

SECTION: 6
DATE: December 15, 2017

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

MONTHLY REPORT & MINUTES
STUDENT AFFAIRS COMMITTEE

ACTION REQUESTED

It is recommended that the Student Affairs Committee Agenda for December 15, 2017 and the Minutes of October 20, 2017 be received and placed on file.

STAFF SUMMARY

The December 15, 2017 agenda includes an update from Student Leader Group, an update from Student Government, a presentation regarding the recent changes in the Office of Wellness and Community Standards (formally the Student Conduct, Community Standards and Wellness Office), and a presentation from the Ombuds Office sharing data related to student concerns.

In addition, several announcements will be made.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.


University Executive Officer

11/27/17
Date

Eastern Michigan University
Board of Regents
Student Affairs Committee

December 15, 2017
9:45 a.m.

Welch Hall Room 201

Agenda

- | | |
|--|---|
| 1. Approval of agenda and October 20, 2017 minutes | Regent Beagen |
| 2. Student Leader Group Presentation | |
| 3. Office of Wellness and Community Standards Presentation | Sean Woolf |
| 4. Ombuds Office Presentation | Chiara Hensley &
Julia Heck |
| 5. Board Policy Updates | Chiara Hensley,
LaMarcus Howard,
Sean Woolf |
| 6. Announcements | |

Eastern Michigan University
Board of Regents
Student Affairs Committee
Minutes of October 20, 2017

MEMBERS PRESENT

Regents: Dennis Beagen, Eunice Jeffries

Administration: Ellen Gold, Lucas Langdon, Calvin Phillips

Students: Mona Beydoun, Alyssa Sook Way Choo, Shawntae Denail Harris, Emily Jannaro, Sarah Kurz, Tremain Lasenby, Miles Payne, Jordan Wilshaw, Elijah Zagorski

GUESTS

Administration: Sarah Ayers, Sonia Chawla, Regent Michelle Crumm, Chris Finch, Leigh Greden, Julia Heck, Bob Heighes, Chiara Hensley, Caroline Horste, Jill Hunsberger, Becky Janes, Ann Klaes, Geoff Larcom, Mary Larkin, Lisa Lauterbach, Kevin Lawson, Kyle Martin, Regent Mike Morris, Sarah Kersey Otto, William Shell, Lewis Savage, Michael Tew, Wade Tornquist, Jeanette Zalba

Students: Larry Borum, Sam Jones-Darling

Regent Beagen convened the meeting at 9:46am. The minutes from April 21, 2017 were approved.

Student Leader Group Priorities for 2017-18

Sarah Kurz and Tremain Lasenby introduced themselves and then invited Student Leader Group members to introduce themselves. Sarah and Tremain then shared a presentation about the areas that Student Leader Group plans to focus on for the 2017-18 academic year. These include fostering a culture of gender neutrality in classrooms, support for programs that help retain marginalized students, general education requirements and developmental courses, parking and shuttle concerns, student services staffing (specifically in Counseling and Psychological Services and the Office of International Students and Scholars), international and graduate student engagement, and housing and food insecurity on campus.

Student Government Priorities for 2017-18

Miles Payne, Student Government President, and Larry Borum, Student Government Vice President, discussed what they hope to accomplish during the 2017-18 academic year. These include laying the foundation for the ability to use Flex Dining money at off campus locations, continued renovation of the Rec/IM Building, providing feminine hygiene products on campus, general education reform, and improving the relationship with Athletics. Within this year they hope to implement a parking app, pilot the feminine hygiene program, reallocate office space in the Student Center, influence the culture of Student Government, increase Student Government visibility, and impact funding for Diversity and Community Involvement.

Miles and Larry asked those in attendance to help by being visible, looking for ways to meet the needs of the student population, and considering internal process changes.

Regent Beagen asked Miles Payne to share some of the comments that he made at the meeting rehearsal on October 12, 2017. Miles replied that a positive culture on campus leads to student retention. Students come to, and remain at, Eastern Michigan University because of the activities and opportunities outside of the classroom that are offered. We must work to find a way to fulfill this need. Larry added that communication is very important.

Student Affairs Annual Report

Ellen Gold and Chiara Hensley shared a presentation about the 2016-17 Student Affairs Annual Report. This presentation listed all of the departments in Student Affairs, and the Mission and Vision of Student Affairs at Eastern Michigan University. Strategic goals of Student Affairs areas were shared. These goals include fostering student holistic development through innovative programs and services; enhancing diversity and multicultural competence while cultivating a safe, inclusive community; fostering student appreciation of life-long learning, individual responsibility and interpersonal civility; and demonstrating responsible stewardship of our fiscal, physical, technological and human resources.

Student Affairs departments/units conducted a total of 114 assessments in the areas of student needs, program/service effectiveness, benchmarking, student learning outcomes, and operational outcomes. The departments/units also engaged in many programs that support diversity and inclusion. A four page handout of key highlights/achievements was provided to those who attended the meeting.

Proposed goals for 2017-18 include continued assessment; alignment of current resources to maximize the student experience, and seeking out alternative avenues of funding; providing professional development and team building opportunities, and developing Student Affairs Campus Action Plans; recommending mechanisms to develop diversity skills and competences for Student Affairs staff; and growing relationships with underrepresented and marginalized student populations through Student Affairs programs, training and events.

Calvin Phillips commended the directors and staff in Student Affairs for the Annual Report. He thanked Ellen Gold and Chiara Hensley for the work that was done on the report. Regent Beagen thanked Lucas Langdon for the work he does with the Student Leader Group.

Announcements

- Miles Payne announced that there will be a “Chill and Grill” on Thursday, October 26, 5:30-7:30pm at the Lake House. Students can come to meet police officers. Food will be served from 5:30-6:30pm, a forum with police officers will occur from 6:30-7:30pm.
- Regent Beagen stated that he recently met with Miles Payne, Jill Hunsberger and Clyde Barnett. He asked Miles to share more about this meeting. Miles stated that Jill was looking for a way to encourage students to be more engaged while on campus. The hope is that they will then become more involved alumni. Meet-up Mondays will be held the 1st Monday of

each month. There will be food, a raffle and the opportunity for students to network and make connections with alumni.

The meeting adjourned at 10:32am.

Respectfully submitted,

Michele Rich
Student Affairs Committee Recording Secretary

2017-2018 STUDENT LEADER GROUP PRIORITIES UPDATE

ACADEMIC ISSUES

SLG met with Michael Tew, Associate Provost & Associate Vice President for Academic Programs and Services to discuss:

- Gen Ed & graduation credit requirements
- Developmental courses delaying progress to graduation
- Gender neutrality in the curriculum
- Retention of students of color
- Use of preferred names in the classroom

PARKING & SHUTTLE CONCERNS

SLG met with Dieter Otto, Director of Custodial, Motor Pool, & Grounds Services

- COB parking availability
- Rynearson shuttle inconsistency
- Parking fee added to student account results in fees
- Cornell apartment lot hangtag restrictions
- App to communicate space availability in lots

TITLE IX

SLG met with Melody Werner, Title IX Coordinator and Anika Awai-Williams, Title IX Investigator

- Broad overview of Title IX policy and services
- Mandated reporter vs. confidential

FUTURE CONVERSATIONS

- Student services staffing
- International and graduate student engagement
- Housing & food insecurity on campus


QUESTIONS?

EMU Office of Wellness and Community Responsibility

Board of Regents Presentation

EMU Office of Wellness and Community Responsibility

- Wellness is first, as our first priority is the whole student.
- Reflects our commitment to helping students develop as both students and citizens.
- Reflects our belief that students, as members of our community, are responsible to one another and to the community at large.
- Removes the term conduct, which we feel conveys a moralistic tone we wish to avoid.



Environmental Scan and Remodel
Physical space has been rethought to reflect a developmental and humanistic philosophy, including a new consultation room.


Revised Process
A review of the former process was conducted and a new process instituted to shore up due process gaps and streamline functionality.

Informal Resolution Options
WCR has discretion to refer a complaint for mediation or other forms of appropriate resolution.

Revised Sanctioning Practice
A revised process for sanctioning that incorporates the wellness model and focuses on student success.

Office Name Change
A change in name to reflect a philosophy of development and community involvement.

Our Responsibilities



A responsibility to resolve conduct issues at the lowest possible level with the least injury to the respondent (and complainant where applicable.)

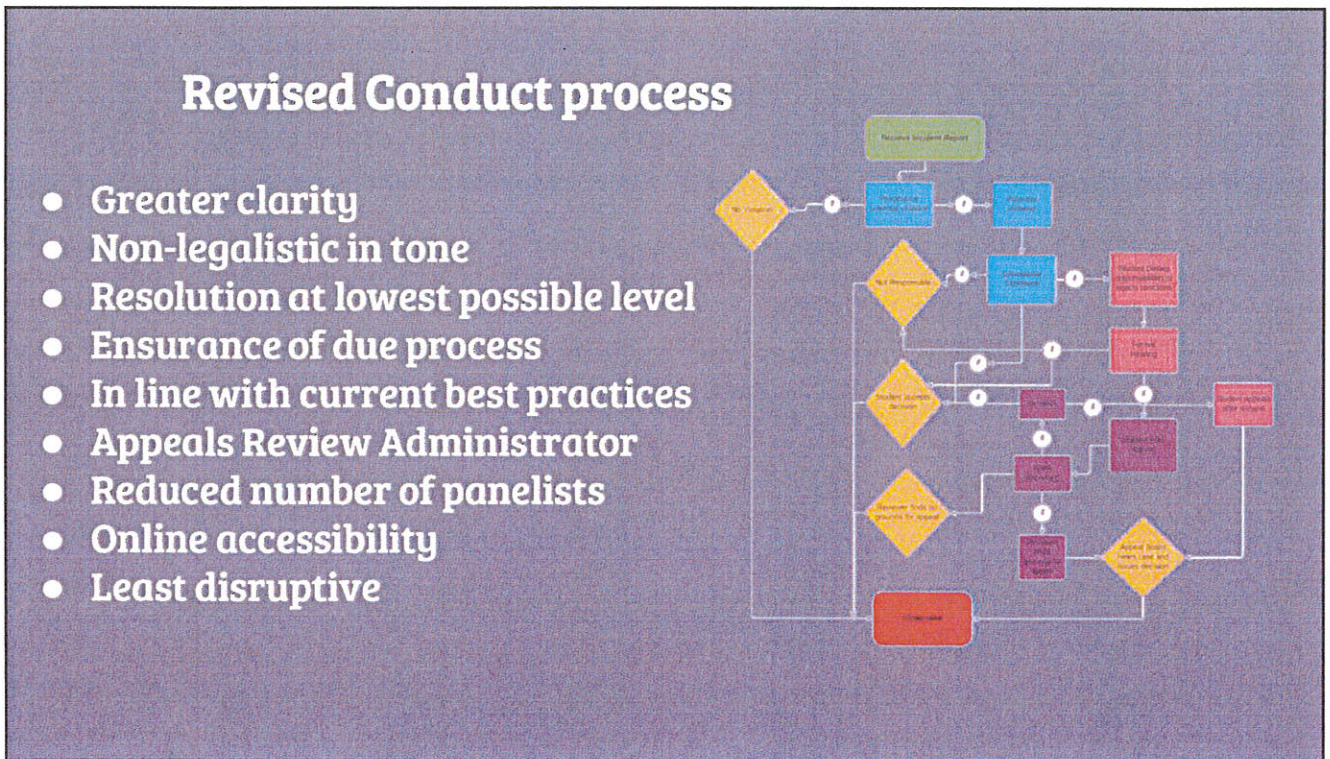
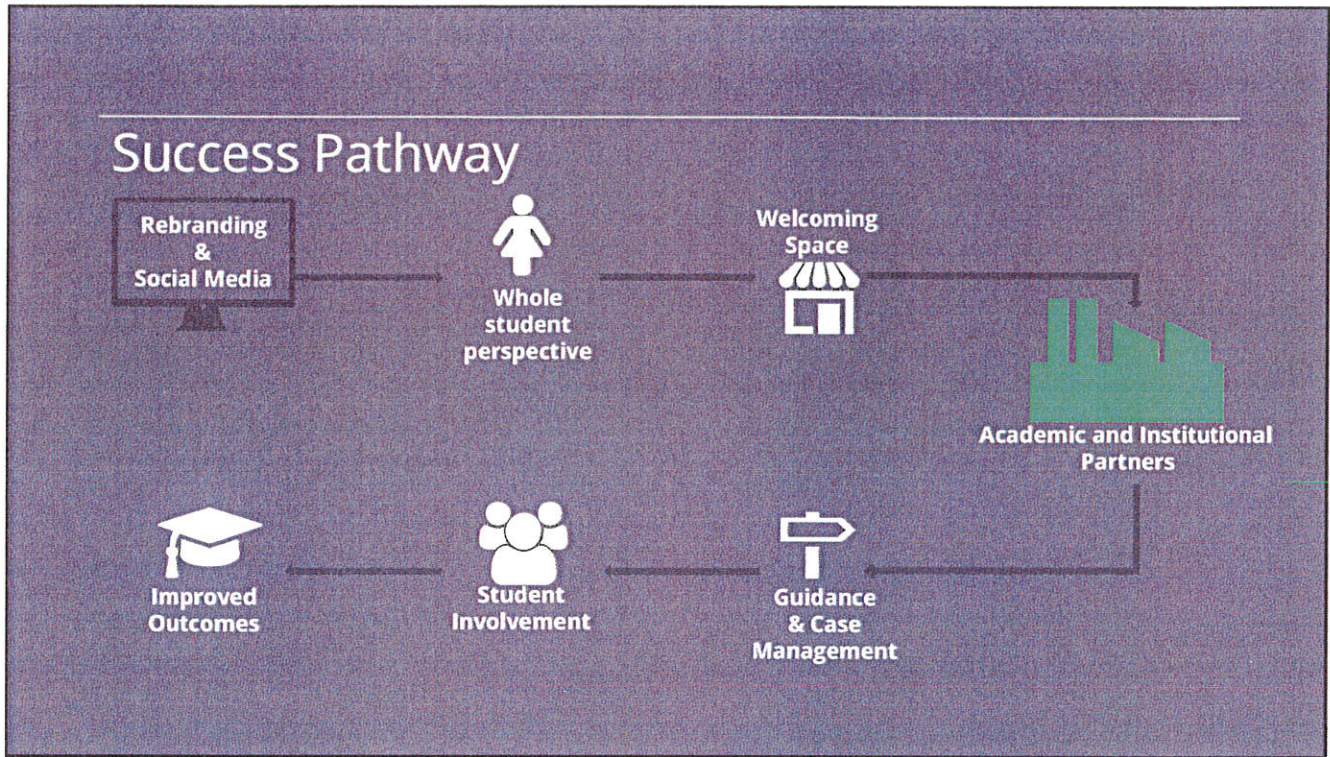
A responsibility to perform our core functions with an awareness of bias, in order to ensure equitable practice.

A responsibility to consider the whole student, with an awareness of multiple and intersectional identities.
















A responsibility to support students in engaged learning and discovery, civic purpose, well-being, and preparation for a meaningful life.

A responsibility to aid in development, academic success and graduation.

A responsibility to prepare students to be active and responsible participants in their community.



New Terminology

Administrative Sanction				Administrative Action
Secondary Sanction				Restorative Action
University Judicial Board				Formal Hearing Panel
Judicial Appeal Board				Appeals Hearing Panel
Informal Meeting				Community Standards Review

Administrative Actions

- ▶ Formal Reprimand
- ▶ Disciplinary Probation
- ▶ Suspension
- ▶ Deferred Suspension
- ▶ Permanent Dismissal
- ▶ Delay and/or denial of Degree Award
- ▶ Revocation of Degree

Restorative Actions

- ▶ Restitution (not always financial)
- ▶ Fines (under review)
- ▶ Educational Activities
- ▶ Community Service
- ▶ Presentations
- ▶ Peer Development

Wellness Based Sanctioning Model

The goal of sanctioning is to support students in engaged learning and discovery, civic purpose, well-being, and preparation for a meaningful life.

Secondary sanctions, now called restorative actions, are based on student wellness needs, and geared to help the student to rejoin the community and successfully complete their educational goals.

All sanctions are attached to learning outcomes established by The Council for the Advancement of Standards in Higher Education



Appeal Review Administrator



- Third party
- Reviews appeal
- Determines if criteria met
- May choose to remand

Expanding Programming

- ▶ Weekly tabling
- ▶ Classroom Behavior group intervention
- ▶ Presentation Menu and Online booking
- ▶ Student Driven Community Involvement

EMU Office of Wellness and Community Responsibility

Thank you



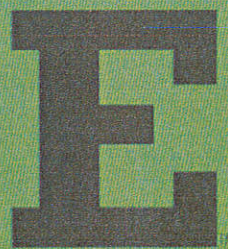
Questions?

Office of the Ombuds Update: Fall 2017

Presented By: Eastern Michigan University

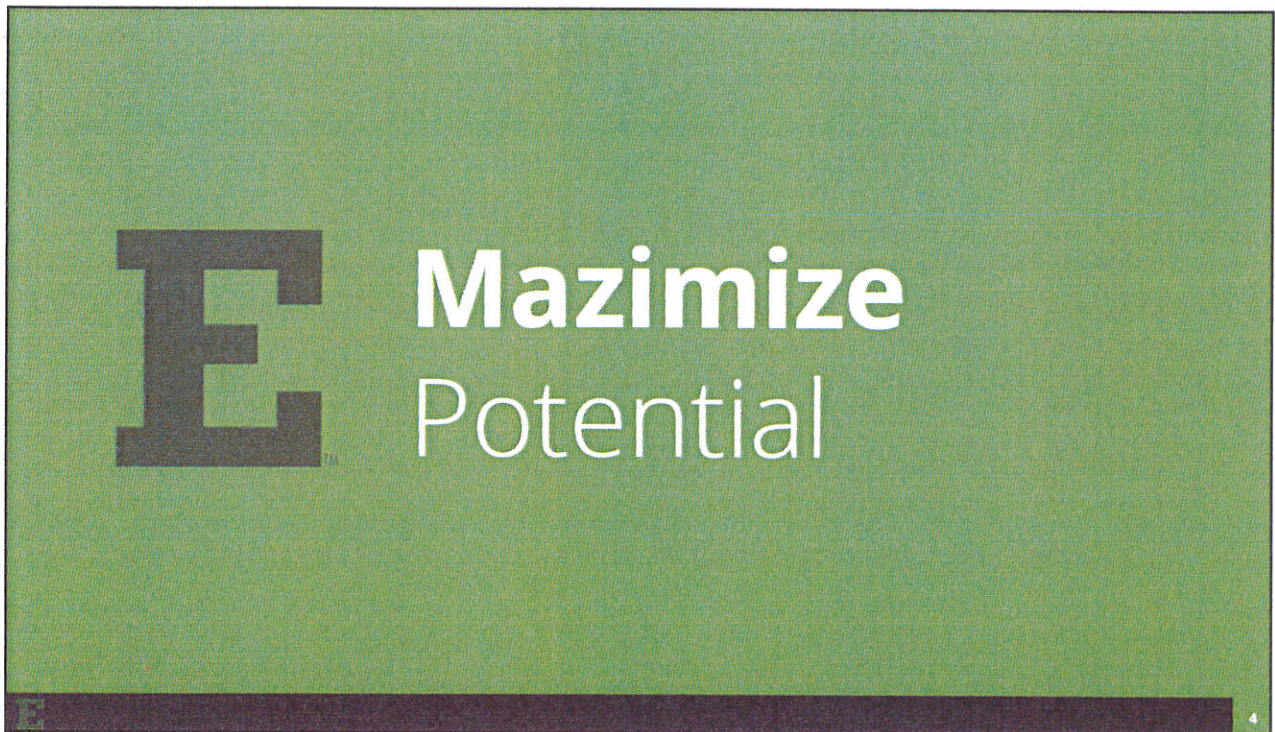
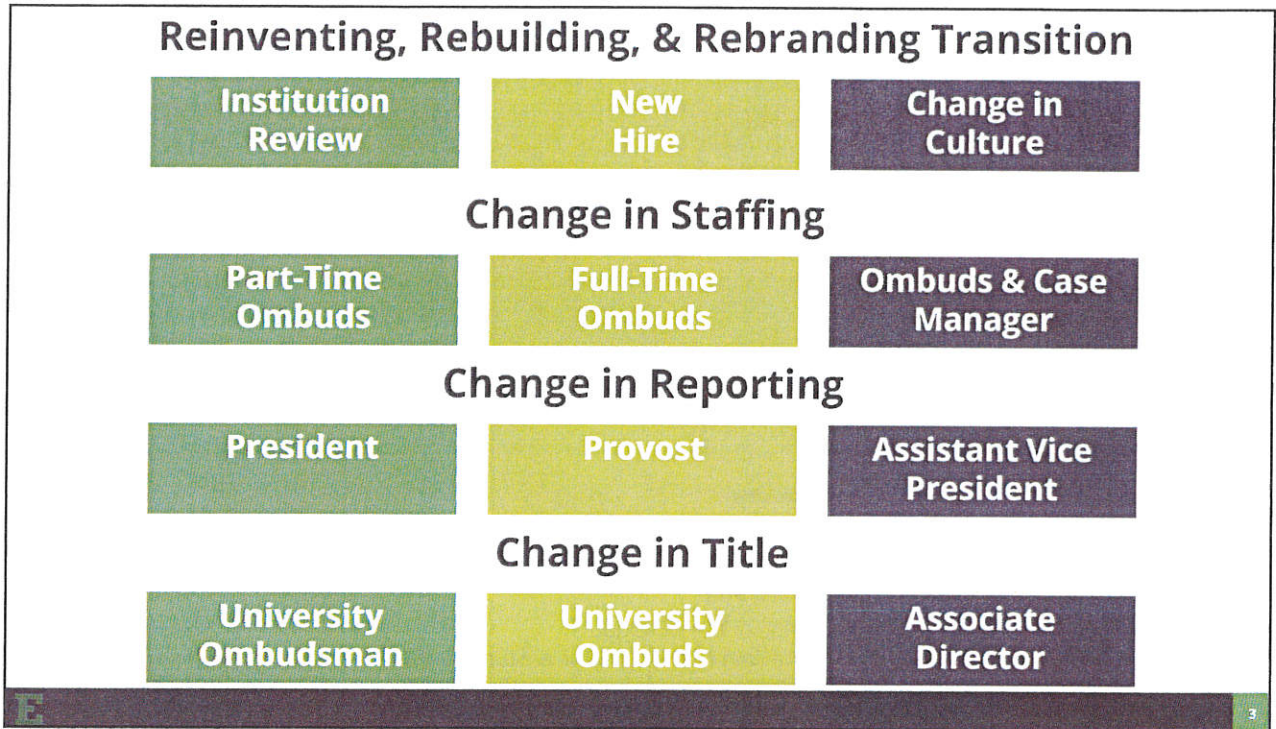
Julia Heck, M.A. - Associate Director, Office of the Ombuds

Chiara Hensley, Ph.D. - Assistant Vice President for Academic & Student Affairs



Change Opportunities





Services



Confidential Consultations



Active Resolution/Referral



Facilitated Conversations



Conflict Resolution Trainings & Workshops



University Initiatives - Culture Change



University Policy Reviews



Ex-Officio Committee Involvement

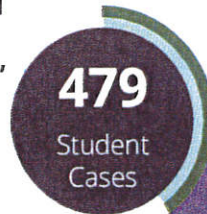


Annual Recommendation Report for Leadership



Consultation & Referral

Students, Faculty, Staff, and Administrators can contact our office to engage in confidential consultation, active resolution, or referral.





*Facilitated Conversations are a new service as of 2017-2018 academic year.

University Culture Change & Involvement

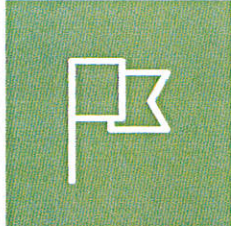
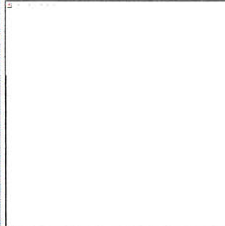
- Diversity, Equity, and Inclusion Training
- Pronoun Policy
- Enhanced Communication Efforts
- Syllabi Enhancement Training



Campus Activities & Engagement

Fast Track & First Four

The Office of the Ombuds now actively participates in all new student and transfer student activities at the start of both Fall and Winter semesters.



New Faculty Orientation

The Office of the Ombuds has built partnerships with the Faculty Development Center and Academic Human Resources to engage in all new faculty orientation sessions.

Developing Relatable Language

More

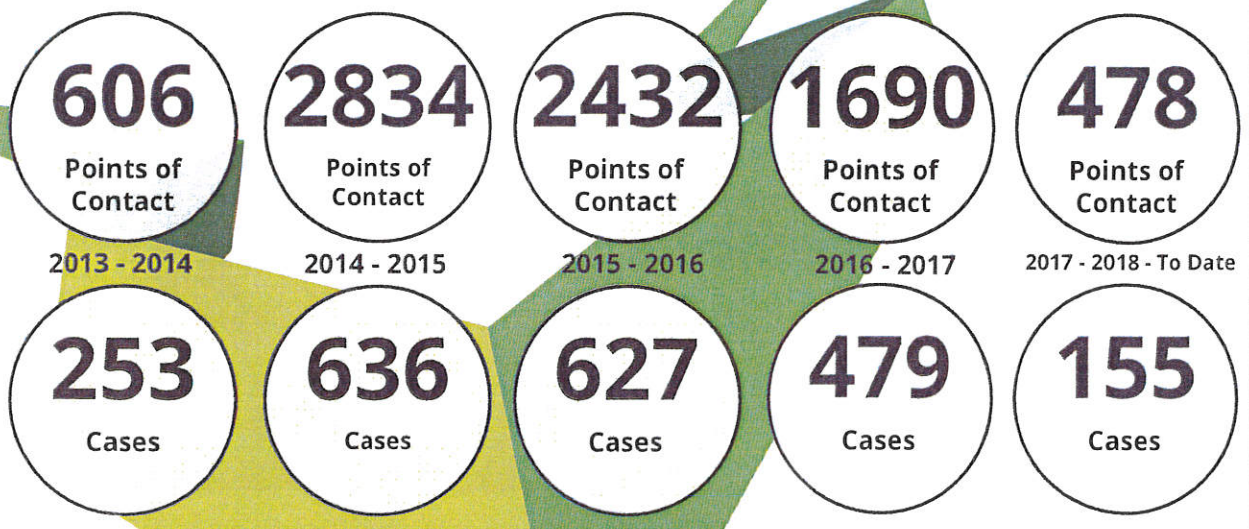
We are a neutral third party in the institution that helps community members to plan courses of action to best resolve their concerns and questions. We also seek to surface trends to higher administration so that they may be addressed institutionally.

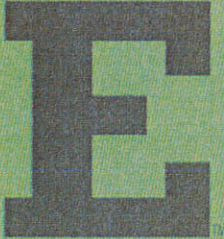
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We are here to help you solve whatever problems you may be having, or overcome any barriers you may encounter, during your time at Eastern



Longitudinal Data on Addressing Concerns






Ombuds

Fit

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Keep in Mind the Circumstances

Actively seek opportunities to talk with all of our constituent groups in the rainy, cloudy, and sunny times.



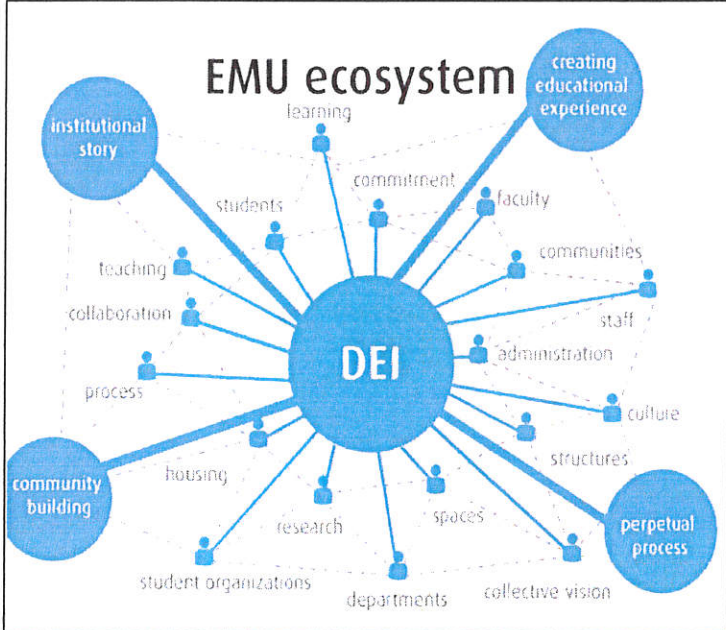
Identifying our Constituent's Needs

- Clarification of University policy
- Help with institutional navigation
- Hand holding
- Goal clarification
- Conflict Management
- Articulating policy
- Creating fair processes
- Access to power

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Fostering relationships that are sustainable and building trust cannot be done within silos.

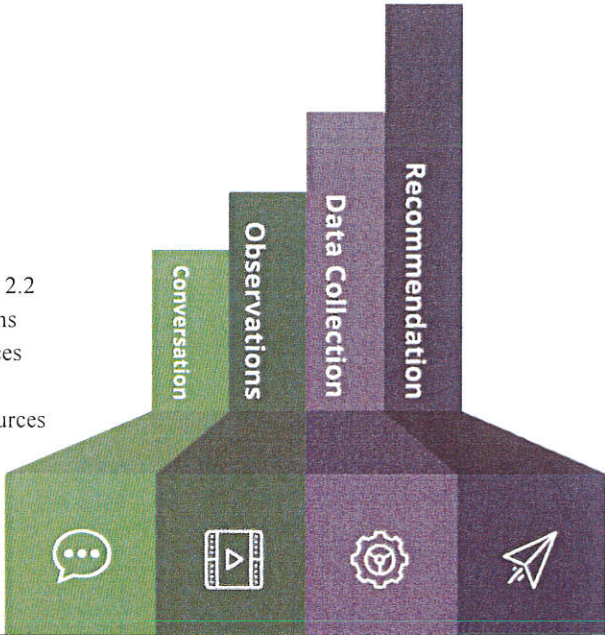
By engaging the whole community as an ecosystem, we are able to build stronger, maintainable constituent relationships.



EMU Strategic Plan

We Articulated Vital Connections

- Institutional Effectiveness, Goal 1, Objective 1.4
 - Facilitate effective, timely, and transparent communication among university stakeholders
- Student Engagement & Success, Goal 2, Objective 2.1 & 2.2
 - Identify, design, and implement seamless connections among academic/non-academic programs and services that facilitate student persistence and graduation.
 - Connect students through existing structures to resources that will support student well-being across the university
- Core Value, Respect
 - We care for our people, communities, and the environment and show respect for the dignity of the individual.



EMU Accreditation

Higher Learning Commission



HIGHER
LEARNING
COMMISSION

Ombuds Involvement

- Offer feedback and input to the Criterion 2 writing team: Integrity, Ethical, and Responsible Conduct
- Offer feedback and input on the Federal Compliance Report – Specifically, complaints & University Policies/Processes



Growth Pathways



EMU as a National Leader in Ombuds Services

- **2017 ACR Annual Conference - October**
Institutionalizing Ombuds Practice in Higher Education: Embracing Conflict as a Means for Institutional Growth
- **2018 IOA Annual Conference - April**
Proposal Submitted

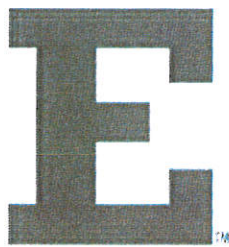
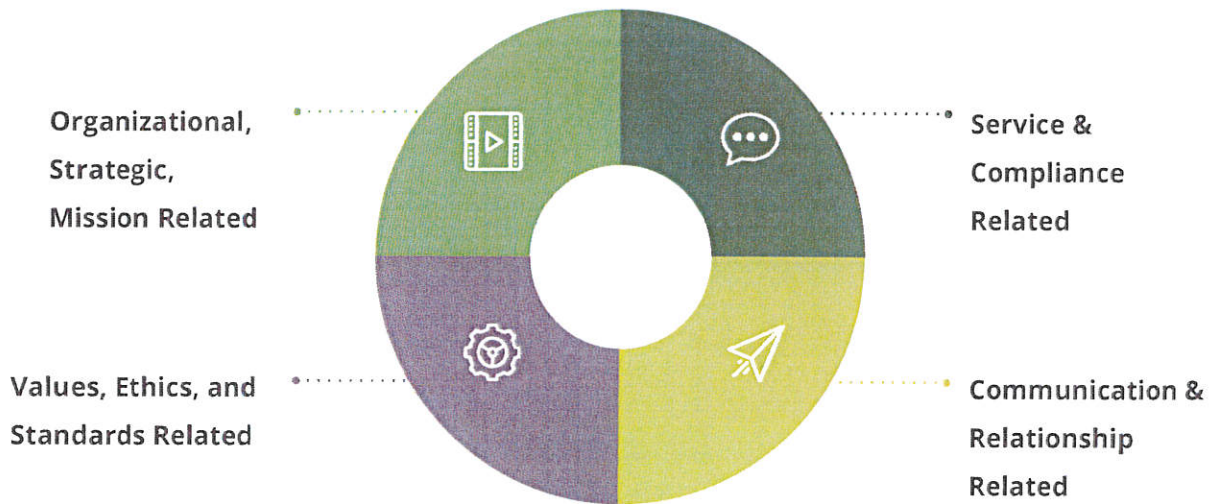


Our Opportunities

- Train all Office of the Ombuds staff in mediation. In addition, once trained, implementing mediation as a scope of service for the Office of the Ombuds.
- Actively participate in professional organizations
- Engage in ex-officio involvement in various committees in the EMU community
- Enhance resource documents that will aid students in resolving conflicts on their own.
- Expand partnerships with EMU offices/departments to enhance overall services and resources provided to students



Addressing Institutional/Student Needs



Presented By: Office of the Ombuds

Julia Heck, M.A., jheck3@emich.edu, 734-487-0074
Chiara Hensley, Ph.D., chensle5@emich.edu, 734-487-6741

Thank you!

Questions?

