



**BENTLEY**  
UNIVERSITY

## **Office of Student Conduct Annual Report 2021-2022 Academic Year**

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Produced by the Office of Student Conduct Team





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## Letter from the Director

Dear Bentley University Community Members,

Supporting Bentley's mission to "*...provide students with the critical thinking and practical skills to help them collaborate effectively, communicate clearly and lead successful, rewarding careers...*", the Office of Student Conduct provides leadership for the student conduct system through preventative education, training, and conversations centered around self-accountability. The Bentley University conduct system is designed to address student behavior, provide proactive initiatives, support a safe and stimulating campus climate, and educate students via individual meetings, group meetings, board hearings, as well as through the delivery of holistic sanctioning.

This annual report describes the depth and breadth of our involvement in the campus community throughout the 2021-2022 Academic Year. In alignment with the world at large reintegrating back into a sense of normalcy due to the Covid-19 Pandemic, the Bentley community returned to its vibrant and social setting, where students were able to be one with each other inside the classroom and out. Bentley continued to maintain a focus on safety related to Covid-19 but was able to do so in a more measured way than the previous year allowed. As a community, student organizations returned to gathering and programming, the residence halls were at nearly full capacity, cohorts of students traveled abroad for a semester or a short-term experience, student athletes competed with peers from other institutions, the campus was able to celebrate the tradition of Spring Day once again, and more. By the end of the 2021-2022 Academic Year, the Bentley community truly felt like the bustling campus that has held generations of Falcons for years before the Pandemic, and will for years to come.

With the resumption of social activities and gatherings came, as expected, an increase in student behavior that challenged the community expectations outlined within the Student Handbook. After a year hiatus, a reimagined Level III Student Conduct Board saw 15 different incidents that were adjudicated, representing egregious behavior including but not limited to physical altercations and assaults, endangering health and safety, damage and vandalism, fraud, breaking and entering, off-campus disturbances, noise ordinance violations, and public intoxication. The Level III Conduct Board, made up of a diverse pool of faculty, staff, and Student Conduct Assistants, were able to challenge decision-making of our students and educate around restoring the harm caused by that decision-making.

Beyond the Level III Conduct Board process, the community saw an increase in lower-level behavior that was adjudicated through the Administrative Hearing process. The statistical and assessment summaries found later in this report provide detailed narratives about the impact both our Conduct Board and Administrative processes had on the Bentley community. This information will allow us to make data-driven decisions when evaluating improvements and enhancements to the process and resources available within the Office of Student Conduct. One successful example of an improvement to the Office is adding a group of Student Conduct Assistants (SCAs); they have been and will continue to be an asset to ensuring that student voice is represented in the processes that are in place to help a student "*...identify the behavior they engaged in, examine the impact and consequences of their behavior, and recognize their personal responsibility in their actions and behavior.*"

Thank you for taking the time to read this report. If you have any questions about this report or about the Office of Student Conduct, please do not hesitate to contact us as [GA\\_StudentConduct@bentley.edu](mailto:GA_StudentConduct@bentley.edu). We look forward to opening another academic year with the Falcon Family.

Sincerely,

Liz Humphries, Director of Student Conduct & Title IX Coordinator



## About the Office of Student Conduct

### **Mission**

*The Bentley University conduct system is designed to address student behavior, provide proactive initiatives, support a safe and stimulating campus climate, and educate students via individual meetings, group meetings, board hearings, as well as through the delivery of holistic sanctioning.*

### **Learning Outcomes**

- Identify the behavior they engaged in and why it is a violation of University policy.
  - Implicit in this outcome, why is the institution concerned about student behavior?
- Examine the impact and consequences of their behavior on self and the community.
  - Implicit in this outcome, does the student understand how future incidents will impact their standing as a student?
- Recognize their personal responsibility in their actions and behavior, and articulate alternative strategies to prevent negative consequences in the future.
  - Implicit in this outcome, how do these actions reflect the student's personal beliefs and values?

### **Philosophy**

The philosophy of the Bentley University Conduct System is based on the belief that:

- Students are responsible for their individual actions as well as for the way the community functions as a whole.
- When students can learn from their experiences, receive help from the university, constructively examine their behavior and take positive steps toward changing that behavior, the proper conduct response should be educational in nature.
- When students become involved in behavior that violates the spirit and/or substance of federal, state, or local law or Bentley rules, regulations, policies and procedures basic to the welfare of the university community at large or the individual therein, the university is bound to take disciplinary action that modifies, restricts or denies the student's status as a member of the university.

The Bentley Conduct System affirms and protects the right of every member of the community to:

- Be free from physical and psychological harassment based upon gender, sexual orientation, race, color, religion, nationality, ethnicity, disability status, veteran status or age.
- Study, sleep and socialize in a clean, well-kept, and safe environment.
- Focus on academics and be free from anything that may disrupt the academic environment.

The Administrative Hearing process provides an opportunity for administrators to work with students to encourage ethical behavior and an understanding of community standards. Additionally, the hearing process provides the professional staff member the opportunity to gain further insight as to what other factors may be influencing the student's life at the time of the hearing.

Conduct Boards offer students who have been charged with violating a policy to be heard, and if appropriate, sanctioned by their peers through a fair hearing process.

The appeals process offers students an opportunity to have their case reviewed if they believe there has been a failure of fair process, or if new, relevant information has been introduced or if the sanctions imposed are too harsh or propose an undue hardship.

The Bentley University conduct system is designed to address student behavior, provide proactive initiatives, support a safe and stimulating campus climate, and educate students via individual meetings, board hearings, as well as through the delivery of holistic sanctioning.

### **Staffing**

To start the 2021-2022 Academic Year, the Office of Student Conduct was made up of the Director, Liz Humphries, who also served as the University Title IX Coordinator, and the Assistant Director, Anthony Majer. Additionally, the Office of Student Conduct recruited and hired a total of 8 Student Conduct Assistants; each semester, the Office operated with 7 active Student Conduct Assistants at any given time. In the Fall 2021 semester, SCA Kelly Saldana studied abroad and rejoined the team for the Spring 2022 semester, and SCA David Daniels served in the role throughout the Fall 2021 but resigned from his position to engage in other areas of student life for the Spring 2022 semester.

The SCAs provided support to the Office of Student Conduct in a variety of ways. Having 2 SCAs serve on each Conduct Board involves anywhere from 8-10 hours of preparation prior to the Board Hearing. Beyond their role on the Conduct Board, the SCAs served as the front desk staff for the Office, assisting with answering phone calls and completing projects, forms of community engagement, and maintaining a consistent social media presence. The SCAs also held optional Pre-Administrative Hearing meetings with any student being adjudicated through the Level I/II Administrative process, where they had the chance to provide peer support and further explain the conduct process. The SCAs for the 2021-2022 year along with their class standing at the time included:

- Tommy Conaton, Junior
- David Daniels, Junior
- Brenda Dishani, Junior
- Kyra Harrington, Sophomore
- Abby Kirsch, Sophomore
- Athena Konstantinidis, Junior
- Ryan Landolfi, Junior
- Kelly Saldana, Junior

After a year hiatus, a reimagined Level III Student Conduct Board was formed to better support the process from a structure lens. We were able to expand the Conduct Board members from the same three individuals for all Boards, to now having a pool of approximately 13 faculty and staff from various disciplines around the University, as well as 8 Student Conduct Assistants to serve as the student decision makers. Throughout the Academic Year, 15 different incidents that were adjudicated through that Level III Board, resulting in the Board members being able to challenge decision-making of our students and educate around restoring the harm caused by that decision-making. The Board members from the 2021-2022 Academic Year were:

- Ryan Bouldin, Associate Professor, Natural & Applied Sciences
- Fei Gao, Assistant Professor, Marketing
- Hamid Nikkhah, Assistant Professor, Information & Process Management
- Dave Szymanski, Associate Professor, Natural & Applied Sciences
- Lincoln Matra, Lecturer, Computer Information Systems
- Shelle Santana, Assistant Professor, Marketing
- Emmy Roth, Associate Professor, Mathematical Sciences
- Patrick Scholten, Professor, Economics
- Matt Galewski, Director, Student Programs & Engagement

- Ben Longstreth, Assistant Director, Strategic Projects
- Alexa Erb, Assistant Director, Student Programs & Engagement
- Deb Burbank, Director, Facilities Administration
- Ryan Gaffey, Director, Facilities Services

The Level III Conduct Board saw the most egregious incidents that include significant risk to oneself, others, or the campus community. Alternatively, Level III cases were heard Administratively by the Director or Assistant Director of Student Conduct, as well as by the Associate Director and Director of the Residential Center, and the Associate Dean for Student Affairs. Outside of the Director and Assistant Director of Student Conduct, Conduct Hearing Officers who heard Level I/II administrative cases were also comprised of Residence Directors, 4 Assistant Directors, the Associate Director, and Director of the Residential Center.

Vice President of Student Affairs J. Andrew Shepardson served as the Appellate Hearing Officer for any Level III cases that were appealed by a student. The Director or Assistant Director of Student Conduct served as the Appellate Hearing Officers for any Level I/II cases that were appealed by a student. In the event of a conflict of interest through any appeal, Associate Dean John Piga served as the Appellate Hearing Officer.





## Racial Justice Action Plan

The compilation of Racial Justice Action Plans from within the Division of Student Affairs can be found here: [Division of Student Affairs Racial Justice Action Plans](#). During the 2021-2022 Academic Year, the Office of Student Conduct and Care created one overarching Racial Justice Action Plan for the functional area of student behavior. The status of each action item is reflected below, with those highlighted in green being completed, those in yellow indicating they are in progress, and those in red indicating that the action has not yet been started.

### 2021-2022 Conduct and Care Racial Justice Action Plan

“Race-neutral or colorblind practices that do not take systemic racism into consideration are inadequate in addressing the needs of racialized students. What is needed are support strategies that help our students survive and thrive...”  
Journal of Higher Education Management, Issue 36(1) pg. 46-57, Gonell, Jones, et al.

Conduct and Care are two departments/functions that work to create a more civil, compassionate, and supportive campus. These goals are achieved through helping students develop critical thinking, resilience, and coping skills. The two teams arrive at student development interactions through different reporting mechanisms, but a primary goal of each team is to help students develop and sustain their success as students at Bentley University. As they are joined in supporting students, staff from the Conduct and Care teams have also begun meeting regularly to discuss individuals who may be arriving in each team’s workflow for reasons that only become apparent through discussion. These joint discussions have already begun to reveal that some reports submitted into the Conduct system may be best handled through the Care Team.

**Collaboration**—Work together as Care and Conduct teams, but also engage in interdepartmental discussions of student situations to arrive at a deeper understanding of student behavior, to result in more compassionate and thoughtful student outcomes through the lens of Care and Conduct.

- Care Team has been constructed to have diverse representation from MCC, CISS, Athletics, Counseling, Health Services, Undergraduate and Graduate Academic Services, Student Programs & Engagement, Residential Center.
- Level 3 Conduct Board has been redesigned, the make-up of the new Level 3 team now has diverse faculty, staff and student representation. The pool of Level 3 hearing Board Members is much broader and more diverse than the board that existed before. Level 3 Conduct Board Members now better reflect the university’s racial, gender, and ethnic make-up, as well as the stated diversity goals of the university.
- Staff from Care and Conduct meet regularly to ensure a fuller picture of a student’s experience at Bentley is considered while determining the appropriate course of follow-up.

**Data**—Collect and review data each semester.

- Through the lens of the data, Conduct systems and Care systems have been, and will continue to be reviewed to determine the impact these student support systems have on all students, but specifically, underrepresented students.

- Conduct sanctioning data will be reviewed by third parties (MCC and Office of Diversity and Inclusion) to ensure that the conduct process does not (unintentionally) have a greater impact on underrepresented students.
- Care Team and Leave of Absence, Transfer/Withdrawal, and Return from Leave data will continue to be collected and reviewed to ensure trends in gender/race/ethnicity identity of students in these processes are seen and understood.

**Staffing**--Review the ethnic and racial make-up of the teams entrusted with managing the Conduct and Care systems to ensure all students have the opportunity to see themselves reflected in the decision-making process.

- A diverse group of SCA (Student Conduct Assistants) have been hired to help all students better understand conduct processes.
- The pool of conduct officers will continue to be enlarged to increase demographic diversity.
- Care will continue to seek diverse members for the Care Team.

**Training**—Ongoing training for all Conduct and Care teams.

- The Care and Conduct teams will read and discuss 2 articles or books per semester on the topics of race on university campuses, and race in society.
  - Including, but not limited to, *Reframing Campus Conflict*, *Why Are All The Black Kids Sitting Together in the Cafeteria*, etc.
- Care and Conduct teams will be trained by outside presenters on race and society on a yearly basis.





## Training, Outreach, and Education

The Office of Student Conduct Team facilitated the following trainings and conversations with the Bentley community:

- New Student Orientation, August 2021: Director Liz Humphries and Director of Community Wellbeing and Health Promotion Jessica Greher-Traue facilitated a training to all incoming new students at the start of the Fall 2021 semester. This training outlined community standards and expectations, ways to look out for each other within the community, and resources available on campus. This training also discussed the Conduct system as well as the content of the Student Handbook.
- Residential Center Professional Staff Training, August 2021: Director Liz Humphries and AD Anthony Majer met with the Residential Center professional staff to provide training about the conduct system and to share updates. Given the many changes to the staff, we provided an in-depth training about the conduct system and had scenarios to give hands on training with conduct meetings.
- Orientation Leader Training, August 2021: Assistant Director Anthony Majer and RD Melissa Henriquez presented to the Orientation Leaders about community expectations. The presentation was focused on the First-Year population and included data from the past year, handbook updates, and various activities to help the OLs orient the new students to campus.
- Resident Assistant Training, August 2021: Director Liz Humphries and Assistant Director Anthony Majer presented to the Resident Assistant staff for the incoming academic year, highlighting various changes to the Office of Student Conduct and Bentley Student Handbook, as well as the adapted protocol of the RAs when documenting student behavior.
- Student Conduct Assistant Training, August 2021: New this year, the OSC had 8 Student Conduct Assistants. They arrived a week before classes to have all day training. Their training included how to complete their responsibilities as well as professional development opportunities. Some of those opportunities included racial justice training, meeting with the Gender and Sexuality Programs office, and meeting with Robin from Spiritual Life. In addition, we had SCA bonding activities for team development. After they completed their SCA training, they participated in Student Conduct Board training.
- Student Conduct Board Training, August 2021: Director Liz and AD Anthony trained the new student conduct board (11 staff/faculty, 8 SCAs). The training was over 2 days and included in-depth training on the conduct board process and decision making. In addition, Disability Services provided a training to the board members. The training included scenarios and real conduct examples to provide hands on training.
- Residential Center New RD Training, August & September 2021: Director Liz Humphries met with Residence Directors Anthony Tellez and Melissa Henriquez to discuss with them the overarching Conduct philosophy at Bentley, their experience as conduct hearing officers, and some of the common incidents that they will hear as Residence Directors. Additionally, Assistant Director Anthony Majer met individually with RD Tellez and RD Henriquez to train them on the functionality of the Advocate software used to manager all student conduct on campus.

- New Student Orientation, January 2022: Director Liz Humphries participated in a panel along with University Police Chief Frank Bourgeois, Director of the Counseling Center Peter Forkner, and Director of Community Wellbeing and Health Promotion Jessica Greher-Traue to discuss the interplay of student behavior both on and off-campus. This discussion centered around ways that students can seek support and resources, as well as highlighted community expectations as outlined through the Student Handbook.
- Resident Assistant Training, January 2022: Similar to August's training, Director Liz Humphries and AD Anthony Majer trained and updated the Resident Assistants about the Office of Student Conduct. Liz and Anthony provided an additional training for the 6 new RAs prior to the official RA training in the winter.
- Campus Policies and Handbook Feedback Meetings, April 2022: Director Liz, AD Anthony and 2 SCAs (Ryan Landolfi and Kyra Harrington) met with 3 groups: Equity and Inclusion Consultant Group, Residential Center professional staff, and the RA Student Advisory Board to review the student handbook and gather feedback.



## Community Engagement

During the 21-22 Academic Year, the Office of Student Conduct planned and contributed to community engagement efforts across campus to educate the student population, and to serve as a presence within the community. Below are community engagement initiatives that the Office of Student Conduct were involved in during the 21-22 AY.

### Community Engagement initiatives:

#### **SCA Programming**

- New Student Orientation
  - SCAs designed Medical Assistance brochures and Office of Student Conduct door hangers. During move-in they passed out plastic cups with medical assistance brochures in them. In addition, they hung the door hangers on all first year, transfer, and exchange students' doors.
- Spin Wheel Programs
  - Throughout the year, the SCAs hosted programs in the Student Center where they had a spin wheel with questions posed to the student engaging with the wheel. The questions would be about the conduct office and conduct system. They engaged with hundreds of students and gave away prizes to those who answered the questions correctly.
- Don't Falc It Up
  - The OSC used the Don't Falc It Up brand this year for social media and other marketing purposes. We had plastic cups and other branded items for our educational initiatives that were distributed to the community as a passive form of engagement
- Social Media (Instagram)
  - The SCAs were to create an OSC Instagram account, publicize it in order to gain a followership, and engaged regularly to followers through post and stories. The SCAs included a series of information sharing in which highlighted a small biography of each of the SCAs and OSC staff through a #FeatureFriday marketing tactic.

#### **Engagement with Student Groups**

Throughout the academic year, the Office of Student Conduct interacted with many student groups, primarily the Resident Assistants and Student Center Building Managers. In order to show our appreciations, we purchased items throughout the year with our updated Bentley and office logos. When the RAs moved in during the winter, we had hand sanitizers for them and a welcome basket for each staff since we spend much time with the RAs during training periods. At the end of the spring semester, we purchased goodbye gifts from the Bentley bookstore for the graduating RA seniors.

#### **Creation of Student Conduct Assistant position**

During the 20-21 AY, the Office of Student Conduct did not have any student employees. In the spring semester, we created the Student Conduct Assistant position to have students work in our office. SCAs will complete tasks such as serve on the Student Conduct Board, work in the front office, host educational programs, oversee the

social media presence, and represent the Office of Student Conduct in a variety of ways. Six SCAs began on June 1<sup>st</sup>, 2021 and 2 additional students will join in the fall, for a total of 8 SCAs.

With the creation of the Student Conduct Assistant position, the Office of Student Conduct will have a robust community development plan for the 21-22 Academic Year. Initiatives will include an enhanced social media presence, continuous programming from move in to closing, attendance at various student organization meetings, and collaboration with other departments, staff, and faculty.

### Campus Partnerships

In collaboration with the Residential Center and Community Wellbeing and Health Promotion, Student Conduct contributed to one holistic resource that was assembled, printed, and mounted on the backside of every residence hall room door. This served as a quick reference guide for students to be able to easily scan a QR code to explore the information available and provided the reader with a variety of options for them to select from. While this was accessible to residential students from their respective residence hall rooms, it was also made available publicly to off-campus students online. A copy of the resource card is below:

## SUPPORT RESOURCES FOR STUDENTS


Living on campus is a rewarding and engaging opportunity that complements your studies at Bentley. We recognize that sometimes you or a peer may experience, health, safety or other personal concerns. You are not alone and there are many people available to help, including your Resident Assistant and Residence Director. If you are worried about a peer, know that 98% of Bentley students said they would want a friend to seek help on their behalf if their health or safety was in danger, so consider yourself asked.

For medical emergencies or to report a crime, call University Police 24/7 at **781-891-3131**.

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**Alcohol or Other Drugs Toxicity: Know the Signs, Make the Call**


Always call University Police if a peer is exhibiting ANY signs of alcohol or substance overdose including cold clammy skin, bluish lips, unconsciousness, irregular breathing, seizures or excessive vomiting. Per our medical assistance policy, students who request help are not charged through the student conduct process. Students receiving help are referred to health staff for follow up. Scan the code to the right to learn more about the medical assistance policy.



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**Interpersonal Violence Affects Everyone in Our Community**


Survivors of dating violence, sexual assault and stalking often turn to peers first for support. Learn how to access care and the options available for reporting for you or a friend. You are not alone and we have confidential staff to help you or your friend with whatever you need. Information is accessible via the code to the right.



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**Emotional Well-Being**


The Counseling Center is available for students experiencing any kind of emotional distress. Students can seek assistance for anxiety, stress, grief, loneliness, persistent sadness, substance use and more. Simply call **781-891-2274** to schedule an appointment or to speak to an after-hours clinician. Access on-campus health, counseling and wellness resources via the code to the right.



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**CARE Team for Non-Urgent Concerns for Peers**


If you have a non-urgent concern for a friend's well-being, you can submit a CARE report. A staff member from our CARE Team will follow up with that student to connect them to supportive resources. You can learn more about the CARE Team and its reporting process by scanning the code to the right.



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**Harassment and Discrimination**

You deserve to live and learn in an environment free of harassment and discrimination. There are laws and policies for the prevention of and response to gender-based harassment, discrimination and incidents of bias. There are formal and informal options for support as well as confidential staff to assist you. Learn more about the Title IX and Gender-Based Harassment policy and options via the code to the right.



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**Bias Incident Response Team (BIRT)**

BIRT is responsible for responding to bias and hate incidents. This includes behaviors or acts that target or harm individuals based on characteristics like race, religion, sex or another protected class. You can learn more about the team and the Bias Incident reporting process through the code to the right.



**On-Campus Resources**

Health Center.....	<b>781-891-2222</b>
Counseling Center.....	<b>781-891-2274</b>
Spiritual Life.....	<b>781-891-2418</b>
Residential Center.....	<b>781-891-2148</b>
Wellness and Prevention.....	<b>781-891-2600</b>
Multicultural Center.....	<b>781-891-2132</b>
Gender and Sexuality Student Programs.....	<b>781-891-2189</b>
Center for International Students and Scholars.....	<b>781-891-2829</b>
Office of the Vice President for Student Affairs.....	<b>781-891-2161</b>

**Off-Campus Resources**

**Mental Health:** MA Suicide Prevention Hotline: **617-247-0220**

**Crisis Text Line:** Text "Start" to **741741** to speak with a trained crisis counselor

**Sexual Health Support:** Planned Parenthood text "PPNOW" to **774636** or call **800-258-4448**, option #3

**LGBTQ+ Support Services:** Trevor Project at **866-488-7386** or text "Start" to **678678**

Fenway Peer Listening Line: **617-267-2535**


Trans Lifeline: **877-565-8860**

**Substance Abuse Support:** MA Substance Abuse Helpline: **800-327-5050**, chat option via [helpline.org](http://helpline.org)

**Vaping Cessation:** Text "start my quit" to **36072**

**Sexual or Relationship Violence:** Boston Area Rape Crisis Center 24/7 hotline: **800-841-8371**

REACH Beyond Domestic Violence: **800-899-4000** or text "Lovels" to **22522** to chat with a peer advocate from Love Is Respect



BENTLEY UNIVERSITY



## Professional Development

During the 21-22 Academic Year, the Office of Student Conduct attended and participated in various forms of professional development. Below are opportunities that the Office of Student Conduct was involved in:

- Simplicity Advocate: Director Liz Humphries and Assistant Director Anthony Majer, along with Associate Director of Student Support Services Erin Shea and Associate Dean John Piga, met regularly with our contracted client services partner, Mayr Makenna. Through those meetings, the team gained valuable insight for how to utilize Advocate to run reports of current and previous data, provide custom data dashboards for visual aid, set permission groups for both student and staff users, and new methods of communicating with students through Advocate.
- Association of Student Conduct Administrators (ASCA): Bentley remained as an institutional member of the national organization of ASCA and was able to participate in a menu of webinars by being members. Director Liz Humphries and Assistant Director Anthony Majer attended the in-person ASCA annual conference in Washington, D.C. This was a 4-day conference that provided a variety of educational training sessions and allowed networking opportunities with other Student Conduct professionals. The ASCA institutional membership has been renewed for the 22-23 AY as of 6/16/22.
- SUNY Student Conduct Institute (SCI): an organization that is a part of the State University of New York (SUNY) system, Bentley became an institutional member of SCI, which granted access to unlimited users from within the community to ongoing learning and development around campus adjudication processes and state/federal regulatory changes. This institutional membership was purchased for the 21-22 Academic Year, however, was not renewed for the 22-23 Academic Year due to a lack of consistent use.
- PART Training: In conjunction with the professional staff from the Residential Center and Care, Director Liz Humphries and Assistant Director Anthony Majer participated in a 9-week program through the Benson-Henry Institute of Massachusetts General Hospital known as Positivity and Relaxation Training (PART). The collective team was able to come together to reflect on the challenges of our work, strategies for working through those challenges, and ways to seek positivity and relaxation within our personal lives. The program was facilitated by Program Director Rana Chudnofsky.



## Statistical Summary

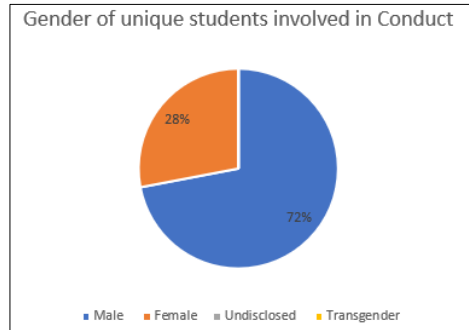
### Data Snapshot (AY 2021-2022)

	Fall 2021	Spring 2022	Total
Total Incident Reports (parent cases)	162	155	<b>317</b>
Unique Students Involved (child cases)	296	274	<b>570</b>

#### Demographic Information of unique students involved:

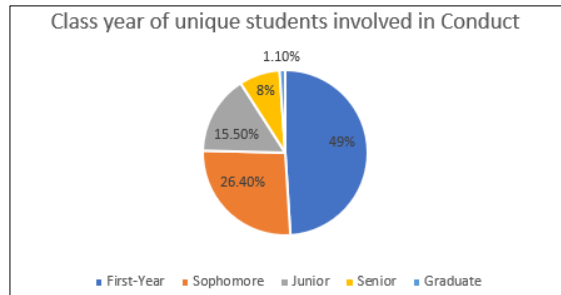
GENDER	Total
Male	<b>410 (72%)</b>
Female	<b>160 (28%)</b>
Undisclosed	<b>0</b>
Transgender	<b>0</b>

\* Gender is pulled from Workday



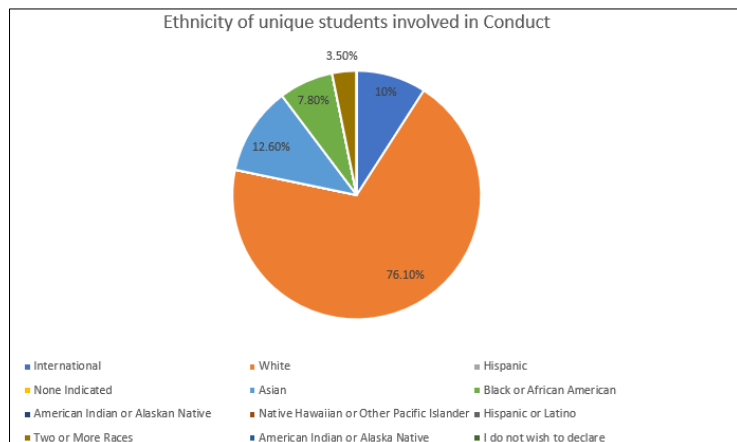
#### Class Year of unique students involved:

First-Year	49%
Sophomore	26.4%
Junior	15.5%
Senior	8%
Graduate	1.1%



#### Ethnicity of unique students involved:

ETHNICITY	Total
International	~10%
White	76.1%
Hispanic	0
None Indicated	0
Asian	12.6%
Black or African American	7.8%
American Indian or Alaskan Native	0

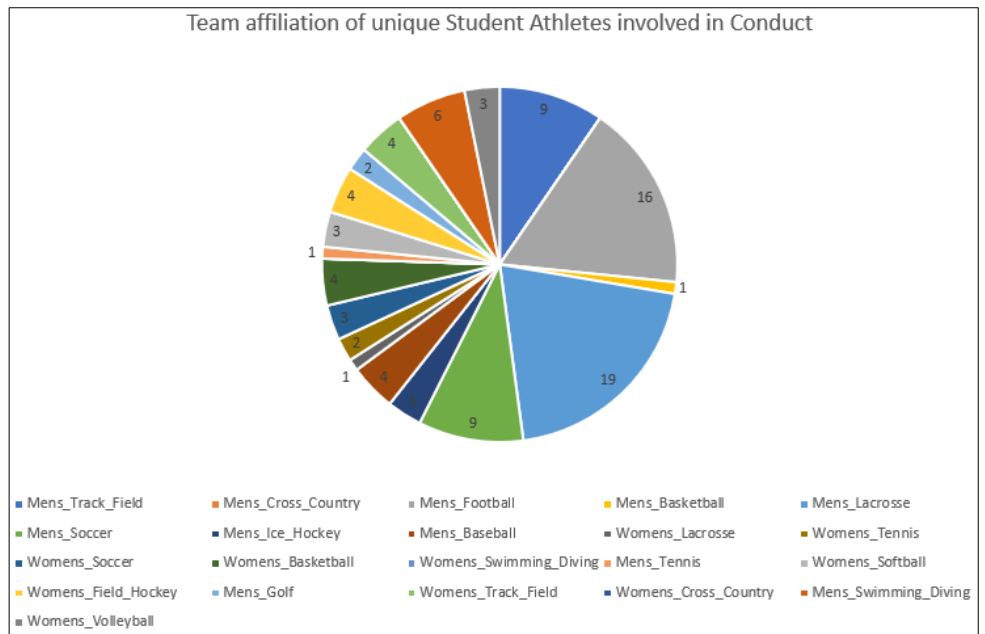


<b>Native Hawaiian or Other Pacific Islander</b>	<b>0</b>
<b>Hispanic or Latino</b>	<b>0</b>
<b>Two or More Races</b>	<b>3.5%</b>
<b>American Indian or Alaska Native</b>	<b>0</b>
<b>I do not wish to declare</b>	<b>0</b>

\*Ethnicity pulled from Workday

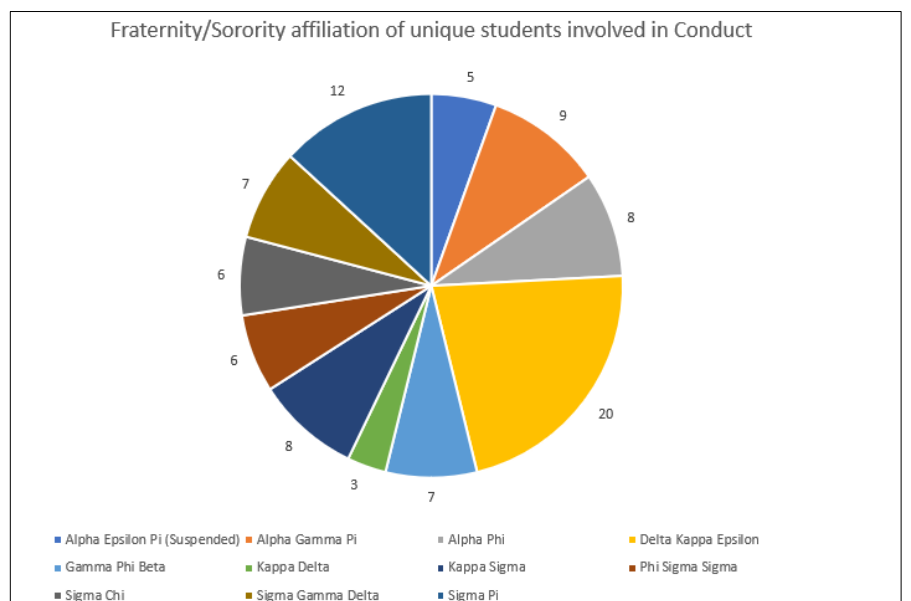
Sports affiliation by unique students involved:

Sport Affiliation	Total #
Mens_Track_Field	9
Mens_Cross_Country	0
Mens_Football	16
Mens_Basketball	1
Mens_Lacrosse	19
Mens_Soccer	9
Mens_Ice_Hockey	3
Mens_Baseball	4
Womens_Lacrosse	1
Womens_Tennis	2
Womens_Soccer	3
Womens_Basketball	4
Womens_Swimming_Diving	0
Mens_Tennis	1
Womens_Softball	3
Womens_Field_Hockey	4
Mens_Golf	2
Womens_Track_Field	4
Womens_Cross_Country	0
Mens_Swimming_Diving	6
Womens_Volleyball	3



Greek Life affiliation by unique students involved:

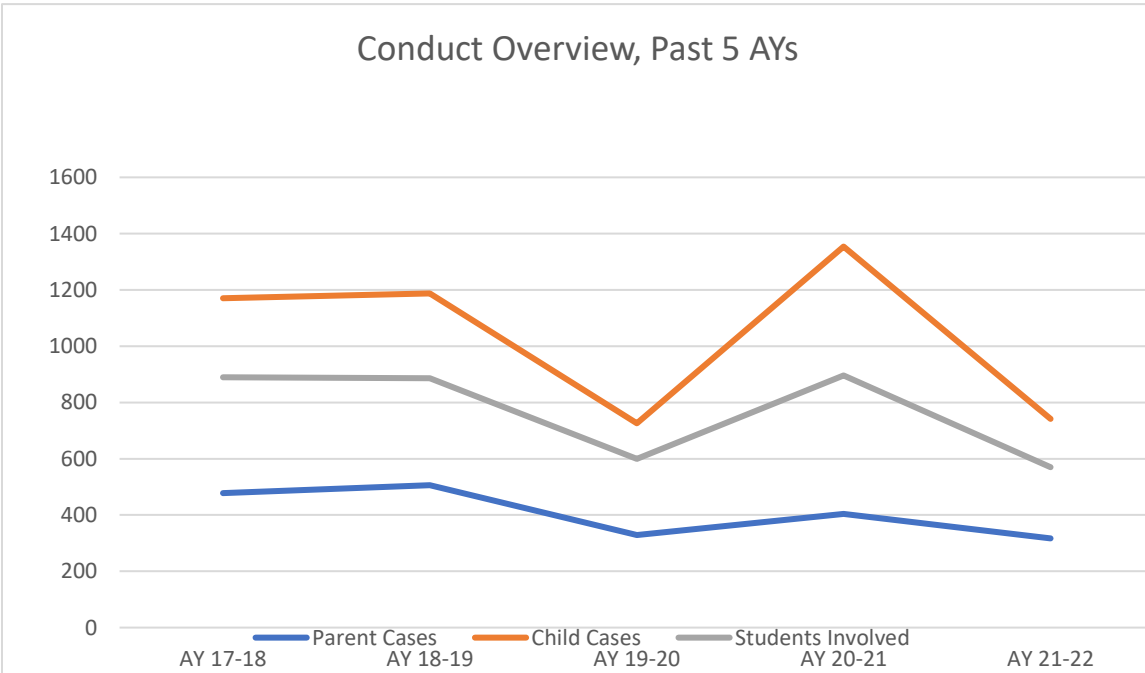
Fraternity/Sorority affiliation	Total #
<b>Alpha Epsilon Pi (Suspended)</b>	<b>5</b>
<b>Alpha Gamma Pi</b>	<b>9</b>
<b>Alpha Phi</b>	<b>8</b>
<b>Delta Kappa Epsilon</b>	<b>20</b>
<b>Gamma Phi Beta</b>	<b>7</b>
<b>Kappa Delta</b>	<b>3</b>
<b>Kappa Sigma</b>	<b>8</b>
<b>Phi Sigma Sigma</b>	<b>6</b>
<b>Sigma Chi</b>	<b>6</b>
<b>Sigma Gamma Delta</b>	<b>7</b>
<b>Sigma Pi</b>	<b>12</b>



### Comparative Data (past 5 years)

- In March 2020, Bentley closed campus due to COVID-19 Pandemic and re-opened in August 2020
- Parent cases represent the total number of Incident Reports (IRs). Child cases represent the individual students per Incident Report (IR)

	AY 17-18	AY 18-19	AY 19-20	AY 20-21	AY 21-22
Parent Cases (Total IRs)	478	506	329	404	317
Child Cases (students per IR)	1170	1187	726	1354	742
Unique Students Involved	889	886	600	896	570



### Responsible Findings (Violations)

#### Fall 2021

Underage Alcohol	87
Quiet Hours	55
Failure to Comply	46
Room Capacity	30
Fire Alarm (Accidental)	26
Noise Ordinance	25
Endangering Health & Safety	24
Off-Campus Disturbances	23
Smoke Free Policy	23
Possession/Use of Drug Paraphernalia	21
Public Intoxication	21
Possession/Use of Marijuana	19
Disruptive Behavior	17
Damage/Vandalism	14



Open Consumption of Alcohol	14
Tampering with Fire Equipment	13
Medical Intoxication (Involuntary Transport PC)	12
Residential Center Policy Violation	12
Candle and Other Open Flame Devices	11
Guest Policy	9
Creating a Health or Fire Hazard	8
Disrespect to University Official(s)	7
Off-Campus Conduct	7
Appliance or Other Prohibited Item	6
Verbal Fight/Altercation	6
Disorderly Conduct	5
Physical Confrontation	5
Assault/Assault & Battery	4
Courtesy Hours	4
Malicious Behavior	4
Organizational Conduct Violation	4
Bias and/or Hate Incident	3
Larceny	3
Medical Assistance	3
Medical Intoxication (Voluntary Transport)	3
Screen Policy	3
Uncooperative with University Official(s)	3
Balcony Policy	2
False Identification/ Forgery	2
Fraud	2
Maintaining Bentley Core Values	2
Parking	2
Psychological Harassment	2
Vehicular Violation	2
Abuse of University Resources	1
Distribution of a Controlled Substance, Marijuana, and/or Illegal Drugs	1
Email Communication Policy	1
Failure to Evacuate	1
Firearms/Weapons	1
Possession/Use of Controlled Substance	1
Sale & Solicitation	1
Unauthorized Possession/Use of Bentley Property	1
Violation of University Rules	1

**Spring 2022**

Quiet Hours	51
Underage Alcohol	45
Candle and Other Open Flame Devices	30

Possession/Use of Drug Paraphernalia	17
Medical Intoxication (Involuntary Transport PC)	15
Off-Campus Disturbances	15
Room Capacity	14
Damage/Vandalism	12
Possession/Use of Marijuana	11
Public Intoxication	10
Fire Alarm (Accidental)	9
Firearms/Weapons	8
Parking	8
Noise Ordinance	7
Off-Campus Conduct	6
Guest Policy	5
Uncooperative with University Official(s)	5
Appliance or Other Prohibited Item	4
Creating a Health or Fire Hazard	4
Disruptive Behavior	4
Pet Policy	4
Physical Confrontation	4
Theft/Unauthorized Use of Property	4
Unauthorized Possession/Use of Bentley Property	4
Assault/Assault & Battery	3
Courtesy Hours	3
Failure to Comply	3
Open Consumption of Alcohol	3
Smoke Free Policy	3
Verbal Fight/Altercation	3
Disrespect to University Official(s)	2
Disruption of the Academic Environment	2
Endangering Health & Safety	2
Maintaining Bentley Core Values	2
Balcony Policy	1
Bias and/or Hate Incident	1
False Identification/ Forgery	1
Fire Alarm (Pulled or Set)	1
Fraud	1
Online Misconduct	1
Screen Policy	1

### Meeting Outcomes

Meeting Outcome	F21	S22
Student Accepts Responsibility	287	197
Student Found Not Responsible	42	35
Student Found Responsible - Did Not Appear	6	2

Hearing Officer Refers to Conduct Board	0	0
Student Requests Conduct Board Hearing	0	0
Student Requests Conduct Board Sanctioning	0	0
Student Found Responsible by Conduct Board	13	4
Student Found Not Responsible by Conduct Board	1	2
Student Withdrew from Bentley	0	1

### Sanctions

Sanction	#
Written Warning	179
Verbal Warning	129
Probation	87
Fire Safety Sanction	60
BASICS	32
Educational Sanction(s)	32
EverFi	28
Falcon Connect Mentor Program	24
Parental/Guardian Notification (Staff Issued)	20
Disciplinary Probation	16
Referral	16
Restitution	16
Deferred Suspension from University Housing	15
Medical Follow Up	15
Deferred Suspension from the University	12
Risk Reduction Assessment	11
Health/Registration Hold	10
Parent/Guardian Notification (Student Issued)	9
BASICS (Marijuana)	7
Alcohol EDU for Sanctions	6
Ban from Campus/Campus Events	3
E-CHUG	3
Marijuana 101	3
Suspension from the University	3
Expulsion from University Housing	2
Condition for Readmission	1
Fire Safety Meeting	1
Organizational Conduct Sanction	1
Restrictions/Prohibitions	1
Suspension from University Housing	1

**Alcohol and Other Drugs (part of Drug Free Schools Act)**

	<b>Fall 2021</b>	<b>Spring 2022</b>
<b>Medical Intoxication</b>	12	12
<b>Medical Assistance Policy Applied</b>	11	5
<b>Total Alcohol/Other Drug Transports</b>	<b>23</b>	<b>17</b>

<b>Responsible Findings (Jan '21 - Dec '21)</b>	
<b>Alcohol, Marijuana, and Other Drug Violation</b>	3
<b>Distribution of a Controlled Substance, Marijuana, and/or Illegal Drugs</b>	1
<b>Driving Under the Influence</b>	1
<b>Medical Assistance</b>	13
<b>Medical Intoxication (Involuntary Transport PC)</b>	16
<b>Medical Intoxication (Voluntary Transport)</b>	3
<b>Open Consumption of Alcohol</b>	17
<b>Possession/Use of Controlled Substance</b>	2
<b>Possession/Use of Drug Paraphernalia</b>	27
<b>Possession/Use of Marijuana</b>	19
<b>Public Intoxication</b>	21
<b>Service of Alcohol to Minors</b>	1
<b>Underage Alcohol</b>	141

**Sanctions for violations ('21-'22)**

<b>Alcohol EDU for Sanctions</b>
<b>BASICS</b>
<b>Deferred Suspension from University Housing</b>
<b>Disciplinary Probation</b>
<b>E-CHUG</b>
<b>Educational Sanction(s)</b>
<b>Falcon Connect Mentor Program</b>
<b>Medical Follow Up</b>
<b>Parent/Guardian Notification</b>
<b>Probation</b>
<b>Referral</b>
<b>Reflection (Covid)</b>
<b>Restitution</b>
<b>Restrictions/Prohibitions</b>
<b>Risk Reduction Assessment</b>
<b>Suspension from University Housing</b>
<b>Suspension from the University</b>
<b>Verbal Warning</b>
<b>Written Warning</b>

Responsible findings for Jan '22 to May '22	
Medical Intoxication (Voluntary Transport PC)	15
Open Consumption of Alcohol	3
Possession/Use of Drug Paraphernalia	17
Possession/Use of Marijuana	11
Public Intoxication	10
Underage Alcohol	45

### Sanctions used for the responsible findings

Alcohol EDU for Sanctions
BASICS
Deferred Suspension from University Housing
Disciplinary Probation
E-CHUG
Educational Sanction(s)
Falcon Connect Mentor Program
Medical Follow Up
Parent/Guardian Notification
Probation
Referral
Reflection (Covid)
Restitution
Restrictions/Prohibitions
Risk Reduction Assessment
Suspension from University Housing
Verbal Warning
Written Warning
Deferred Suspension from the University
Ban from campus/campus events

### Appeals

	Fall 2021	Spring 2022	Total
Appeals Level 1 & 2	1	4	5
Appeals Level 3	1	3	4
<b>TOTAL APPEALS</b>	<b>2</b>	<b>7</b>	<b>9</b>

	Fall 2021	Spring 2022
Appeal: Decision Modified	1	3
Appeal: Decision Sustained	1	4
Appeal: Decision Overturned	0	0

## Conduct Hearings held

- 720 Unique meetings held in AY 21-22
- Hearings/meetings can include multiple staff members and multiple students
- The numbers below indicate how many individual hearings/meetings a staff member scheduled.
- Majority of meetings were individual hearings, however some meetings scheduled occurred at the same time as a group of students were met with simultaneously

Meeting Type	Number
Administrative Hearing	509
Appeal meeting *	2
Student Conduct Board *	25
Medical Assistance	15
Pre-Admin Hearings **	115
Pre-Student Conduct Board *	25
Witness meetings *	29

\* Facilitated by OSC; Anthony Majer and Liz Humphries

\*\* Facilitated by Student Conduct Assistants

## Administrative Hearing Meetings

- 509 unique meetings but multiple staff could have been assigned to one meeting
- Staff can schedule one meeting but meet with multiple students at a time, these numbers better showcase how many students each staff met with

Staff	Meetings scheduled
Alex Matos	41
Anthony Majer	96
Anthony Tellez	37
Brendan O'Connor	36
Caitlyn Aborn	16
Cole Taylor	30
Jared Berman	82
Justin Woodard	6
Jeff Funk	2
Liz Humphries	88
Katrina Camerato	15
Lydia Leitschuh	39
Melissa Henriquez	57
Otis Johnson	17
Sabrina Cruz	14

**Conduct Board Hearings**

**Fall 2021**

Board #	Responsible Findings	Sanctions	Appeal
1 (1 unique student involved)	Abuse of the Student Conduct System, Disrespect to University Official(s), Failure to Comply, Maintaining Bentley Core Values, Online Misconduct, Uncooperative with University Official(s)	Deferred Suspension from the University, Falcon-Connect Mentor Program	Yes, appeal denied
2 (1 unique student involved)	Damage/Vandalism	Deferred Suspension from University Housing, Restitution, Falcon Connect Mentor Program, BASICS, Probation	No
3 (3 unique students involved, 1 organization)	Endangering Health & Safety, Noise Ordinance, Off-Campus Conduct, Off-Campus Disturbances, Organizational Conduct Violation, Public Intoxication	Deferred Suspension from the University, Falcon Connect Mentor Program	No
		Disciplinary Probation, Falcon Connect Mentor Program	
		Social Event Suspension, Disciplinary Probation	

4 (1 unique student involved)	False Identification/ Forgery, Fraud	Disciplinary Probation, Falcon Connect Mentor Program, Referral	No
5 (2 unique students involved)	Assault/Assault & Battery, Physical Confrontation, Underage Alcohol, Verbal Fight/Altercation	Disciplinary Probation, Deferred suspension from housing, Parent/Guardian notification, BASICS	Yes
		Disciplinary Probation, Probation, Parent/Guardian notification, BASICS,	
6 (1 unique student involved)	Disruptive Behavior, Endangering Health & Safety, Medical Intoxication (Involuntary Transport PC), Trespassing, Underage Alcohol	Deferred Suspension from the University, Referral, Falcon Connect Mentor Program, Reflection letter	No
7 (1 unique student involved)	Damage/Vandalism, Disruptive Behavior, Distribution of a Controlled Substance, Marijuana, and/or Illegal Drugs, Endangering Health & Safety, Possession/Use of Marijuana, Sale & Solicitation	Suspension from University, Restitution, BASICS, Disciplinary Probation	No



8 (3 unique students involved)	Assault/Assault & Battery, Disorderly Conduct, Endangering Health & Safety, False Identification/ Forgery, Malicious Behavior, Physical Confrontation, Bias/Hate Incident	Disciplinary Probation, Deferred Suspension from University Housing, Educational Sanctions	No
		Suspension from University Housing, Disciplinary Probation, Deferred Suspension from University Housing, Educational Sanctions	
9 (2 unique students involved)	Assault/Assault & Battery, Disruptive Behavior, Maintaining Bentley Core Values, Physical Confrontation, Underage Alcohol, Verbal Fight/Altercation	Referral, Disciplinary Probation	No
	Disruptive Behavior, Maintaining Bentley Core Values, Underage Alcohol, Verbal Fight/Altercation	Referral, Disciplinary Probation	

Spring 2022

Case	Responsible Findings	Sanctions	Appeal
10 (1 unique student involved)	Insufficient Evidence	N/A	No
11 (2 unique students involved)	Assault/Assault & Battery, Physical Confrontation	Falcon Connect Mentor Program, Probation	Yes
12 (1 unique student involved)	Bias and/or Hate Incident, Damage/Vandalism, Firearms/Weapon	Suspension from University, Falcon Connect Mentor Program, Expulsion from University Housing, Deferred Suspension from University	Yes

13 (1 unique student involved)	Creating a Health or Fire Hazard Fire Alarm (Pulled or Set) Possession/Use of Marijuana Tampering with Fire Equipment Theft/Unauthorized Use of Property Uncooperative with University Official(s) Underage Alcohol	Deferred Suspension from the University, Disciplinary Probation, Falcon Connect Mentor Program, Restitution	
14 (2 unique students involved)	Assault/Assault & Battery Verbal Fight/Altercation Physical Confrontation	Deferred Suspension from University, Disciplinary Probation, Falcon Connect Mentor Program, Referral	Yes
15 (2 unique students involved)	Physical confrontation, guest policy, uncooperative with university officials, verbal fight/altercation	Suspension from the university, Expulsion from University housing, Falcon Connect Mentor Program	Yes



## Future Suggestions

- Level I/II Conduct Board: Given the success of the newly designed Level III Conduct Board, Student Conduct will be looking to mimic that model and apply it to a Level I/II Conduct Board to hear lower-level cases. As this Board would be hearing cases where the maximum sanction is a Suspension from Housing, it would be made up of three decision-makers, instead of 5 as in the Level III Board process, and will always include 1 faculty, 1 staff member, and 1 SCA.
- Additional Staffing: Throughout the academic year, it became apparent that the role of Student Conduct on campus goes beyond the traditional judicial system. In particular, Assistant Director Anthony Majer dedicated a significant amount of time to campus partnerships, such as Academic Integrity. Additionally, given a shift in staffing in other offices that otherwise would contribute to Student Conduct, such as those who work with Fraternity and Sorority Life, both Assistant Director Liz Humphries and Assistant Director Anthony Majer served in the roles to provide direct support to those groups. While this was the first year of Student Conduct employing Student Conduct Assistants, the group also requires a significant amount of time to supervise in order to provide a strong student experience to them. With that, it would be helpful to consider the role of a Graduate Assistant for Student Conduct, and how that position could contribute to the daily operations of the office and spread the workload even further.
- Training with Residential Center Conduct Hearing Officers: As of the start of the 2022-2023 Academic Year, the Residential Center will have internally promoted two new Assistant Directors (AOCs) and four new Residence Directors (AODs). Each of these individuals will serve as primary Conduct Hearing Officers and will need training around the Conduct philosophy and the mechanisms of utilizing our Symplicity Advocate as our conduct software. Given that there will be so many new staff members, training provided by the Office of Student Conduct will be provided on an ongoing basis throughout each semester. Strategies to help educate our new Conduct Hearing officers and acclimate them to Conduct at Bentley include:
  - All Hall Staff and all Central Staff members will attend Weekend Update each Monday beginning promptly at 10:30am. The AOD and AOC will continue to lead the discussion of that meeting, while all others will have the chance to silently observe and learn from the decision-making involved with crisis response, as well as have the full context of incidents so they may ask clarifying follow-up questions as needed.
  - Assistant Director Anthony Majer will meet with each Hall Staff member twice per semester
  - Director Liz Humphries will meet with each Central Staff member twice per semester