduate Student, investigated minor disciplinary cases and performed other tasks as assigned such as Critical MASS mentor trainings.
- *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 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.*

I. A SUMMARY AND ANALYSIS OF NON-ACADEMIC MISCONDUCT COMPLAINTS RECEIVED BY THE STUDENT CONDUCT OFFICE AND THE DISPOSITION OF THOSE CASES

Between June 1, 2013 and June 1, 2014, the Student Conduct Office (SCO) received 1,586 reports accusing a student of non-academic misconduct. Some students named in a complaint during AY 2013-14 were involved in more than one infraction. The 1,586 figure includes cases with sanctions, cases dismissed, and cases not investigated. As explained below, the group of non-investigated cases included situations where the individual accused of misconduct was not currently registered, cases where a registered student withdrew his or her registration following the filing of the charges, and cases where SCO staff sent a Policy Reminder Letter to the student without meeting with him/her.

The SCO case total does not include cases investigated by University Housing & Dining staff. For a summary of complaints resolved by University Housing staff members without referral to the SCO, see Section IV of this report.

Compared to the previous year’s totals, a similar number of alcohol and illegal drug charges filed in court in AY 2013-14 and investigated by SCO. This year saw a substantial increase, however, in the number of sexual misconduct reports investigated. Although the number of Title IX investigations represented only a fraction of all cases, the increase in Title IX cases contributed to a substantial increase in the amount of time SCO staff spent conducting investigations in AY 2013-14.

A. SOURCE OF COMPLAINTS

TABLE A – SOURCE OF COMPLAINTS INVESTIGATED BY S.C.O. STAFF

COMPLAINT SOURCE	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>
University Police Report	50%	48%	39%
Iowa City Police Report	46%	44%	52%
Residence Hall Report	2%	3%	3%
Student Complaint	1%	1%	1%
Faculty/Staff Complaint	1%	1%	2%
Other Source	1%	1%	3%
Parent	0%	0%	<1%

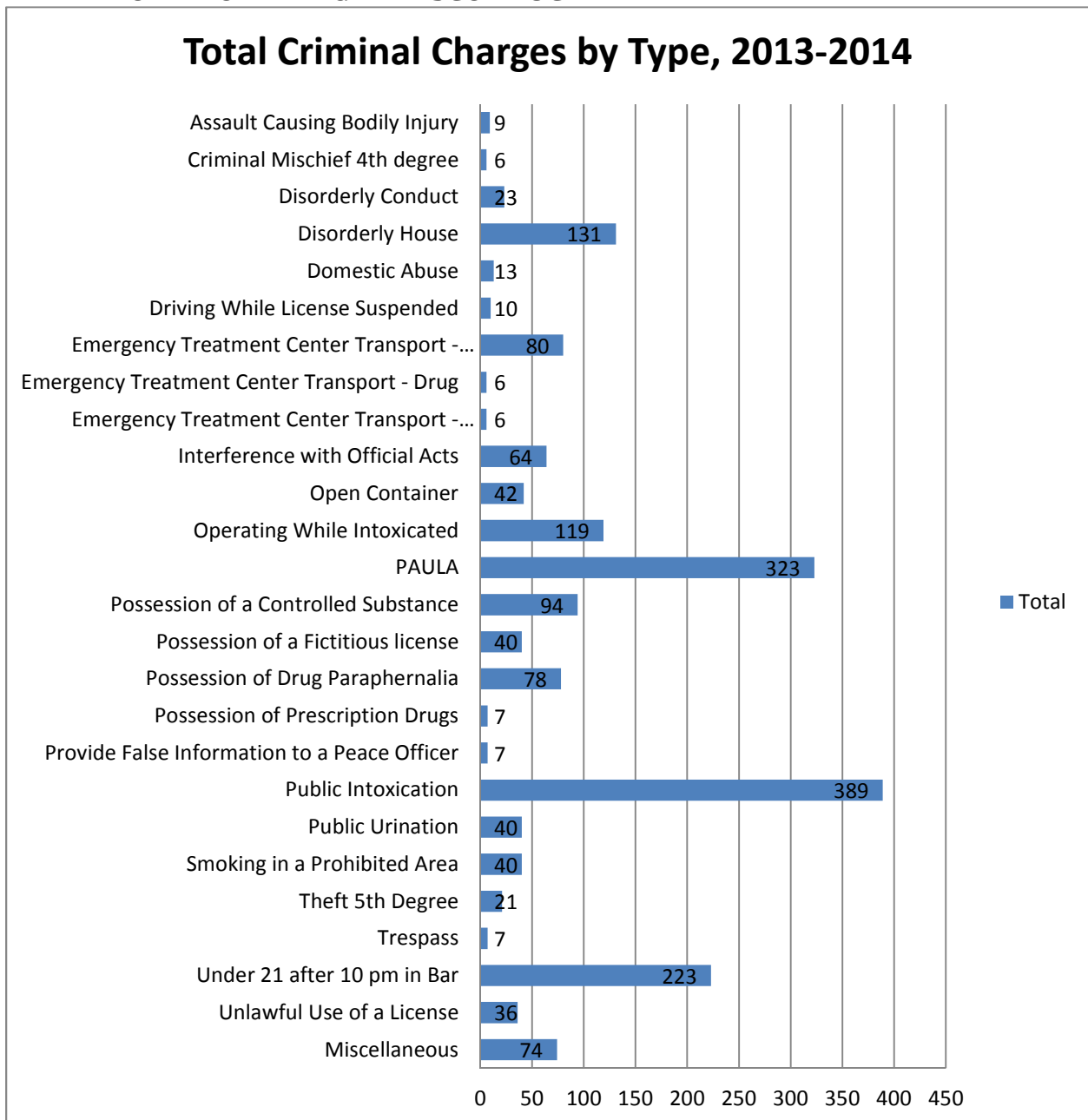
As in previous years, officers from the University Police witnessed the majority of complaints investigated by the Student Conduct Office. Off-campus complaints were derived primarily from charges filed in court by the University of Iowa Police (UIPD). Criminal charges filed by the Iowa City Police Department (ICPD) also generated a significant number of disciplinary investigations.

Because of limited staff resources, not every police complaint was investigated by SCO. Consistent with the previous year’s practice, SCO staff in AY 2013-14 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. For Disorderly House charges,

which represent off-campus noise violations, SCO staff followed a two-step practice. For the first offense of Disorderly House, SCO staff issued a Policy Reminder letter warning the students of a possible SCO investigation in the event of a subsequent violation. A second Disorderly House charge resulted in a Code of Student Life investigation of both incidents.

Non-police complainants included Residence Education staff, faculty, students, and teaching assistants. Consistent with previous years, the percentage of non-police complaints remained small (9%) relative to the proportion of police complaints (91%).

B. PROFILE OF ALLEGED MISCONDUCT



C. ACADEMIC STATUS OF RESPONDENTS

TABLE C

	ACADEMIC PROFILE OF U OF IA STUDENT BODY (FALL, 2012)	PERCENT OF DISCIPLINARY CASES (2012-13)	PERCENT OF DISCIPLINARY CASES (2013-14)
UNDERGRADUATES			
First-years	19%	34%	31%
Sophomores	16%	24%	26%
Juniors	17%	22%	22%
Seniors	17%	14%	15%
Unclassified	1%	2%	4%
GRADUATE/PROFESSIONAL STUDENTS			
Prof. Colleges (L, M, P, S & D)	31%	4%	2%

Analyzing the caseload by academic status shows that one-third of the 1,586 cases investigated by SCO in AY 2013-14 involved first-year students (TABLE C). Although the great majority of students named in disciplinary complaints were undergraduates (98% of the caseload), only a small percentage of all undergraduates were accused of misconduct. During AY 2013-14, 7.0% of the 21,974 UI undergraduates were named in a report received by SCO. For the cohort of first-year students, 8.8% were named in SCO reports.

D. SEASONAL NATURE OF REPORTED MISCONDUCT

TABLE D

INCIDENT DATE*	AY 2013-14 CASELOAD
June	82
July	58
August	217
September	232
October	188
November	126
December	82
January	96
February	120
March	151
April	164
May	70

*Month the incident allegedly occurred

As in previous years, the bulk of disciplinary complaints investigated in AY 2013-14 arose during the fall semester. SCO received an average of 132 cases each month, although the actual number varied considerably. Relatively few cases arose during June and July of 2013. Many of the fall semester infractions occurred on home football game weekends.

E. LOCATION OF REPORTED MISCONDUCT

TABLE E

LOCATION OF ALLEGED MISCONDUCT	PERCENT OF AY 2013-14 CASELOAD
Off Campus (non-UI property)	81%
Residence Halls*	11%
Campus Grounds	2%
Parking Lot/Ramp	1%
Univ. Apartments (ex-Family Housing)	0%
Administration Buildings	0%
Stadium or Arena	1%
Classroom Buildings	3%
University Hospitals	<1%
Recreation Building	<1%
Libraries	<1%
University computer equipment	<1%

*Includes only residence hall violations investigated by the Office of Student Conduct.

Most on-campus disciplinary violations occurred in the residence halls. During the AY 2013-14, residence hall staff members investigated reports accusing more than one thousand residents of misconduct. A small percentage of residence hall infractions were referred to SCO investigation, usually the most serious of the allegations. Cases resolved by residence hall staff members without referral to the SCO are tabulated in Section IV.

Residence hall infractions investigated by the SCO represented only 11% of the SCO caseload. Off-campus violations were much more common. More than 80% of SCO cases occurred on non-UI property in AY 2013-14.

Campus violations tended to occur in locations where alcohol was being consumed. Common locations for drinking alcohol included off-campus restaurants. Illegal drug reports often were reported on the grounds of campus near the residence halls. As in previous years, SCO received a handful of complaints reporting misconduct in classroom buildings.

F. SANCTIONS

Status sanctions recommended by the SCO staff ranged from disciplinary warnings to suspension from the University. In determining an appropriate sanction in AY 2013-14, 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 sanction policy spelled out in the Judicial Procedure for Alleged Violations of the Code of Student Life.

Of the 972 cases resolved in AY 2013-14, a status sanction was imposed in 73% of the cases (709). The Disciplinary Reprimand letter was the most commonly imposed sanction (TABLE F-1). For students placed on probation, the probation period typically expired at the end of the current academic year or the upcoming academic year. Students placed on probation returned to good standing at the conclusion of the probation period so long as they did not commit a subsequent infraction.

Four students were suspended from the University for one semester or longer in AY 2013-14. One student was expelled. The expelled student was found responsible for two separate assaults.

TABLE F-1 – STATUS SANCTIONS

STATUS SANCTIONS IMPOSED	2012-13 AY CASES	2013-2014 AY CASES
Disciplinary Reprimand	455	443
Disciplinary Probation (Non-Academic)	251	313
University Suspension	3	4
Expulsion from the University	0	1

In many cases resolved during the year, an educational sanction was recommended in addition to a status sanction (e.g., probation). Substance abuse counseling was the primary educational sanction assigned in AY 2013-14. As a result of the substantial number of alcohol-related and drug-related complaints investigated, several hundred students were referred to a substance abuse program at Student Health & Wellness.

**TABLE F-2: EDUCATION SANCTIONS AND
ADDITIONAL SANCTIONS IMPOSED**

	2012-13 AY CASES	2013-2014 AY CASES
COUNSELING SANCTIONS:		
Substance Abuse Counseling	349	401
Personal Counseling (Univ. Counseling Service)	25	3
Special Referral	19	19
Refrain from Mood Altering Substances	4	18
EDUCATIONAL SANCTIONS:		
Critical MASS Mentoring (see Section V below)	177	102
Letter of Apology/Explanation	0	4
Restitution	2	4
Reflection Paper	0	1
Transfer Plan	21	11
NON-EDUCATIONAL SANCTIONS:		
No-Contact Order Remains in Effect	8	7
Building Prohibition Order	8	17
Campus Prohibition Order	0	3
Additional Step Warning	1	0
Event Restrictions	0	1
Co-Curricular Activity Requirement	23	4
Residence Hall Room Transfer	1	2
Housing Contract Cancellation	7	5
Housing Contract Cancellation in Abeyance	0	4
Monthly Meeting with SCO Staff Member	27	11
Grade Point Average Expectations	2	0

G. SEXUAL MISCONDUCT, DOMESTIC ABUSE & STALKING

Thirty-eight complaints received by the Student Conduct Office during the period June 1, 2013 to May 31, 2014 alleged sexual misconduct, domestic abuse, dating violence, or stalking (SM/DA/DV/S). Eighteen incidents alleged unwanted physical contact of a sexual nature while seven students were accused of non-physical sexual harassment. Nine cases of domestic abuse were investigated along with four reports of stalking.

A majority of the alleged incidents occurred on non-University property in Iowa City. In each case, the apparent victim received assistance from the Office of the Sexual Misconduct Response Coordinator. In each case, the apparent victim was advised of his/her opportunity to file a police complaint. In 22 cases, police either conducted an inquiry or complete a full criminal investigation. In 12 cases, criminal charges were filed.

Many of the students accused of SM/DA/DV/S denied the allegations. As a result, SCO staff spent considerable time investigating sexual misconduct complaints. In total, 17 students were found responsible for violating University rules. Eleven complaints were dismissed during the investigation due to lack of compelling evidence. As of August 15, 2014, three cases had not yet been resolved. Six students were granted deferred judgments, usually in dating violence cases at the urging of the victim.

Fourteen students received sanctions as a result of their misconduct. Of the non-suspension cases, nine students were placed on University Disciplinary Probation. Three students were suspended from the University for a specified period of time, at least one year. One student was expelled.

The most serious sanctions were imposed on students found responsible for sexual assault. Of the 18 reports involving unwanted physical contact of a sexual nature, six involved forced penetration. Six cases alleged fondling without penetration and six cases alleged some other form of physical contact, such as forced oral sex. One student was accused of assaulting two different students. As of August 15, 2014, all but one of the 18 reports had been resolved. Eight allegations were confirmed and nine charges were dismissed.

Two students found responsible for sexual assault accepted the suspension or expulsion sanction imposed by the Dean of Students and withdrew from the University prior to the formal hearing. A third student withdrew shortly before the investigator's report was issued. In three other cases, formal hearings were conducted. In two of the three cases, the student was found responsible by the adjudicator. In the third case, the charges were dismissed. The final sanctions included one student expelled from the University, four students were suspended for a period of one year or three years, and two students placed on University Disciplinary Probation. The student who withdrew his registration before the investigator's report was issued is not permitted to re-enroll without the permission of the Dean of Students.

III. COMPLAINTS ACCUSING STUDENT ORGANIZATIONS RECOGNIZED BY THE UNIVERSITY

A. INTRODUCTION

On August 16, 2013, DOS published the rules governing Recognition of Student Organizations (RSOs). RSO rules are posted at <http://dos.uiowa.edu/policy-list/>. Rules explain that the Dean of Students has authority to impose group sanctions when (a) organizational funds were allocated in violation of University policies governing the distribution of mandatory student fees, or (b) a member of the organization violates University regulations at an event sponsored by the organization or in the course of the organization's affairs and the organization failed to exercise reasonable preventive measures. For those student organizations which are recognized by an academic college but not by UI Student Government, authority for discipline rests with the dean of the college and not the Dean of Students.

During the academic year, minor complaints involving Greek-letter undergraduate social organizations were resolved not by the Dean of Students but by the student representatives of the Interfraternity Council and Panhellenic Council who sat on the Greek Standards Board. The Dean of Students heard five major complaints which could have resulted in the revocation of the student organization's recognition. The five cases are summarized below in sub-section B.

When a RSO rule is violated, disciplinary sanctions ranging from reprimand to revocation of University recognition may be imposed. A student organization which loses its recognition is not eligible to receive funds from UISG or ECGPS or have office space in the Student Organization Office Suite. Until the terms of the organization's sanctions are fulfilled, a non-recognized organization may not receive the various services which the University provides to recognized student organizations.

In some cases, interim sanctions were imposed by the Dean of Students. The Dean has authority to institute temporary restrictions on a student organization if the evidence gathered in the initial stage of an investigation indicates that continued recognition of the organization during the resolution of the matter is likely to cause harm to students or other specified persons or groups. An organization whose recognition has been revoked on an interim basis may seek review of the decision by requesting the Dean to reconsider the decision within five University business days after the organization's principal representatives have received notice.

B. ALLEGED MISCONDUCT & OUTCOME OF COMPLAINTS

Four of the five RSO incidents investigated by DOS involved alcohol consumption. In two instances, a chapter was accused of hazing new members. In each case, the Dean of Students met with representatives of the accused organization and discussed the allegations. The allegations were founded in four of the five cases.

Sanctions were imposed in the four founded cases. In one case, a series of training and education requirements were implemented in cooperation with action taken by the international headquarters. Social activities were restricted and membership goals were required to be met in order to remain recognized. In a second case, the chapter found responsible was officially reprimanded and required to revise their new member education program. In one case, a deferred judgment was granted after chapter members implemented a program to educate members on chapter policy. The fourth chapter under investigation was required to meet training and education requirements and change their chapter's timeline for new member initiation. None of the chapters had its charter revoked as a result.

IV. 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.

All professional Residence Education staff members are authorized to impose written warnings, disciplinary reprimand, and other sanctions short of contract cancellation. Hall Coordinators also have authority to impose monetary fines for alcohol and drug violations and to impose educational sanctions (such as counseling or community service work). Area Coordinators, Assistant Director for Residence Education and the Director of Residence Education are able to impose probation as well as cancellation of housing contracts. The Student Conduct Office (SCO) 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 SCO. Decisions to evict a resident are made by a Neighborhood Area Coordinator, or by the Dean of Students. A resident whose housing contract is cancelled by Housing & Dining is permitted to appeal the decision to the Dean of Students. When a resident is accused of very serious misconduct, residence hall staff members refer the complaint to SCO in anticipation of a Code of Student Life suspension hearing.

During the 2013-14 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 five Assistant Hall Coordinators.

B. TYPE OF MISCONDUCT REPORTED

Hall policies and regulations are listed on the University of Housing & Dining website. Mandatory policy meetings are held at the start of the school year and students are provided information for accessing policies. The policy website 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.

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 the students may have 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.

RESIDENCE HALL INFRACTIONS*

AY 2013-14

1	Improper Use/Entry to Room or Facility	40
3	Hall Sports	12
4	Physical Assault/Abuse	19
4	Threatening Behavior	10
4	Verbal Harassment	30
5	Failure to Comply	95
6	Disruptive Event	97
7	Tampering with Fire Equipment	4
9	Theft	13
9	Vandalism	73
8	Drugs – arrest made	36
8A	Drugs - no arrest	211
8A	In The Presence of Drugs	52
8A	Underage Possession Alcohol	761
8B	Over 21 Alcohol Violation	4
8B	In The Presence of Alcohol	634
8B	Alcohol Containers (empties)	227
8B	Weapons	5
10	Failure to Show ID/Misrepresentation	11
12	Misuse of Key	15
13	Noise Violation	151
16	Setting a Fire	45
20	Commercial Activity/Business	1
17	Guest Policy	65
17	Improper Room Change	5
17	Pets	7
17	Refrigerators	123
17	Room/Lounge Furniture	13
17	Smoking	22
17	Trash	11
17	Windows and Screens	48
17	Sexual Harassment	1
19	Copyright Violation	1
20	Self Destructive Behavior	15

*The totals do not include the most serious types of cases investigated by the Student Conduct Office for possible University suspension (drug trafficking and assault, e.g.). In addition, these totals are based on the charges made against students. The numerals in the first column refer to the disciplinary rules on the UH&D website.

Over 56% of all complaints received by Hall Coordinators in AY 2013-14 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. In 634 alcohol policy violations investigated by Housing & Dining staff in AY 2013-14, a resident was investigated for violating the “presence” rule. Only 6% of cases where a student was charged with being in the presence of alcohol was it the only violation charged and investigated. In 35% of cases where a student was charged with underage possession of alcohol, they were also charged with being in the presence 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 2013-14, staff members communicated with more than 1,400 residents accused of misconduct. The great majority of the interviews were conducted by Hall Coordinators or Assistant Hall Coordinators. During the process of investigation, residence hall staff members determined that many allegations were unfounded while other charges could not be verified. System-wide, 658 cases were dismissed by staff members in AY 2013-14 without sanctions imposed.

TOTAL CASELOAD	2013-14 Cases
SANCTIONS IMPOSED	826
CASES DEFERRED/DISMISSED	658
CASES MARKED AS INFORMATIONAL	172

In housing cancellation cases, the Area Coordinator or upper level Residence Education staff member met with the accused. The total number of cancellations in 2013-14 AY was nine (five imposed by Student Conduct Office (SCO) staff and four by Housing & Dining). 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.

2013-2014 SANCTIONS IMPOSED

Educational Sanctions		Non-Educational Sanctions	
Apology Letter	6	Building Prohibition	5
Bystander Course	208	Disciplinary Probation	55
Critical MASS	10	Disciplinary Reprimand	342
E-Check Up to Go	133	Fines	325
Health Iowa Assessment	177	Housing Contract Cancellation	4
Reflection Paper	47	Housing Contract Cancellation in Abeyance	19
Restitution (non-fine)	31	No Contact Order	7
University Counseling Service Referral	7	Residence Hall Room Transfer	9
Other Educational Sanctions	56	Written Warning	383

V. LETTERS OF REFERENCE

The Office of the Dean of Students provides a number of services to students in addition to resolving disciplinary complaints. Reference letters or verification 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.

VI. Critical MASS

Program Design

The Office of the Dean of Students [Critical Mentoring and Student Support](#) program (Critical MASS) strives to increase student success at The University of Iowa by connecting students found responsible for violating the Code of Student Life (alcohol or drug violations) with a supportive staff, faculty member, or graduate student. These trained staff and faculty members use Motivational Interviewing principles, program expectations, campus resources, and a 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 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 the program goals, a student (mentee) is paired with a staff, faculty member, or graduate student (mentor), whom they meet with an average of four times during a semester. During the one-on-one meetings, the mentee and mentor develop a relationship that focuses on: student engagement, healthy choices, academic success, examination of social situations from different perspectives, and student success at Iowa.

Personalized matching is used to pair mentors and mentees. Mentors and mentees completed interest and preference forms and were matched based on personal, academic, or professional interests. Intentional matching enabled the mentor and mentee to have something in common when they met for the first time. Assessment for the program is based on a mentee and mentor survey, meeting updates from the mentors, and calculation of the recidivism rate.

Student Demographics

121 students were assigned to Critical MASS and 108 students completed the program during the 2013-2014 year. Over 66% of the students were first-years, the rest ranged from sophomores to seniors.

- 73 Male mentees/35 Female mentees
- 2.79 Average UI Fall 2013 GPA
- 2.29 Average UI Spring 2014 GPA
- 2.73 Average Cumulative GPA
- 15 of the Critical MASS students enrolled in spring 2014 have not registered for fall 2014 courses as of 07.17.14

Types of Violations

- 96 involved alcohol violations (~89%)
- 8 involved drugs violations (~7%)
- 1 involved drugs & alcohol violations (~1%)
- 75 Students received criminal citations (~69%)
- Location of the violations:
 - 55 were off campus (~51%),
 - 53 were on University property (~49%)

Recidivism (One goal of the Critical MASS program is to reduce repeat offenses of alcohol or drug violations)

During the reporting period, 15 students had another alcohol or drug incident after assignment to the Critical MASS program and meeting with their mentor at least one time. *A 14% recidivism rate was calculated for 2013-2014.* During the 2012-2013 academic year, 26 students repeated their behavior for a 22% recidivism rate.

Mentors and Meetings

- Mentors met with mentees 446 times across the program for an average of four meetings per pairing.
- 168 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.
- 113 mentors were utilized with 19 mentors matched with a second mentee in the spring semester (based on personalized matching).
- Some mentors were not utilized based on personalized matching with students.
- Mentors were approximately 68% female and 32% male.
- 7 years is the average length of UI employment for mentors.
- 55 new mentors volunteered.

Mentor Experience and Critical MASS Mentor Questionnaire

The Critical MASS mentor evaluation aimed to better understand the mentor experience and assess what mentors learned from working with the Critical MASS program. There was a 94% response rate for the 2013-2014 academic year.

Mentors reflected on what they gained or learned from Critical MASS: new perspectives on first-year students and their transition challenges, more about campus resources, the value of listening, and an appreciation for mentoring and the role of Motivational Interviewing.

Mentors reported that as a result of their participation in the program, the most important things they gained in their mentor relationship were:

- Reconnecting with students (28%)
- Motivational Interviewing Skills (23%)
- An understanding of student development (19.5%)
- Contributions to their own professional development (16%)
- A greater understanding of the environment surrounding alcohol and drug use among college students (8.5%)
- Other (5%): insight into the range of student problems and needs that, but for this program, might go overlooked; satisfaction of helping someone

Below are a few comments mentors shared regarding their experience in Critical MASS:

- “Each student you encounter is different. Some are, due to their particular violation, are already well underway in counseling or other interventions. This will, on one hand, make things easier in that you are less likely to encounter resistance but it will be harder in that you won't always know how much help a student needs, or how well-versed they are at playing the game. In those instances, it's probably better to learn what they've already been through and just support that continued growth and instead find ways in which you, as the individual mentor, can assist them in continuing that path.”
- “Enjoy the 'aha' moments with your students.”
- “You won't necessarily know at the time whether or how you may have helped your mentee and that's OK.”

Mentee Experience and Critical MASS Mentee Questionnaire

The Critical Mentoring and Support for Students Questionnaire administered after the student completed the required number of meetings provided additional data for analysis. This questionnaire assessed what the mentees learned from the program and how the program could be improved. There was a 96% response rate.

The following statistics combine agree/strongly agree responses regarding students' experiences as a result of their Critical MASS participation:

- 94% of the students are less likely to engage in future violations of the Code of Student Life
- 80% of the students are more likely to continue their education at the University of Iowa
- 96% of the students understand the consequences of their violations related to their career goals
- 91% of the students learned more about campus resources
- 86% of the students learned strategies to reduce underage alcohol consumption and/or substance abuse

- 84% of the students learned one or more strategies to deflect peer pressure to use alcohol or drugs

The following demonstrates the benefits students gained from having a mentor in the Critical MASS Program:

- 96% of the students benefited from having a mentor that had their best interests in mind
- 97% of the students benefited from having a mentor that they could be honest with about their experience
- 98% of the students benefited from having a mentor that they could trust
- 95% of the students benefited from having a mentor that was non-judgmental

93 of the 95 students responding stated they planned on returning to the University of Iowa. Reasons provided for not returning:

- Personal issues
- Transferring to another institution or community college

The IOWA Challenge:

- 89% of students stated they talked with their mentor about the pillars of The IOWA Challenge.
- The most common pillars discussed were Excel, Choose, and Engage.

Conclusion

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 about student success. 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, reflective listening, and open-ended questions. 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 common referrals reported by mentors were to student organizations or activities, Academic Advising Center, Pomerantz Career Center, and University Counseling Service. 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 during the 2014-2015 academic year with the support of the Office of the Dean of Students. Additional training on Motivational Interviewing techniques, campus resources, and judicial procedures were requested by mentors and will enhance the support network for mentors and mentees. This quotation from a mentee summarizes many of the comments from the students, "I learned that we will not always know where we will end up, but that with the help of others and the resources around us, we can get to where we are meant to be."