



UNIVERSITY OF
NORTHERN
COLORADO

Student Conduct and Accountability Annual Report 2022-23



Division of Student Affairs and Enrollment Services

University of Northern Colorado



Between June 1, 2022, and May 31, 2023, staff within Student Conduct and Accountability covered all functions within Student Conduct and Accountability, as well as Student Outreach and Support, including the Bear Pantry. It is important to note that while information about each unit's work is provided in two different reports, the functions were completed by the staff SCA staff.

Section 1 – Mission, Vision, Goals

Mission

In alignment with Rowing, Not Drifting 2030, Student Conduct and Accountability (SCA) helps students develop skills to navigate conflict in healthy ways and engage in decision-making that supports their individual success and the well-being of their community.

We achieve this mission by:

- Upholding published University policies, rules and regulations.
- Facilitating a consistent, fundamentally fair and equitable student conduct process.
- Promoting accountability and integrity through educational opportunities for students to reflect on the impact of their behavior, practice positive decision-making behaviors and repair harm (where appropriate).
- Providing training and education to the campus community that promotes pro-social behavior, including but not limited to conflict resolution, bystander engagement and reporting options.
- Collaborating with multiple stakeholders to support sustainable behavioral change and intervention to maintain a safe learning environment.

Vision

We envision a campus where each student's character is strengthened through accountability, personal development, and community engagement, and where students embrace healthy conflict.

Goals

Student Conduct and Accountability staff did not develop unit level goals for the 2023 Fiscal Year (July 2022 – June 2023). Goals will be identified for FY24.



Section 2 – Points of Pride

1. Student Conduct and Accountability staff were highly involved in university, division and department committees while continuing to support both the functions of Student Conduct and Accountability, Student Outreach and Support and Bear Pantry. In total, the staff (comprised of 3 full-time staff), served on over 10 committees and one staff member served in a leadership role serving the Association for Student Conduct Administrators (Stephanie Stephens, Region 3 Chair). The staff's commitment to doing the work of all units while also serving the University in multiple ways showed their dedication.
2. SCA staff implemented multiple administrative processes to streamline the student conduct process.
3. SCA staff provided trainings across the university campus related to the student conduct process, reporting options, bystander engagement, conflict management, investigating Registered Student Organizational misconduct and supporting students in distress.

Section 3 – Assessment/Learning Outcomes, June 1, 2022 – May 31, 2023

Student Conduct and Accountability did not establish unit level assessment outcomes or learning outcomes for the 2023 Fiscal Year (July 2022 – June 2023).

Through engagement with SCA, students will meet the following institutional learning outcomes:

- Apply ethical principles to evaluate and make decisions. *(ILO 1c)*
- Develop the capacity to understand and interact effectively with others whose identities, beliefs, behaviors and values differ from their own. *(ILO 2a)*
- Evaluate the social, economic, political and environmental consequences of individual and group actions. *(ILO 3c)*
- Describe factors that impact the health and wellness of individuals and their communities. *(ILO 5a)*
- Reflect critically on their own personal growth. *(ILO 5b)*



Section 4 – Unit Metrics

Student Conduct

Data June 1, 2022 - May 31, 2023

Total Number of Reports	3,244
Release of Information	183
Outcome Submission*	367
Records Requests	26
Total Conduct Cases	1,028
Location of Incident	
On-Campus	847
Off-Campus	98
Occurring Virtually	83
Residential vs. Non-Residential	
Involving Residential Students	835
Involving Non-Residential Students/Individuals	193
Total Conduct Cases Involving Responding Party(ies)	870
Pending conduct process (not enrolled)	14
Cases Currently In Progress	19
Adjudicated	301 (31 in absence)
Deferred	2
Investigated	1
Vacated	2
Warning Letters Issued	445
Other (i.e. kept for record, issued no contact, etc)	86
Total Conduct Cases Involving Witsnesse(es), Reporting Party(ies), Other	158
Total Number of RSO Investigations	6
Unique Students Supported in Conduct Process	718
Total Conduct	1,028
Administrative Tasks	
Letters sent by conduct office/administrators**	2,261
Meetings facilitated on behalf of student conduct	466

*When a student is found responsible for violating University policy, they will be assigned outcome(s) to complete to encourage learning and development as it relates to that specific violation. Between June 1, 2022, and May 31, 2023, SCA staff processed and reviewed 367 outcome submission forms that contained one or more completed outcome(s) for review. Of those, SCA staff followed up with students 81 times about outcome(s) that students did not meet the requirements for the outcome. This demonstrates a commitment to the educational component of the student conduct process.

**SCA has an 86.68% retrieval rate for letters that are sent on behalf of Student Conduct.



CARE Team

Data June 1, 2022 - May 31, 2023

Total CARE Team Cases	170
Type of Case	
Harm to Self	153
Harm to Others	3
Person of Concern	18
Unique Students Supported by CARE Team	121
Administrative Tasks	
Letters sent case managers	499
Meetings facilitated on behalf of student conduct	172