Judicial Affairs Program Review
A. Program Information
Program Mission Statement

1. Please enter your mission statement here.

> We passionately and purposefully educate, engage, and empower students inside and outside the classroom with the intent of cultivating leadership skills and inspiring civic engagement. We diligently protect the rights of our students and guide them with sincerity, compassion, and mentorship.

Program Level Student Area Outcomes

2. Please list the program-level student area outcomes.

> 1. Students will demonstrate an understanding of the judicial processes and procedures within the college's Student Conduct & Due Process
> 2. Students will recognize and take responsibility for their actions, fostering a sense of personal accountability within the context of judicial affairs.

B. Understanding of Student Conduct

The charts below show the rate of academic integrity cases out of the number of referred students for the specific student group.

	2017-18	2018-19	2019-20	2020-21	2021-22
Black		4	9	9	2
Asian		49	49	72	24
Filipinx		8 Not Filipinx but Two or more races	13 Not Filipinx but Two or more races	8 Not Filipinx but Two or more races	11 Not Filipinx but Two or more races
Latinx		8	9	11	16
Native American		0	0	0	0
Pacific Islander		1	0	1	0
White		16	18	25	10
Unknown		30	15	33	27
Total		116	111	159	90

	2017-18	2018-19	2019-20	2020-21	2021-22
Female		51	52	71	32
Male		46	51	64	42
Non-binary		0	0	0	0
Unknown		19	8	24	16
Total		116	111	159	90

The chart below shows the rate of repeat offenders for academic integrity.

	2017-18	2018-19	2019-20	2020-21	2021-22
Total		10	5	13	4

The charts below show the rate of student conduct cases out of the number of referred students for the specific student group.

	2017-18	2018-19	2019-20	2020-21	2021-22
Black		0		0	0	1
Asian		1		2	1	1

Filipinx	3 Not Filipinx but Two or more races	0	1 Not Filipinx but Two or more races	1 Not Filipinx but Two or more races
Latinx	1	2	5	0
Native American	0	0	0	0
Pacific Islander	0	0	0	0
White	1	4	2	5
Unknown	4	7	4	3
Total	10	15	13	11

	2017-18	2018-19	2019-20	2020-21	2021-22
Female		2	6	3	5
Male		7	8	8	6
Non-binary		0	0	0	0
Unknown		1	1	2	0
Total		10	15	13	11

The chart below shows the rate of repeat offenders for student conduct.

	2017-18	2018-19	2019-20	2020-21	2021-22
Total		0	0	0	0

The chart below shows the number of immediate threat cases.

	2017-18	2018-19	2019-20	2020-21	2021-22
Total		2	0	2	0

3. What do you observe in the data? What do you want the college to understand about your program and the data?

What do you observe in the data?

Observations: *Academic Integrity*
The office of Student Affairs does not have data from 2017-2018. The office changed reporting system from Advocate to Maxient. While previous data is in Maxient, our office is not able to pull up report unless we have student CWID or Name.

Disparities Across Student Groups: The number of academic integrity reports varies significantly among different student groups.
Asian students consistently have a higher number of reports compared to other groups, with a noticeable increase from 2019-2020 to 2020-2021.

Gender Disparities: There are variations in the number of reported cases between female and male students each year.
In most years, female students have a higher number of reported cases compared to male students, except for 2021-2022 when male students had more reported cases.

Change in Reports Over Time: The total number of reports seems to increase from 2018-2019 to 2019-2020, and then decrease in 2020-2021 and 2021-2022.

Specific Group Changes: There's a decrease in reports for black students from 2019-2020 to 2020-2021.
The number of reports for two or more races increased from 2018-2019 to 2019-2020 but decreased in 2020-2021 and 2021-2022.

Pacific Islander/Native American: The data shows very low or no reports for Pacific Islander and Native American students.

Unknown Race Category: The "unknown race" category consistently has a relatively high number of reports.

Non-Binary and Unknown Gender: There are consistently no reported cases for non-binary students across all years. The number of cases for students with unknown gender is present but varies each year.

Yearly Changes: The number of cases for each gender group seems to change from year to year, suggesting that academic integrity issues might not be a static problem.

Trend Analysis: There is a fluctuation in the number of repeated student offenders over the years. A decrease was observed from 2018-2019 to 2019-2020, followed by an increase in 2020-2021, and a decrease again in 2021-2022.

Observations: *Student Conduct*

Disparities Among Student Groups: The data indicates disparities in the number of reports among different racial/ethnic groups.
White students consistently have a higher number of reports compared to other groups. Black, Asian, and two or more races groups generally have lower numbers of reports, and Pacific Islanders and Native American students did not have any reports.

Unknown Race Category: The "unknown race" category consistently has a notable number of reports. We need to place efforts to collect more comprehensive demographic data to reduce the unknown category.

Changes Over Time: The number of reports for female students increased from 2 in 2018-2019 to 5 in 2021-2022. The number of reports for male students fluctuated, with a peak of 8 in both 2019-2020 and 2020-2021. No reports were recorded for non-binary students across all years. The number of reports for students of unknown gender varied but generally remained low.

Gender Disparities: The data indicates a higher number of reports for male students compared to female students in most years. There is a consistent lack of reports for non-binary students, which may be due to a smaller population or other factors.

There are no repeated offenders throughout the years.

What do you want the college to understand about your program and the data?

Academic Integrity
Acknowledgment of Disparities: Acknowledge the disparities in the number of reports across different student groups, especially the consistently higher number for Asian students. There are higher number of reports of Academic Violations from female students, we need to take proactive measures to promote academic integrity and a supportive environment for all students, regardless of gender identity.

Focus on Asian Students: The significant increase in reports for Asian students from 2019-2020 to 2020-2021 warrants further investigation. We need to explore whether there are specific factors contributing to this trend.

Positive Trend for Black Students: Positive trend of decreased reports for black students from 2019-2020 to 2020-2021.

Unknown Race Category: There are consistently high number of reports in the "unknown race" category. We will consider strategies for improving data collection or addressing issues within this category.

Overall Program Trends and Evaluation: I would like to emphasize the overall trend of a decrease in reports from 2020-2021 to 2021-2022. In 2020-2021 we received most of the reports, this had to do with students switching from face to face instruction to only online modality due to COVID 19. 2021-2022 reports lowered as our office focused on educating students about academic integrity during student orientation and classroom instruction.

Student Conduct

Acknowledgment of Disparities: While the data indicates disparities in the number of reports among different racial/ethnic groups, it is important that we evaluate external factors or changes in college policies or reporting mechanisms that may influence trends. Office of Student Affairs should identify areas where we could implement interventions to address disparities or reduce overall conduct reports. An Analysis of patterns can also be done to where the reports are being sent from. As we notice that there is a disparities that indicates a higher number of reports for male students compared to female students in most years, office of student affairs needs to review the cases and investigate the reasons behind the observed trends.

4. Describe the proposed actions or next steps to maintain or improve the data by student group.

Proposed Actions for Academic Integrity:

In-Depth Investigation for Asian Students:

- Conduct a thorough investigation into the significant increase in academic integrity reports for Asian students from 2019-2020 to 2020-2021.
- Explore potential factors contributing to this trend, such as changes in curriculum, academic pressure, or cultural factors.
- Collaborate with academic departments and student organizations to gather insights and propose targeted interventions.

Promoting Academic Integrity Across Genders:

- Develop and implement proactive measures to promote academic integrity and create a supportive environment for all students, regardless of gender identity.
- Consider gender-specific awareness campaigns or workshops to address the observed disparities in reported cases between female and male students.

Addressing "Unknown Race" Category:

1. Develop strategies to improve data collection in the "unknown race" category, such as enhancing survey methods or providing additional options for self-identification.

2. Analyze and address any underlying issues that may contribute to a consistently high number of reports in this category.

Overall Program Trends and Evaluation:

1. Continue the emphasis on promoting academic integrity through education during student orientation and classroom instruction.
2. Evaluate the impact of the shift to online learning during the COVID-19 pandemic on the number of reports and adjust strategies accordingly.
3. Consider ongoing evaluation and adjustments to the program based on trends and feedback.

Proposed Actions for Student Conduct:

Evaluate External Factors:

1. Conduct an analysis of external factors, changes in college policies, or reporting mechanisms that may influence trends in student conduct reports.
2. Identify areas where interventions can be implemented to address disparities among different racial/ethnic groups.

Investigate Gender Disparities:

1. Review individual cases and investigate the reasons behind the consistently higher number of conduct reports for male students compared to female students.
2. Consider conducting focus groups or surveys to gather student perspectives on the observed trends.

Comprehensive Data Collection:

1. Implement strategies to collect more comprehensive demographic data to reduce the "unknown race" category.
2. Collaborate with other departments to enhance data collection processes and ensure accuracy.

Pattern Analysis and Interventions:

1. Conduct a detailed pattern analysis to identify specific locations or situations where conduct reports are more prevalent.
2. Implement targeted interventions in identified areas to address conduct issues and promote a positive campus environment.

Monitoring and Feedback:

1. Implement a system for ongoing monitoring of conduct trends and regular feedback loops to adjust strategies as needed.
2. Encourage open communication with students, faculty, and staff to gather insights and address emerging issues promptly.

By implementing these proposed actions, our Student Affairs office can work towards maintaining or improving data by student group and fostering a campus environment that promotes academic integrity and positive student conduct.

5. What does your program need to execute this action plan?

Executing the action plan outlined for the Office of Student Affairs would require a combination of collaboration efforts, and ongoing commitment. Here's a breakdown of what the program would need:

Dedicated Personnel: Personnel training to focus on data analysis, research, and program evaluation to lead the investigations and interventions, and effectively communicate with diverse student populations.

Collaboration with Academic Departments: Collaborate with academic departments to understand curriculum changes, academic pressures, and cultural factors affecting different student groups.

Collaboration with Student Organizations: Engage with student organizations/student government representing diverse groups to gather insights, promote awareness, and involve the student community in the action plan.

Technology for Data Analysis: Find and utilize existing data analysis tools to conduct in-depth investigations into trends and patterns within the academic integrity and student conduct data.

Communication Tools: Implement effective communication tools to disseminate information about academic integrity initiatives, awareness campaigns, and changes in conduct reporting mechanisms.

Surveys and Feedback Mechanisms: Develop and administer surveys or feedback mechanisms to gather input from students, faculty, and staff on the effectiveness of the program and potential areas for improvement.

Intervention Strategies: Design and implement targeted intervention strategies based on the findings of the data analysis and collaboration efforts.

Community Engagement Platforms: Utilize platforms for community engagement, such as forums, town hall meetings, or focus groups, to involve stakeholders in discussions about disparities and potential solutions.

Policy Review and Development: Review existing policies related to academic integrity and student conduct, and consider updates or new policies that address emerging trends and issues.

Diversity and Inclusion Training: Provide diversity and inclusion training for staff and faculty to ensure a culturally competent approach to addressing disparities among different student groups.

Continuous Improvement Culture: Foster a culture of continuous improvement within the Office of Student Affairs, encouraging regular evaluations, feedback loops, and adjustments to strategies based on evolving trends and needs.

By addressing these needs, the program can effectively implement the action plan and work towards creating a more equitable and supportive campus environment for all students.

C. Title IX Cases

The chart below shows the number of reported incidents and the number of Title IX incidents.

	2017-18	2018-19	2019-20	2020-21	2021-22
Reported Incidents		12	0	5	7
Title IX Incidents		2	0	0	0

6. What do you observe in the data? What do you want the college to understand about your program and the data?

Observations:

The office of Student Affairs does not have data from 2017-2018. The office changed reporting system from Advocate to Maxient. While previous data is in Maxient, our office is not able to pull up data unless we have student CWID or Name.

- The total number of reported incidents doesn't correlate with the number of Title IX incidents. For instance, in 2018-2019, there were 12 reported incidents, but only 2 were Title IX related.
- The academic year 2019-2020 had no reported incidents or Title IX incidents.
- In the subsequent years (2020-2021 and 2021-2022), there were reported incidents, but no Title IX incidents.

What the College Should Understand:

Varied Nature of Incidents: The data suggests that the reported incidents encompass a range of issues beyond Title IX violations.

Title IX Awareness: The absence of Title IX incidents in certain years indicate effective awareness programs or preventative measures. However, continuous efforts are needed to maintain a safe and inclusive campus environment.

Year-to-Year Fluctuations: The fluctuations in reported incidents over the years highlight the need for ongoing monitoring and evaluation. Identifying trends can help the college implement targeted interventions or support systems.

7. Describe the proposed actions or next steps to maintain or improve the data by student group.

To maintain or improve the data related to reported incidents and Title IX incidents, consider the following proposed actions or next steps:

Enhance Reporting Mechanisms:

- Assess the effectiveness of existing reporting mechanisms. Continue to ensure that students are aware of how to report incidents and feel comfortable doing so.

Implement Targeted Awareness Programs:

- Develop and implement targeted awareness programs that address the specific needs and concerns of different student groups. This could include workshops, seminars, or campaigns focusing on issues relevant to each group.

Training for Staff and Faculty:

- Provide training for staff and faculty on recognizing, addressing, and reporting incidents related to Title IX. This can create a supportive environment and ensure that everyone is well-equipped to handle such situations.

Engage Student Organizations:

- Collaborate with student organizations to promote a culture of respect and inclusion. Encourage these groups to actively participate in awareness campaigns and initiatives that address the unique challenges faced by different student populations.

Regular Climate Surveys:

- Conduct regular climate surveys to gauge the overall safety and satisfaction of different student groups. This can provide valuable insights into the effectiveness of current policies and interventions.

Review and Update Policies:

- Regularly review and update institutional policies related to Title IX and incident reporting based on feedback, changing circumstances, or emerging best practices. Ensure that policies are clear, accessible, and inclusive.

Provide Support Services:

- Enhance support services, such as counseling and mental health resources, to assist students who may be affected by incidents. Tailor these services to meet the diverse needs of different student groups.

Collaborate with External Organizations:

- Collaborate with external organizations or experts in the field to bring in fresh perspectives and insights. This can help the college stay informed about best practices and new approaches in addressing incidents and promoting a safe campus environment.

8. What does your program need to execute this action plan?

Collaboration with Stakeholders:

- Engage with relevant stakeholders, including administrators, faculty, staff, and student groups, to foster collaboration and ensure that the action plan is well-understood and supported across the campus community.

Resource Allocation:

- Request budgetary support, for implementing campus awareness, training sessions, support services, and any other initiatives outlined in the action plan.

Program Evaluation Mechanisms:

- Establish mechanisms for regularly evaluating the effectiveness of the implemented programs and interventions. This could involve conducting surveys, focus groups, and other feedback mechanisms to gather insights from the student community.

Policy Review and Implementation:

- Ensure that the college's policies are reviewed, updated, and communicated effectively. This may involve working with legal advisors, Title IX coordinators across district, and other experts to align policies with best practices and legal requirements.

Partnerships with External Organizations:

- Establish connections with relevant organizations or experts in the field. This may involve reaching out to advocacy groups, counseling services, or other entities with expertise in supporting diverse student populations.

Legal Compliance:

- Ensure that all actions and initiatives align with legal requirements, especially those related to Title IX and student privacy. Legal consultation may be necessary to navigate complex compliance issues.

Crisis Response Plan:

- Develop or update a crisis response plan to address any urgent situations that may arise. This plan should include clear protocols for handling incidents and providing immediate support to affected individuals.

D. Service Area Objective Addendum

1. What are the service area outcomes & strategic objectives for the coming year?

1. Decrease the number of reported academic integrity violations by 10% within the academic year, by providing student videos, online information, outreach resources, and informational sessions.
2. Implement a restorative justice program to reduce recidivism rates by 10% among students involved in minor offenses and academic integrity over the next academic year.
3. Increase awareness and satisfaction of the college judicial process among students by implementing educational initiatives, with the goal of establishing baseline data through the measurement of workshop participation and satisfaction scores based on surveys by the end of the academic year.

2. What is your implementation plan for the above-mentioned objectives?

Objective 1: Decrease Academic Integrity Violations

Student Videos and Outreach Resources: Develop engaging and informative videos on academic integrity, outlining the consequences of violations and emphasizing the importance of ethical conduct. Create outreach resources such as brochures, posters, and online materials to reinforce key principles.
Collaborate with faculty to incorporate these materials into course curricula.

Informational Sessions: Conduct informational sessions on academic integrity for students. Include interactive sessions where students can discuss real-life scenarios and ethical decision-making.

Online Platforms: Utilize online platforms to disseminate information, host webinars, and facilitate discussions on academic integrity. Develop an online course module that all students must complete, reinforcing the institution's commitment to integrity.

Objective 2: Implement Restorative Justice Program
Program Development: Create guidelines for addressing minor offenses within the restorative justice framework.

Monitoring and Evaluation: Establish a system to monitor the effectiveness of the restorative justice program. Collect feedback from participants to continuously improve and refine the program.

Objective 3: Increase Awareness and Satisfaction of the College Judicial Process
Educational Initiatives: Develop an educational campaign to inform students about the judicial process, their rights, and the available support mechanisms.
Host information sessions and workshops on how the judicial process works.

Baseline Data Collection: Conduct surveys to establish baseline data on students' awareness and satisfaction levels. Track workshop participation rates and analyze satisfaction scores to measure progress.

Collaboration with Student Organizations: Partner with student right's officer to amplify the reach of educational initiatives. Encourage student leaders to advocate for the importance of understanding and participating in the judicial process.

Feedback Mechanism: Implement a feedback mechanism for students to share their experiences with the judicial process. Use feedback to make continuous improvements and address any concerns.

Communication Channels:Utilize various communication channels, including social media, newsletters, and campus bulletin boards, to disseminate information about the judicial process.

3. What barriers has the program faced in implementing improvements?

Resistance to Change: Some students, faculty, or staff may resist the introduction of new programs or changes in the academic environment.

Lack of Resources: Limited budget, time, or personnel may hinder the full implementation of the initiatives.

Cultural Resistance to Restorative Justice: Some members of the community may be unfamiliar with or resistant to the restorative justice approach.

Low Participation Rates: Low engagement in workshops, seminars, or online courses.

Inadequate Communication: Poor communication about the judicial process or changes in policies can lead to confusion.

Measuring Impact: Difficulty in accurately measuring the impact of the initiatives on reducing violations or improving satisfaction.

Sustainability Challenges: Maintaining the momentum of the initiatives over the long term can be challenging.

Student Apathy: Some students may not see the relevance or importance of the initiatives.

E. Summary

Use this opportunity to reflect on your discussions above and include any closing thoughts.

The data analysis presented provides valuable insights into the dynamics of academic integrity, student conduct, and reported incidents at the college. The observations highlight disparities among different student groups, fluctuations over the years, and the need for targeted interventions. The proposed actions outline a comprehensive plan to address these issues, involving collaboration, awareness campaigns, and data-driven decision-making.

It's crucial for the college to understand that addressing these challenges requires a multi-faceted approach, involving not only the Office of Student Affairs but also collaboration with academic departments, student organizations, and external experts. The proposed actions emphasize the importance of in-depth investigations, tailored interventions, and continuous monitoring to foster a campus environment that promotes equity, integrity, and positive conduct.

As the college embarks on implementing these actions, a commitment to transparency, inclusivity, and open communication will be essential. Engaging with stakeholders, seeking feedback, and adapting strategies based on evolving needs will contribute to the sustained success of the programs aimed at improving academic integrity, student conduct, and campus safety.

Overall, the data-driven insights and proposed actions serve as a roadmap for the college to foster a more inclusive, supportive, and ethically grounded educational community. The commitment to continuous improvement and the well-being of all students will undoubtedly contribute to the overall success of the college.

F. Rubric

Click on the link below to view the Judicial Affairs Rubric.

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