



**DEAN OF
STUDENTS**
UW-Milwaukee

ANNUAL REPORT

SPRING
2022



Dean of Students Office

Community · Equity · Learning · Responsibility

Table of Contents

3	Introduction
4	Mission and Values
5	Strategic Themes
6	2020-2021 Key Accomplishments
8	Data
9	Student Support Report
10	Deceased Students
10	Student Complaints about the University
11	Tuition and Fee Appeal Report
12	Student Association
14	Non-Academic Misconduct Report
15	Non-Academic Misconduct Hearings
18	Consultations and Complaints about Students
19	Academic Misconduct Report
20	Behavioral Intervention Team Report

Introduction

The Dean of Students Office also supports student advocacy through Student Association Professional Staff. Finally, the Dean of Students Office also oversees the nonacademic and academic misconduct processes, the Student Support Team, and assists with threat assessment via the Behavioral Intervention Team.

The office collects data and information throughout the

academic year, and publishes it through this report in the following Spring. This Annual Report outlines our work for the 2020-2021 academic year.

We believe that we can and should constantly do better for our students in creating a welcoming, safe, inclusive, and caring community. We hope this report shows how we are doing and plan to do that.

Mission and Values

Mission

The Dean of Students Office supports holistic student wellbeing and success while providing intentional and practical responses to concerns that impact UWM students and community. These efforts are done through educational programming, collaborative partnerships and a commitment to inclusion and equity.

Values

- **Community:** We support a community that develops relationships through empathy, compassion and respect.
- **Learning:** We seek greater knowledge and promote the diversity of ideas through experiences.
- **Responsibility:** We value an environment where we are all accountable for our actions and recognize the impact we have on ourselves and the community.
- **Equity:** We promote an environment that fosters the opportunity for students of all identities and backgrounds to succeed.

Strategic Themes

Strategic themes guide priorities within the Dean of Students Office. Projects and action items are reviewed to ensure alignment with the strategic themes.

These strategic themes were adopted in Spring 2022, and themes will be reviewed again in 2024.

1. Student Engagement.

Increase connections with students to understand their needs and concerns, advocate for their success and wellbeing, and help UWM be a safe and inclusive environment.

2. Community Outreach.

Increase connections within UWM and the community to support student success and wellbeing.

3. Processes and Systems.

Advocate for student-friendly UWM processes and systems.

4. Assessment. Focus on strategic assessment to support continuous improvement, engage in equity-minded practices and share students' experiences.

5. Culture. Embody and advance a culture of excellence, inclusion, accountability, compassion, and support.

2021-2022 Key Accomplishments

This past year, the Dean of Students Office made significant progress toward several strategic themes while navigating unexpected challenges.

Here are a few examples of the accomplishments:

STUDENT ENGAGEMENT.

- Increased connections with UWM students to better understand student needs and concerns, better advocate for their success, and help UWM be a safe, friendly, and welcoming environment for students of all backgrounds and identities.
- Included Student Association representatives in providing feedback on pandemic response, campus crisis, hate/bias incidents, etc.
- Assisted in Student Association operating in a fully virtual environment for the entirety of the year, including virtual meetings and hearings, virtual training retreats, and virtual transition events hosted on social media.
- Worked with student orientation to develop new peer-lead orientation content.
- Worked with Student Association to do monthly meetings with student leaders from multicultural student organizations.
- Worked with Student Association to add and hire a Diversity and Inclusion Director position to SA's executive committee. That new position focuses on connecting with minoritized identities on campus, recruiting diverse students to SA, and providing training and outreach.

2021-2022 Key Accomplishments

COMMUNITY OUTREACH.

- Presented to many departments and units on classroom safety, trauma Informed care, student support responses, Dean of Students Office functions, etc.
- Created and launched a Wi-Fi Hotspot and Laptop Loan program, partnering with University Development and the Library, among others.

PROCESSES AND SYSTEMS.

- Created and consolidated multiple resources focused on student success and wellbeing, including the Campus Cares website, Mindfulness Handbook, Trauma Informed Care Toolkits, etc.
- Assisted Student Association in engaging in the Design Think process with Lubar Entrepreneur Center to review Student Appropriation Committee (SAC) grant processes. With data from that process, we worked to revise the SAC processes to make it easier for student organizations.
- Revised processes and procedures to align with new UW system medical withdrawal process.
- Started Inclusive Environment Inventory work with departments and units.
- Trained emergency grant reviewers and student support team on Maxient to increase efficiency and capacity.
- Created and launched a rubric for Student Association leaders to develop strategic plans for their initiatives.
- Launched processes to track COVID-19 testing and masking compliance and exceptions for testing.

ASSESSMENT.

- Focus on systematic and strategic data analysis and assessment to support continuous improvement, engage in effective equity-minded practices, and share student stories.
- Surveyed students about basic needs insecurities, and participated in the Hope Center's Institutional Capacity Building Cohort designed to engage UWM's capacity to build its basic need program and assess student needs.
- Surveyed staff and faculty about the impacts the pandemic had on their work and personal lives (CoPES-19 survey).
- Assisted with analysis of surveys seeking student feedback, including the Scenario Planning Work Group surveys and Transportation survey.

CULTURE.

- Create positive, diverse, and inclusive department culture that is focused on healthy communication, team development, and individual growth.
- Engaged in multiple staff retreats, focusing on mission and vision of the department, our common connections and values, and strategic planning.
- Participated in multiple trainings and conferences, including NASPA National Conference, NABITA training (for BIT and SST), etc.
- Developed new strategic themes and reviewed action items and planning to ensure alignment.
- Student employees participated in GROW program.

Dean of Students Office

2020-2021 Annual Data Summary

Student Support Report

71 Wi-Fi Hotspots loaned to students in need.



1439 Emergency Grant Applications

470 Emergency Grant Awards

27 Graduate Student & Inclusion Grants.



*During this period, UWM also awarded CARES Grants (grant funding from the federal government in response to the COVID-19 pandemic). Students who were eligible for the CARES Grant were awarded the CARES Grant instead of the UWM Emergency Grant.

	2020-2021	2019-2020	2018-2019
TOTAL REPORTS	323	401	265

The 2019-2020 reports appear to be an outlier for a number of reasons. First, in 2019-2020 academic year, 59% of these reports were submitted between September and December before the pandemic. Second, in 2019-2020, we received an increase of financial insecurity reports. Third, crime victim reports decreased due to students engaging in campus virtually. Finally, the decline in 2020-2021 is likely due to the operating virtually during a portion of the reporting time frame. It was challenging to identify students that were struggling when they weren't physically on campus. It will be important to evaluate trend data as we move beyond and through the COVID-19 pandemic.

	2020-2021		2019-2020		2018-2019	
PRIMARY CONCERNS						
Mental Health -ALL	157	49%	153	38%	135	51%
Suicide attempt	8	2%	14	3%	19	7%
Suicidal ideation	25	8%	37	9%	28	11%
No reported suicidal ideation or attempt	124	39%	102	25%	88	33%
Crime victim	19	6%	43	11%	36	14%
Health (illness/injury)	40	12%	44	11%	32	12%
Housing insecurity	15	5%	22	5%	15	8%
Financial insecurity	38	12%	75	19%	23	9%
Disruption	39	12%	15	4%	13	5%
Loss of a love one	17	5%	28	7%	16	6%
Missing student	11	3%	20	5%	13	5%
Family emergency	13	4%	8	2%	10	4%
Alcohol or drug abuse	1	< 1%	4	1%	2	>1%
US or international crisis	2	1%	1	<1%	1	>1%
Fire	16	5%	1	<1%	0	0%
Interpersonal concerns	2	1%	11	3%	3	1%
Social Media Posts	1	< 1%				
Criminal Activity	3	1%				
Disruption	8	2%	15	4%	13	5%
Academic Success	5	2%				
Other	5	2%	7	2%	1	> 1%

	2020-2021	2019-2020	2018-2019
REFERRAL SOURCE			
Faculty	115	67	37*
Staff	99	131	154
Students	57	98	71
University Police	20	84	55
Family	19	14	12
Milwaukee Police	0	2	0
Other	13	3	6

*Inconsistent designation of referral source may have led to faculty being undercounted.

Deceased Students

	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016	2014-2015	2013-2014	2012-2013
TOTAL DEATHS	7	7	5¹	5	16	7	9	10	13

¹For this data, the academic year is defined as the period from September 1 through August 31; 2018-2019 data is incomplete.

Student Consultations & Complaints about the University

	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017
TOTAL REPORTS	196	327	163	157	148

Consultation and Complaints include general complaints about the University, grade appeals, challenges, and issues for which students seek a resolution or support. This may include fee issues where the Dean of Students Office does not have decision making authority, but works with students to guide them through the appropriate process. The Dean of Students Office also helps students navigate appeal processes for schools and colleges for grade appeals, and complaints against faculty, staff, or the University in general. The Dean of Students Office began tracking student complaints in 2015. During the 2019-2020 academic year, the Dean of Students Office also began categorizing complaints. The increase in complaints about the University increased in 2019-2020 due to a high number of complaints in the Spring and Summer of 2020 regarding campus climate-specifically concerns about racial justice. In addition, there was an increased number of complaints due to swift campus changes that had been made in response to the COVID-19 Pandemic.

	2020-2021		2019-2020	
PRIMARY CONCERNS¹				
Campus climate	9	5%	52	16%
Financial matter	51	26%	51	16%
Academic course/program	35	18%	46	14%
Instructor	49	25%	46	14%
Grade appeal	6	3%	17	5%
Issue with department (non-academic)	25	13%	16	5%
Issue with a staff member	9	5%	8	2%
Campus policy	10	5%	8	2%
Accommodations	1	1%	7	2%
Academic advising	6	3%	5	2%
Seg Fees	2	1%	3	1%
Other	5	3%	2	1%
Academic unit: other	0	0%	1	<1%
Facilities	0	0%	1	<1%
Campus employment	2	1%	0	0%
IT (security, spam, help desk)	1	1%	0	0%

¹The percentages above reflect the number of concerns reported/total number reports. Reports may include more than one concern.

3826

Patrons served in
UWM Food Center
& Pantry



“You have helped me
more than you know.”

—UWM Student

Tuition and Fee Appeal Report

	2020-2021	2019-2020 ¹	2018-2019	2017-2018	2016-2017
TOTAL MEDICAL TUITION APPEALS	206	167	218	182	174
Total Approved Applications	152	135	112	98	102
Withdrawals	132	123	94	89	94
Dropped courses	20	12	18	9	8
Total Denied Applications	7	4	8	6	3
Withdrawals	4	4	6	5	2
Dropped courses	3	0	2	1	1
Incomplete Applications	47	28	98	78	69
TOTAL OTHER TUITION AND FEE APPEALS	153	214	238	235	302
Total Approved Applications	104	171	157	166	244
Withdrawals	71	102	102	126	195
Dropped courses	33	69	55	40	49
Total Denied Applications	8	10	21	20	13
Withdrawals	7	8	15	14	8
Dropped courses	1	2	6	6	5
Incomplete Applications	41	33	60	49	55
LATE REGISTRATION FEE APPEALS	8	45	32	29	53
Approved	8	40	23	20	45
Denied	0	1	3	2	5
Incomplete or ineligible	--	4	6	7	3
TOTAL APPLICATIONS	367	426	488	446	529

Distributed loaner laptops to
141
students in need.



“I really appreciated you and you’re helping me through this today. I felt really comfortable with you, I felt that your feedback was helpful for me.”

–UWM Student

OVERVIEW

The Dean of Students (DOS) Office serves as the Chancellor’s Designee for Tuition and Fee (drop, withdrawal, and late registration fee) appeals. Students appeal when they believe the University has made an error resulting in the student paying additional tuition or fees, or when the student experiences a medical emergency necessitating withdrawal or other extraordinary circumstances beyond the student’s control. Students can request an appeal up to five (5) years after the semester of appeal (for 2021-2022, the timeframe was reduced to 1 year). When applications are completed, cases are reviewed often within 1 week.

Data reflects outcomes of cases created in the corresponding academic year. Depending on when students complete their applications, appeal decisions may be made in later years. As such, data is pulled annually for each previous academic year to reflect outcomes of all cases.

Incomplete applications include those that have not yet been reviewed, as well as applications that have incomplete documentation. Applications are reviewed when a student finalizes their application.

In addition to the cases counted above, the DOS Office also fields hundreds of inquiries from students each year about financial aid, housing, study abroad, outstanding interest, and other fees. In these circumstances, the DOS Office provides students information to understand their bill or directs them to the appropriate appeal processes controlled by the units who impose those fees.

Student Association

	2020-2021	2019-2020
REPRESENTATION		
Total Number of Students serving as SA Officials	43	44
Number of Senate Seats Filled	26/42	27/42
Number of Exec Seats Filled	9/9	8/8
Number of OAC Seats Filled	5/5	4/5
Number of IEC Seats Filled	4/5	9/9
Number of Program Rep Seats Filled	0	2
Number of Active Committees	9	9

	2020-2021	2019-2020
STUDENT APPROPRIATION GRANTS		
Fall Semester: Unique Registered Student Organizations Allocated Student Appropriations Committee Grants	54	157
Fall Semester: Total SAC grant dollars funded	\$59,142.46	
Fall Semester: How many Event Grants were funded/ Total number of Event Grant applications	22/29	
Fall Semester: Total Event Grant dollars funded	\$17,765.20	
Fall Semester: How many Travel Grants were funded/ Total number of Travel Grant applications	20/27	
Fall Semester: Total Travel Grant dollars funded	\$12,370	
Fall Semester: How many Operations Grants were funded/ Total number of Operations Grant applications	31/38	
Fall Semester: Total Operations Grant dollars funded	\$28,257.26	
Fall Semester: How many Kickstart Grants were funded/ Total number of Kickstart Grant applications	1/2	
Fall Semester: Total Kickstart Grant dollars funded/ total dollars requested	\$750/\$1,350	
Spring Semester: Unique RSO's Allocated SAC Grants	45	94
Spring Semester: Total SAC grant dollars funded/ total dollars requested	133,206.38	
Spring Semester: How many Event Grants were funded/ Total number of Event Grant applications	54/65	
Spring Semester: Total Event Grant dollars funded	\$39,596.35	
Spring Semester: How many Travel Grants were funded/ Total number of Travel Grant applications	39/45	
Spring Semester: Total Travel Grant dollars funded	\$46,548.49	
Spring Semester: How many Operations Grants were funded/ Total number of Operations Grant applications	53/66	
Spring Semester: Total Operations Grant dollars funded	\$47,061.54	
Spring Semester: How many Kickstart Grants were funded/ Total number of Kickstart Grant applications	0	
Spring Semester: Total Kickstart Grant dollars funded/ total dollars requested	0	
Number of Patrons served in Food Center & Pantry	3401	

Each semester, the Student Appropriations Committee allocates funding via segregated fees to registered student organizations.

Student Association

	2020-2021	2019-2020
ELECTIONS		
Fall Elections: Candidates on Ballot out of possible seats	3/5	1/5
Spring Elections: Candidates on Ballot out of possible seats	11/45	16/45
Spring Elections: Number of Students who voted out of possible	232/19,323	512/20,941
Spring Elections: Percentage of Student Body that voted	1.20%	2.44%

	2020-2021	2019-2020
LEGISLATION		
Pieces of Legislation Proposed	25	23
Pieces of Legislation Passed	24	23
Pieces of Legislation Failed	0	0
Pieces of Legislation Vetoed	1	0

Non-Academic Misconduct Report

	2020-2021 ⁺	2019-2020 ⁺	2018-2019 [*]	2017-2018 [*]	2016-2017 [*]	2015-2016 [*]
TOTAL CASES	212²	287³	306⁴	581	520	515
OUTCOMES OF CHARGES⁵						
Violation	210	334	367	598	532	517
No Violation	30	63	39	159	182	165
SANCTIONS						
Open cases			15	3	0	0
Written reprimand	21	9	18	12	22	33
Denial of university privileges	0	0	0	1	2	3
Payment of restitution	0	0	3	1	6	5
Community service	0	2	2	4	0	0
BASICS	86	137	156	248	222	205
BASICS II	11	25	17	46	33	24
BASICS reflection paper	92	161	170	300	251	222
Ethics Workshop & paper	24	19	24	35	48	80
Additional/Educational sanction ⁶	2	0	20	NA	NA	NA
Disciplinary probation	16	4	11	83	80	81
Suspension	4	3	6 ⁷	17	19	24
Expulsion	0	0	1	1	1	0

⁺For this data, the academic year is defined as the period from September 1 through August 31

^{*}For this data, the academic year is defined as the period from August 1 through July 31

2020-2021 Common Charges ⁸	
Charge	Total
Alcohol and controlled substances	137
UWS 18 ⁹	23
False statement or refusal to comply	3
Title IX related charges	1

As the majority of violations (137) in 2020-2021 involved a violation of the alcohol and controlled substances policy, the most common sanction assigned was for alcohol and drug education (BASICS/BASICS II coupled with a reflection paper). If warranted, the Investigating Officer reviews the report and considers higher level university sanctions such as probation, suspension, and/or expulsion. Multiple violations, including alcohol/drug incidents, sexual or gender-based violence violations, and egregious violations typically involve sanctions of suspension or expulsion.

“Thanks for your quick responses and willingness to discuss with us. It’s wonderful to know that we have strong support from all of you!”

–UWM Faculty

² 6 cases were adjudicated by University Housing alongside Dean of Students

³ 16 cases were UH/DOS

⁴ During the 2018-2019, there was a significant drop in referrals from MPD and staff (approximately 200 less referrals from 2017-2018 to 2018-2019).

⁵ This number reflects the outcomes of the charges that were assigned to a student, as students can be assigned multiple violations per case, the case number total and the outcome total are not equal.

⁶ Additional Sanctions are typically used for student organization where the sanctions are specific to that organization and/or incident. For example, an additional sanction may include notification to national headquarters or alcohol restriction at organization events. Additionally, health and promotions developed new educational programming that was assigned to students when appropriate. These new sanctions were not formally added to the database and, therefore, reported as “additional sanctions.”

⁷ Of the six (6) suspensions assigned in 2018-2019, five (5) individual students and one (1) student organization were suspended.

⁸ This chart only shows common charges and not an inclusive list of charges.

⁹ Examples of UWS 18 charges include: Closing Hours, Deposit of Human Waste, and Recreational Activities.

Non-Academic Misconduct Hearings

	2020-2021	2019-2020 ⁺	2018-2019 [*]	2017-2018 [*]	2016-2017 [*]	2015-2016 [*]
HEARINGS	2¹⁰	8¹¹	5	30	15	28

+For this data, the academic year is defined as the period from September 1 through August 31
 *For this data, the academic year is defined as the period from August 1 through July 31

Non-Academic Misconduct Hearings (NAMH) are scheduled when a suspension or expulsion is what the Investigating Officer recommends as a sanction. The NAMH are also scheduled when a student requests hearing to contest the decision and/or the sanction recommended by the Investigating Officer.

¹⁰ Suspension hearings- 1 hearing was waived, 1 case was settled

¹¹ 3 hearings were Title IX hearings

Incident Location and Referral Sources

	2020-2021 ⁺	2019-2020 ⁺	2018-2019 [*]	2017-2018 [*]	2016-2017 [*]	2015-2016 [*]
LOCATION						
Off-campus	132	183	164	318	316	343
On-campus	70	40	114	150	191	135
Other	4	23	28	113	13	37

	2020-2021 ⁺	2019-2020 ⁺	2018-2019 [*]	2017-2018 [*]	2016-2017 [*]	2015-2016 [*]
REFERRAL SOURCES						
Faculty	6	3	5	7	13	11
Family	0	0	0	0	0	1
Milwaukee PD	4	12	37	122	211	182
Other	2	4	3	6	1	4
Staff	12	12	30	140	50	57
Student	5	3	13	10	9	4
University Housing	9	1	2	26	28	33
UWM Police	160	214	216	270	208	222

+For this data, the academic year is defined as the period from September 1 through August 31
 *For this data, the academic year is defined as the period from August 1 through July 31

After 2019, due to shift changes with Milwaukee Police Department (MPD) and the use of grant dollars to assist with other program needs, the Dean of Students Office received significantly fewer referrals from MPD which resulted in fewer cases. Within the UWM community, most referrals come from UWM Police, faculty/staff, students, and community members.

COVID-19 Related Cases

COVID Testing Violations		
Total Students	Outcome	Notes
1453	Warning	Students were sent Panther Standards information
1145	Charges and found in violation of Chapter UWS 17	Students could request a meeting to talk about charges
2598	Total Students	

Recidivism

	2020-2021*		2019-2020*		2018-2019*	
14.03.01(a) Seeks to claim credit for the work/efforts of another without authorization or citation	1	1.96%	1	1.67%	1	2.63%
14.03.01(b) Uses unauthorized materials or fabricated data in any academic exercise	0	0%	1	6.67%	0	0%
17.09(01) Dangerous Conduct	0	0%	0	0%	0	0%
17.09(04) Harassment	0	0%	1	50%	0	0%
17.09(06) Alcohol or controlled substances	8	8.7%	11	7.01%	20	8.44%
17.09(11) False statement or refusal to comply	0	0%	1	20%	0	0%
17.09(19) Sexual Harassment	0	0%	1	100%	0	0%
17.09(14) Violation of UWS 18	1	4.76%	0	0%	0	0%

*For this data, the academic year is defined as the period from September 1 through August 31

The table above showcases students whose first incident of a specific violation was in the calendar days noted and during that same date range the student was found responsible for violating the same policy. Unless noted, students only were found responsible of violating the same policy once after the initial incident.

2016-2021	Violations			Percentage of repeat offenders
	1 (2nd)	2 (3rd)	3 (4th)	
17.09.01 Dangerous Conduct	1	0	0	1.27%
17.09.03 Stalking	1	0	0	33.33%
17.09.04 Harassment	1	0	0	8.33%
17.09.06 ¹² Alcohol or controlled substances	205	11	1	20.01%
17.09.08 Disruption	1	0	0	5.56%
17.09.09 Forgery or falsification	0	0	0	0%
17.09.11 False statement or refusal to comply	2	0	0	1.18%
17.09.14 ¹³ Violation of UWS 18	3	0	0	3.09%
17.09.15 Violation of university rules	1	0	0	2.63%
17.09.19 Sexual Harassment	1	0	0	16.67%
18.07.02 Play Vehicles	1	0	0	7.69%

*For this data, the academic year is defined as September 1 through August 31

The table above showcases the number of students whose first incident of a specific violation was in the date range noted, and the student was found responsible for violating the same policy again within the five year reporting period.

¹² During this time frame due to UWS changes students were charged with either 17.09.06 or 17.09.14 for Violation of alcohol or controlled substances, depending on the date of incident. This number reflects those polices combined into one data point.

¹³ During this time frame due to UWS changes students were charged with either 17.09.12 or 17.09.14 for Violation of UWS 18, depending on the date of incident. This number reflects those polices combined into one data point.

“Thank you so much. You’ve pretty much been the only voice of clarity through this whole process and that truly means a lot to me.”

—UWM Student

Recidivism

	2018-2019*	2017-2018*	2016-2017	2015-2016	2014-2015
RECIDIVISM¹⁴					
NUMBER OF OFFENSES					
One	1228	1598	1739	1892	1653
Two	252	350	439	504	386
Three	103	126	221	208	180
Four	35	51	104	82	95
Five	13	31	38	41	32
Six	6	4	22	17	14
Seven	3	7	13	6	11
More than Seven	0	3	21	17	22
Total 2+ Offenses	412	572	858	875	740

* For this data, the academic year is defined as the period from September 1 through August 31

This table is generated within a Maxient, UWM's conduct database, to identify the number of students that have separate Maxient records where they are alleged of a conduct violation and earlier were found responsible for at least one violation.

¹⁴ This table includes cases that were adjudicated by DOS and UH, in 2020 the decision was to no longer complete this data table

Consultations & Complaints about Students

	2020-2021	2019-2020	2018-2019
TOTAL REPORTS	67	73	38

Consultation and complaint cases about students include interpersonal concerns about students and/or consultations with faculty and staff about student behaviors which do not rise to the level of misconduct. Examples include situations where students' behavior is perceived to be rude, disrespectful, or disagreeable. These cases were tracked for the first time during the 2018-2019 academic year. Previously such situations were categorized as non-academic misconduct cases, desk files, and general complaints. Furthermore, starting in fall 2019, the Dean of Students Office stopped categorizing situations involving current students under the "desk file" category. Several of those situations were now tracked as complaints. As such, complaints about students increased due to improved data categorization efforts. Additionally, starting in fall 2019, complaints against students were categorized by type of complaint or concern.

With UWM operating with limited capacity in 2020-2021 during the Covid-19 pandemic, a new category was created to track complaints related to social distancing.

	2020-2021		2019-2020	
PRIMARY CONCERNS¹⁶				
Disruption	10	15%	27	37%
Rudeness ¹⁵	6	9%	-	-
Interpersonal Concerns	13	19%	20	27%
Social Media Posts	14	21%	10	14%
Noise/neighborhood issue ¹⁵	2	2%	-	-
Criminal Activity	1	1%	2	3%
Threats	1	1%	2	3%
Violence	0	0%	1	1%
Academic Integrity Concern ¹⁵	4	6%	-	-
Social Distancing ¹	16	24%	-	-
Other	3	4%	15	21%

¹⁵ Category introduced in Fall 2020. Similar reports may have been classified as "other" in previous years.

¹⁶ Duplicate count- reports may include more than one primary concern. Percentages are based on the total number of reports. This will be greater than 100% due to some reports having greater than one concern.

Academic Misconduct Report

		2020-21 ²¹⁺	2019-2020 ⁺	2018-2019 [*]
TOTAL CASES		89	97	71
TOTAL HEARINGS HELD		5	7	8
TYPES ¹⁷	Student requested	5	6	5
	Suspension	0	1	2
	Expulsion	0	0	2
OUTCOMES	Violation	5	6	7
	No Violation	0	1	0
	Open Cases	0	0	1
SANCTIONS¹⁸				
Open cases		0	0	1
Written reprimand		4	24	19
Repeat Assignment		5	3	4
Lower grade on assignments		67	63	48
Lower grade in course		7	6	13
Removal from course		0	0	0
Failing grade in course		11	17	12
Disciplinary Probation		1	2	0
Suspension		1	1	2
Expulsion		0	0	0

⁺For this data, the academic year is defined as the period from September 1 through August 31

^{*}For this data, the academic year is defined as the period from August 1 through July 31.

Starting in July 2019, academic misconduct hearings and the advising of faculty and students have been addressed by the Associate Dean of Students (conduct) and the Administrative Case Manager.

In general, instructors determine the sanctions for their courses. For egregious cases or for a student who has multiple incidents, an Investigating Officer will review the case and consider university sanctions (beyond the scope of the course) such as probation, suspension, or expulsion. The most common sanctions are "lower grade on assignment/test," "failing grade in the course," followed by "lower grade in the course." As noted above, the Academic Misconduct Hearing Committee does not uphold all recommended sanctions of expulsion.

¹⁷ Only tracked starting from academic year 2016-2017.

¹⁸ This number reflects the sanctions that were assigned to a student, as students can be assigned multiple sanctions per case, the case number total and the sanction total are not equal.

Behavioral Intervention Team Report

BIT's mission is to provide a timely response to individual behaviors deemed disruptive or at-risk to the campus community and determine the most appropriate steps to and protect the health, safety, and welfare of the individual and members of the UWM community.

	2020-2021+	2019-2020+		2018-2019*	2017-2018*
TOTAL CASES	10	12	TOTAL CASES	14	14
Fall (September –December)	2	6	Fall (August – December)	10	7
Spring (January – May)	7	6	Spring (January – May)	4	5
Summer (June – August)	1	0	Summer (June – July)	0	2

	2020-2021+	2019-2020+	2018-2019*	2017-2018*
ROLE OF INVOLVED PARTY				
Student	8	9	8	13
Applicant to be a student	0	0	1	1
Faculty/Staff	0	0	0	0
Community Member/No Affiliation	2	3	4	0
Student Organization	0	0	1	0

	2020-2021+	2019-2020+	2018-2019*	2017-2018*
ROLE OF SOURCE				
Faculty	1	0	2	4
Staff	5	5	6	1
Student	0	0	1	2
Parent	1	0	0	2
UWM Police	3	6	4	6
MPD	0	0	1	0
Community Member	0	1	0	0

	2020-2021+	2019-2020+	2018-2019*	2017-2018*
CASE TYPE¹⁹				
Weapons	0	0	3	3
Threats made to others/campus	10	10	8	7
Violence	0	0	2	5
Disruption	0	0	2	2
Criminal Activity	0	1	0	0
Welfare Check	0	0	1	0
Mental Health	0	1	1	1

+Reporting year is from September 1 until August 31
 *Reporting year is from August 1 until July 31

“You are my hero! Oh my gosh, you just don't even understand!”

–UWM Student

¹⁹ Duplicate count- cases may include more than one case type.

Behavioral Intervention Team Report

	2020-2021 ⁺	2019-2020 ⁺	2018-2019 [*]	2017-2018 [*]
INCIDENT LOCATION				
Off-Campus	3	3	1	6
On-campus				
Residence Life	2	0	0	2
Campus Building	1	2	5	6
Student Union	0	0	3	0
University Controlled area (e.g. BOSS van)	0	0	0	1
No location or online	4	4	3	0
Public Property	0	3	1	0
UWM CAMPUS				
Main Campus	10	3	13	10
Waukesha	0	0	1	0
Washington County	0	2	0	0

	2020-2021 ⁺	2019-2020 ⁺	2018-2019 [*]	2017-2018 [*]
INTERVENTION²⁰				
Referred for Disciplinary Procedures	0	1	3	6
Withdrawal	0	0	0	2
Expulsion	0	0	1	2
Hold on Student Account	1	0	1	3
No Contact	0	0	0	2
Campus Building Ban	0	1	1	2
Meeting with university official	2	2	6	9
Campus Ban	1	2	2	1
Welfare Check	0	1	2	0
Chapter 51	0	0	0	1
Referred to SST	1	1	1	0
Referred to Title IX	1	1	0	0
Arrest	0	0	2	1
SEVIS Termination	0	0	1	1
Referral to local police	0	4	1	0
No action taken	3	0	0	0

⁺Reporting year is from September 1 until August 31

^{*}Reporting year is from August 1 until July 31

²⁰ Duplicate count- cases may include more than one intervention type

“Thank you so much for your time to help me out. I am grateful. I will use all the resources that you have provided for me. It's huge help for me. I just can't say enough of how thankful I am.”

–UWM Student