Department of Student Conduct Administration
Operational Plan

Introduction to Student Conduct Administration

Student Conduct Administration has oversight for the Student Conduct Code and Honor Code. Our goal is to balance the individual need of the student with the needs of the University community. You can expect our staff to manage each case with care, concern, and compassion while seeking to teach integrity, responsibility, and accountability to our students.

Student Conduct Administration Structure

Division of Student Life

Campus Life

Student Conduct Administration

Judicial Affairs

Academic Integrity Office

Division of Student Life Mission

Student Life seeks to enrich the Baylor experience through life-changing programs and services resulting in an integrated education known for leadership, service, Christian faith, and the total development of students.

Division of Student Life Vision

Student Life will be a transformative presence in all our students’ lives equipping them to make a positive impact on society.

Division of Student Life Values

Values are the foundational principles and qualities upon which our division lives out its mission and vision. Central to these values is our commitment to our Christian faith and the belief that our work is enriched by the fulfillment of God’s call in our lives. It is within this context that we value:

Students—displayed by our attention to individual student needs as well as our love and commitment to the broader student body
Inclusive Community—evidenced by diversity, uniqueness, understanding, and unity as a staff
Transformative Learning—discovered through an integration of mind, body, and spirit
Leadership Development —cultivated through education, experience, reflection, and a call to impact human flourishing
Professional Excellence—guided by best practices, current research, assessment, and wise stewardship
Healthy Lives—modeled by a vigorous life and work balance and ongoing sense of fulfillment
Division of Student Life Goals

Guided by this mission, the University’s strategic vision, the wisdom of our professional discipline, and most of all, our common Christian faith, Student Life cultivates an environment that nurtures **calling, wholeness, community, and citizenship.**

**Student Life:**

- Supports students as they discern God’s paths, plans, and purposes.  
  *We help students discover calling.*
- Fosters healthy living, joyful experience, passionate scholarship, and depth of faith.  
  *We develop the whole student.*
- Encourages meaningful relationships, Christian hospitality, and charity in all things.  
  *We build community.*
- Inspires and equips students to transform the world.  
  *We cultivate global citizenship.*

Division of Student Life Acts of Determination

Acts of determination are prioritized division-wide initiatives that will help Student Life achieve our goals. As we seek to cultivate global citizenship, build community on campus, help students understand calling and develop the whole student, the division will focus on the following Acts of Determination for the next two to three years:

- To instill Baylor graduates with the ability to lead and serve we will **develop and implement a comprehensive multi-year leadership framework.** A well thought out and wide-reaching model of leadership and service will be the foundation upon which divisional programs, services, and advocacy efforts are planned, resourced, carried out, and assessed. Central to this model are the foundational principles of the Christian faith and the ability to navigate within a complex global society.

- To cultivate student understanding of the rich diversity God has created we will **integrate cross-cultural competency education through division programs, staff development, and community partnerships.** By enhancing the ability of our students and staff to talk and work across differences, we will develop Christian leaders who will advocate for and support social justice on campus and beyond.

- To equip students to thrive we will **foster educational initiatives that help students develop a stronger sense of health, equanimity, and wellness.** Guiding students as they mature in stewardship of themselves and care for community will require an intentional approach to teaching, supporting, and modeling healthy lifestyle choices, resiliency skills, and meaningful spiritual practices.

- To create vibrant learning and faith formative environments we will **develop spaces across campus and in the community that create synergy and renewal.** Much work has been done, yet much is still needed, to create dynamic settings for students to engage in experiential learning, contemplation, recreation, and social interaction. Partnering with others will be essential in order to construct new and to repurpose existing spaces.
Student Conduct Administration Mission:

Student Conduct Administration fosters student learning and development through educational conversations, programs, and sanctions to promote understanding of the standards of conduct and community expectations.

Student Conduct Administration Vision:

Student Conduct Administration will be recognized as a center of excellence on campus and nationally for helping students, staff, and faculty navigate academic integrity and judicial affairs processes.

Student Conduct Administration Learning Goals

In fulfillment of its mission, Student Conduct Administration seeks to nurture students’ intellectual, social, physical and spiritual wellness guided by principles of Christian faith. We help students:

- Engage intellectually with the consequences of their behaviors.
- Reflect on the social implications of their actions.
- Devise strategies to manage their lifestyle choices to promote positive physical health and wellness.
- Discuss the Christian perspective on living a life of integrity.

Student Conduct Administration Learning Outcomes

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<thead>
<tr>
<th>Goals</th>
<th>Intellectual</th>
<th>Social</th>
<th>Physical</th>
<th>Spiritual</th>
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<tbody>
<tr>
<td>Community</td>
<td>Identify deviations from standards of conduct at Baylor University.</td>
<td>Compare and contrast their behaviors with the Baylor community standards of conduct.</td>
<td>Evaluate how negative social norms contribute to violations of Baylor community standards of conduct.</td>
<td>Examine how serving others impacts community in positive ways.</td>
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<td>Calling</td>
<td>Assess the consequences of their choices.</td>
<td>Discuss the long-term consequences of their choices.</td>
<td>Identify how self-care can impact personal choices.</td>
<td>Evaluate the extent to which their actions are congruent with their self-concept.</td>
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<td>Wholeness</td>
<td>Analyze strategies to maintain standards of conduct.</td>
<td>Demonstrate principles of respect in appeal processes.</td>
<td>Evaluate how lifestyle choices impact physical wellness.</td>
<td>Identify areas for personal growth.</td>
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<td>Citizenship</td>
<td>Determine their course of action during Judicial and Academic Integrity processes.</td>
<td>Distinguish where their behavior deviated from Baylor community standards of conduct.</td>
<td>Relate how physical health behaviors influence the risk of conduct violations.</td>
<td>Discuss how Christian spiritual wellness relates to living lives of integrity.</td>
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Educational Outreach = O  Educational Conversations = C  Educational Sanctions = S
Student Conduct Administration Programs

Programs offered through Student Conduct Administration are organized into 3 categories:

1. **Educational Outreach** – Proactive initiatives aimed to help educate students about Baylor Community Standards of Conduct through such programs as New Student Orientation, the Academic Integrity Tutorial, and the educational t-shirt campaign that provides continuous messaging to students about the importance of choices that focus on integrity.

2. **Educational Conversations** – Interventions through one-on-one conversations or correspondence designed to help students identify how their behaviors deviate from Baylor Community Standards of Conduct and identify the long-term consequences of their choices.

3. **Educational Sanctions** – Consequences to help students think about the choices they make and how those choices can impact themselves and others.

### Student Conduct Administration Strategic Initiatives & Links to Divisional Acts of Determination

<table>
<thead>
<tr>
<th>Program</th>
<th>Initiative</th>
<th>Act of Determination</th>
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<tbody>
<tr>
<td><strong>Educational Outreach</strong></td>
<td>Introduce students to Baylor Community Standards of Conduct through all New Student Orientation programs.</td>
<td>Health and wellness</td>
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<td></td>
<td>Work with partner departments to train staff and faculty on implementing Baylor Community Standards of Conduct.</td>
<td>Health and wellness Multi-year Leadership Framework</td>
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<tr>
<td></td>
<td>Train faculty and staff on the services offered through Student Conduct Administration.</td>
<td>Health and wellness Multi-year Leadership Framework</td>
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<td></td>
<td>Continue to provide educational and marketing materials that promote Baylor Community Standards of Conduct with a special emphasis on Academic Integrity.</td>
<td>Health and wellness Cross-cultural Competency</td>
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<tr>
<td><strong>Educational Conversations</strong></td>
<td>Individualize one-on-one conversations with students to be educational to their specific needs related to health, equanimity, and wellness through meetings with conduct staff, during wellness consultations, with Support Advisors, and through Ropes Course curriculum.</td>
<td>Health and wellness Synergistic Spaces</td>
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<td></td>
<td>Continue to assess and improve the environment of Student Conduct Administration to better meet current students’ needs.</td>
<td>Health and wellness Synergistic Spaces Cross-cultural Competency Multi-year Leadership Framework</td>
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<tr>
<td><strong>Educational Sanctions</strong></td>
<td>Revise the Reflection Journals to increase the learning outcomes and develop a similar document to be used in Honor Code Violations.</td>
<td>Health and wellness Multi-year Leadership Framework Cross-cultural Competency</td>
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<td></td>
<td>Continue to assess and improve the effectiveness of the educational sanction programs.</td>
<td>Health and wellness Multi-year Leadership Framework</td>
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Student Conduct Administration Approach to Assessment:

Student Conduct Administration understands that assessment is an iterative feedback process for continual program improvement, based on the model shown below. The assessment cycle is an integral part of transformative education. It provides an ongoing mechanism for challenging tacit assumptions about program effectiveness, identifying conflicting program elements, and assuring that student learning outcomes are met.

As shown in the graphic below, our approach to assessment involves four steps:

1. **Define intended learning outcomes**
2. **Measure selected learning outcomes**
3. **Compare outcomes with intended outcomes**
4. **Revise program to improve learning**

   - **Step one** is to define intended learning outcomes: more specifically, what do we want our students to know, do or value as a result of participating in student conduct programs?
   - **Step two** is to measure the extent to which participants achieve the learning outcomes.
   - **Step three** is to interpret the results to identify areas for improvement.
   - **Step four** is to use the identified areas for improvement to revise programing in order to increase student learning.

Student Conduct Administration Assessment Plan for Continuous Improvement

Student Conduct Administration will adopt a three-year assessment cycle to comprehensively assess each program it offers. Each assessment will intentionally measure the extent to which each program meets the intended learning outcomes.

   - **Year 1:** Educational Outreach
   - **Year 2:** Educational Conversations
   - **Year 3:** Educational Sanctions

<table>
<thead>
<tr>
<th>Assessment Plan by Year and Program</th>
</tr>
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<tbody>
<tr>
<td><strong>Outreach</strong></td>
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<tr>
<td><strong>Conversations</strong></td>
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<tr>
<td><strong>Sanctions</strong></td>
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