Student Conduct Policy and Procedure Review

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Board of Trustees, June 13, 2019
Student feedback

NIU and students/organizations share the same goals - strive for excellence in student-centered conduct practices that are:

- Clearly articulated and easily understood
- Focused on promoting learning, growth and healing
- Timely and equitable
- Respectful of student rights and choice
Review committee membership

- Student Conduct Advisory Board: representatives from all faculty and staff councils
- Additional constituent representation:
  - Students: RHA, Student Association, Fraternity and Sorority Life, Off-campus/nontraditional
  - Departments: Police, Housing, ADEI, Ombudsperson, General Counsel
  - Alumni
Process

- Fall 2018
  - Working group convened
- Spring 2019
  - Recommendations drafted and reviewed
  - Student feedback gathered
  - Submitted and accepted spring 2019
- Fall 2019
  - Implementation
Recommendation overview

• Overall, NIU conduct practices are:
  – Procedurally sound
  – Based on legal precedent
  – Consistent with professional standards
• Review provided insights on process enhancements
• Some enhancements completed*, others will be implemented in fall 2019
Enhancements: Clearly articulated and easily understood

• Moved from 1 conduct advisor available to 2 advisors provided*
• Added text reminders for conduct appointments*
• Revised *Off-Campus Social Events Policy* and training with student input*
• Conduct status notifications provided to all organization members, advisors and nationals*
• Enhancing website usability for students
Enhancements: Promote learning, growth and healing

- Widen restorative justice practice implementation*
- Underscore flexibility by moving from minimum sanctions to recommended outcomes
- Add information to clearly tie student development theory/research to conduct process
- Adjusted conduct officer training to reiterate importance of student-centered approach*
Enhancements: Respectful of student rights and choice

• Moved from assignment of a hearing board or conduct officer to student’s choice*

• Created and posted procedures for release of conduct records*

• Clarified standards for use of social media information and technology devices in the conduct process*
Enhancements: Timely and equitable

- When possible, ensure time for educational interventions between sequential cases
- Remove $25 user fee for those found responsible
- Centralized review of decisions for consistency*
- Eliminated concerns of conflict of interest by moving appeal process outside of the Conduct Office*
- Propose reallocation of resources for additional staff member