

Student Affairs and University Planning Program Review Summary

Program Name	Office of Judicial Affairs
Date of Review	Spring 2011
Major Findings	<p>Salary Comparison showed that judicial affairs salary is low compared to the division of student affairs and across the university.</p> <p>Collaboration of discipline across JMU's campus showed a desire to collaborate on an ongoing basis and share discipline databases. Include more restorative justice options as the university.</p> <p>Three strike sanctioning strategy review showed overall a desire to keep three strike language in the student handbook, but to include in all marketing that this is a minimum standard and students could be suspended prior to three strikes. That suspension and sanctions are based more on behavior and harm caused than on number of violations. Also, explore changing the term strike to more restorative language.</p> <p>Comparison of administrative option hearings and judicial council hearings showed a need to include targeted training session for council members. Changes to the council process to include two distinct processes: one for violation responsibility and one for educational sanctioning.</p>
Contact Person	Josh Bacon, Director Judicial Affairs
Location of Report -Hardcopy	Randy Mitchell (Wilson hall 206)
Recommendations	<p>Salary Comparison</p> <p>It is recommended that efforts are made to more closely align judicial</p>

affairs staff salaries with divisional and university averages.

Collaboration of discipline across JMU's campus.

It is recommended that discipline processes across campus meet on an ongoing basis.

Discuss and possibly share records/databases across certain discipline processes

Could there be one student discipline data base across campus?

Discuss and possibly share sanction and interventions across certain discipline processes

Train more staff involved with discipline on restorative practices and collaborate on cases that may be suited for restorative justice processes.

Continue to collaborate with residence life in training area directors/full time hall directors on hearing process. Engage residence life staff in hearing judicial cases on an as needed and interest bases.

Grow restorative practices across campus (education, outreach, and training) and restorative justice option within judicial.

Judicial support discipline processes across campus.

Three strike sanctioning strategy review.

It is recommended to keep three strike language in the student handbook, but to include in all marketing that this is a minimum standard and students could be suspended prior to three strikes. That suspension and sanctions are based more on behavior and harm caused than on number of violations. Also, explore changing the term strike to more restorative language.

Comparison of administrative option hearings and judicial council hearings.

The following is recommended:

Consider sharing history of violations with other discipline processes

	<p>across campus with administrative hearing officer and judicial councils.</p> <p>Include in judicial council trainings areas to address:</p> <ul style="list-style-type: none"> -Preponderance of evidence -Precedents -Creative sanctioning <p>Consider having students found responsible during judicial council hearing report to the judicial office the following day to sign up for classes, obtain information on appeal process and suspension process, complete paper work, ask questions, etc.</p> <p>Consider changing council process to have two phases. One for determining responsibility and one for sanctioning. Allowing for developmental and restorative questions during sanctioning phase.</p> <p>Review Ed Stoner’s model code to determine possible changes to council process.</p>
<p>Action Plans</p>	<p><u>Salary Comparison</u></p> <p>Objective: Explore the equity of salary compensation for the full-time judicial affairs staff</p> <p>Characteristics: The university will possess sufficient resources (financial, facilities, human and technology) to achieve its goals. (I2)</p> <p>Action Items:</p> <ul style="list-style-type: none"> • Conduct a salary review with Human Resources (program committee 2011) • Create a plan for improving equity issues with salary compensation for judicial staff members. <p><u>Collaboration of Discipline Across JMU’s Campus</u></p> <p>Objective: Increase awareness, collaboration, and impact on</p>

students going through all discipline processes at JMU.

Characteristics: The university will be innovative in its programs and services. (AP2)

The university will focus on student learning and development through collaboration across all divisions. (AP8)

Action Items:

- Identify the departments & programs involved in student discipline across the university
- Initiate conversations with colleagues to gain a full understanding of all disciplinary processes
- Research peer institutions for an understanding of how disciplinary processes are handled
- In the spirit of collaboration, ensure that the judicial office is providing good information to its colleagues of what processes we use and the reasons/theories they are grounded in.
- Form committee or task force to examine issues and points of collaboration between disciplinary processes across campus.
- Share databases and sanctions as deemed appropriate by discipline committee.

Three Strike Sanctioning Strategy Review

Objective: Increase motivation for students to change negative and abusive alcohol behaviors

Characteristics: The university will be innovative in its programs and services. (AP2)

The university will focus on student learning and development through collaboration across all divisions. (AP8)

Action Items:

- Explore changing the word “strike” to a more restorative term.
- Include marketing and outreach regarding this policy will focus

more on behavior and harm as result of behavior.

Comparison of Administrative Option Hearings and Judicial Council Hearings

Objective: Increase effectiveness and consistency of administrative option hearings and judicial council hearings.

Characteristics: The university will be innovative in its programs and services. (AP2)

Action Items:

- Change council process to allow student to accept council's decision immediately after the hearing and not continue with the appeal process (sign up for programs, review process, etc).
- Change scheduling of administrative option hearings to only allow accused student's to reschedule one time (consistent with current rescheduling practices).
- Review best practices & model code to determine if two processes should be different

Restorative Practices

Objective: Make JMU community aware of restorative justice practices and options. Expose students to restorative justice principles and processes to increase engagement and citizenship.

Characteristics: The university will be innovative in its programs and services. (AP2)

Action Items:

- Judicial Affairs host Restorative Justice Symposium and training in Spring 2012. Include JMU community and other higher education institutions.

- Educate JMU community on restorative justice practices
- Create restorative justice committee of RJ trained partners throughout the university
- Review and incorporate restorative justice practices throughout judicial affairs processes and developmental opportunities.