

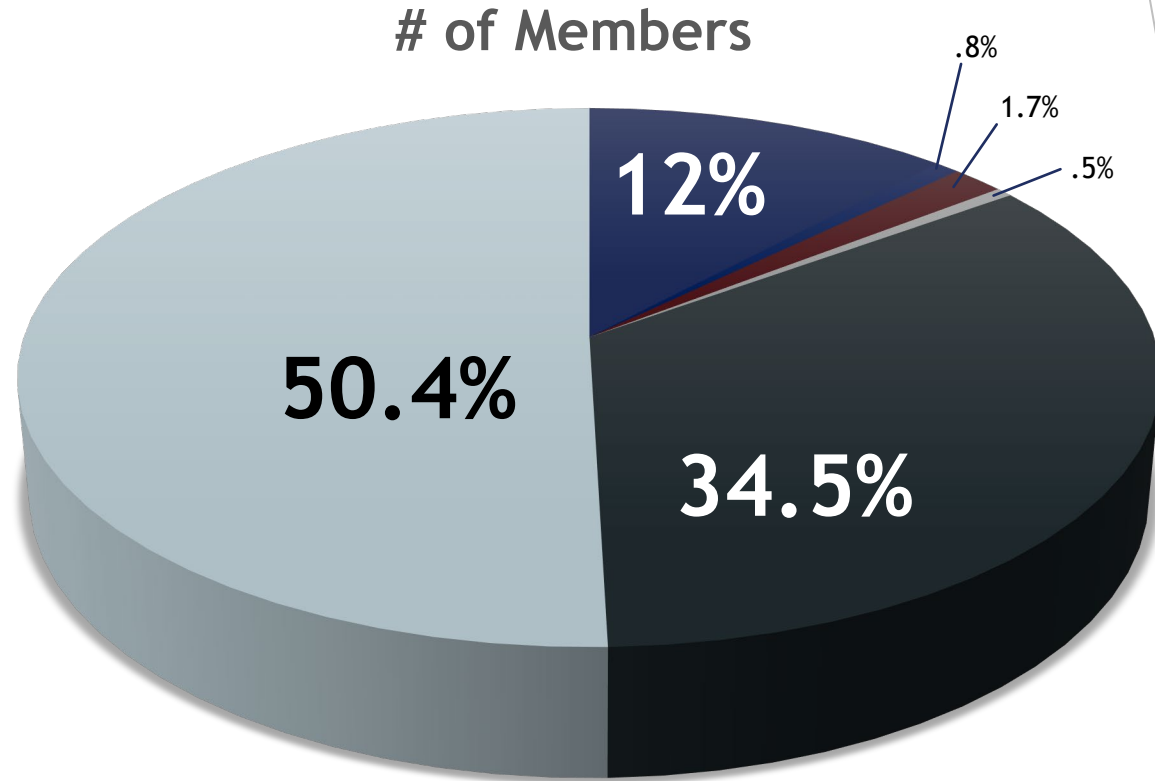
# The Association and Student Conduct: Then and Now

Karen D. Boyd

Data Presented at the ASCA 2023 Closing Session

# Now: ASCA Today

- 2375 Members
- 600+ institution/organization members



■ African American  
■ Asian  
■ White

■ American Indian/Alaskan Native  
■ Biracial  
■ Prefer Not to Answer/No Answer

# Association Leadership at 35



# The State of Student Conduct Pre-Pandemic

# 356

Institutions submitted data entry, helping us provide essential insights that clarify your goals and improve strategies.

## data = knowledge = power

Let's examine some of the data and resources you can use for comparison

2019 and 2020 Data Collections

# Did You Know?

**\$5,000**

Average operating budget per full time employee (excluding salary & capital expense)

**5 Years**

Average term of employment for all full-time employees in the student conduct office

**30**

Median number of cases handled per investigator annually

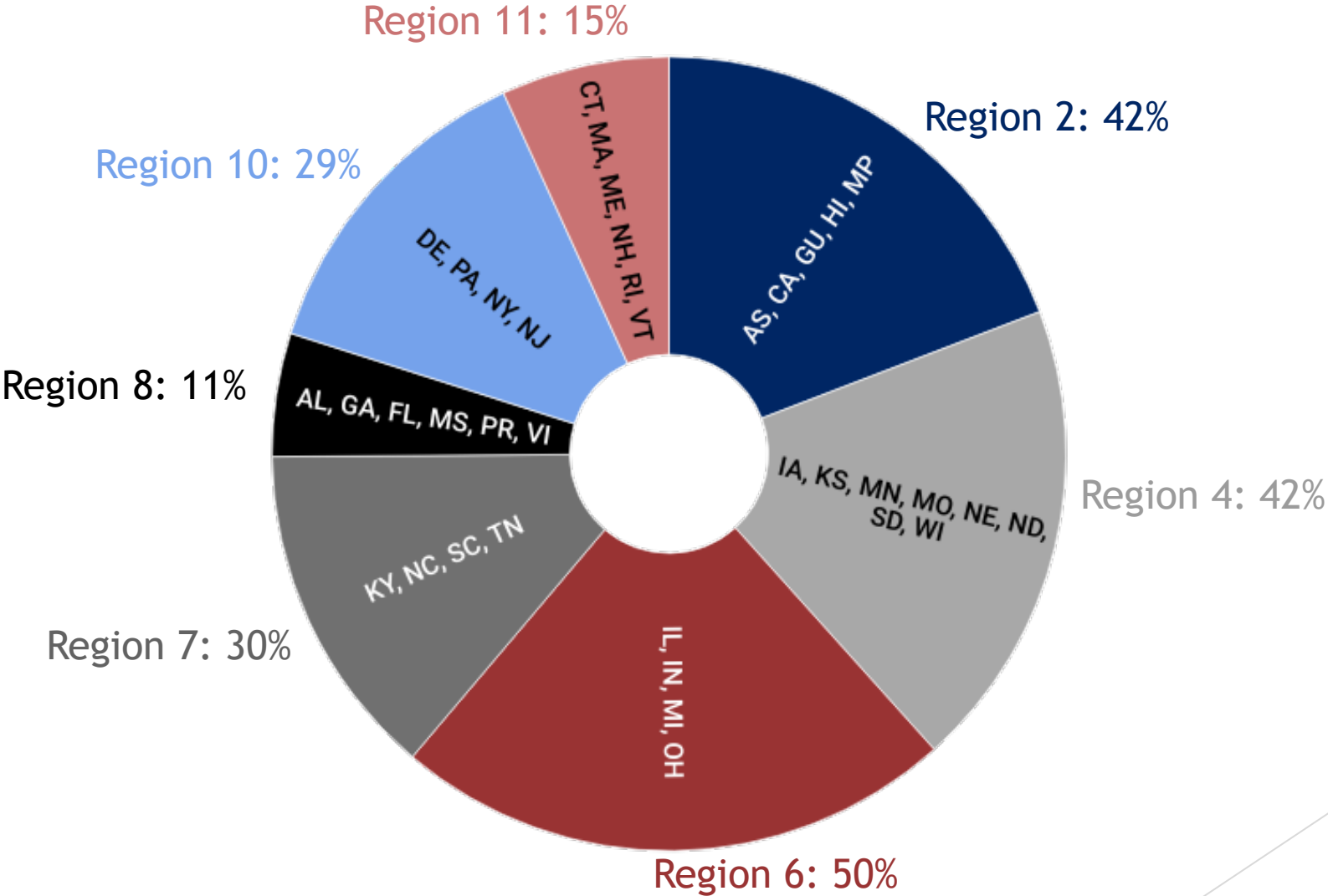
**35%**

Number of institutions include equity in their assessments



# Institutions that Include Equity in their Assessments

Percentage of Responses by Region



# Institutions that Include Equity in their Assessments

Filtered by Distinctive College Characteristics,  
Control of Organization, and by Size and Settings

Institutions that Include Equity in their Assessments	Percentage
All participating Institutions	35%
<b>Filtered by Distinctive College Characteristics</b>	
Hispanic-serving Institutions (HSI)	29%
Community colleges	54%
Religiously-affiliated institutions	43%
Land-grant Institutions	33%
<b>Filtered by Control of Organization</b>	
Public institutions	31%
Private not-for-profit institutions	40%
<b>Filtered by Size and Setting</b>	
4-year, small, highly residential institutions	38%
4-year, medium, primarily residential institutions	35%
4-year, medium, highly residential institutions	33%
4-year, large, primarily non-residential institutions	12%
4-year, large, primarily residential institutions	45%



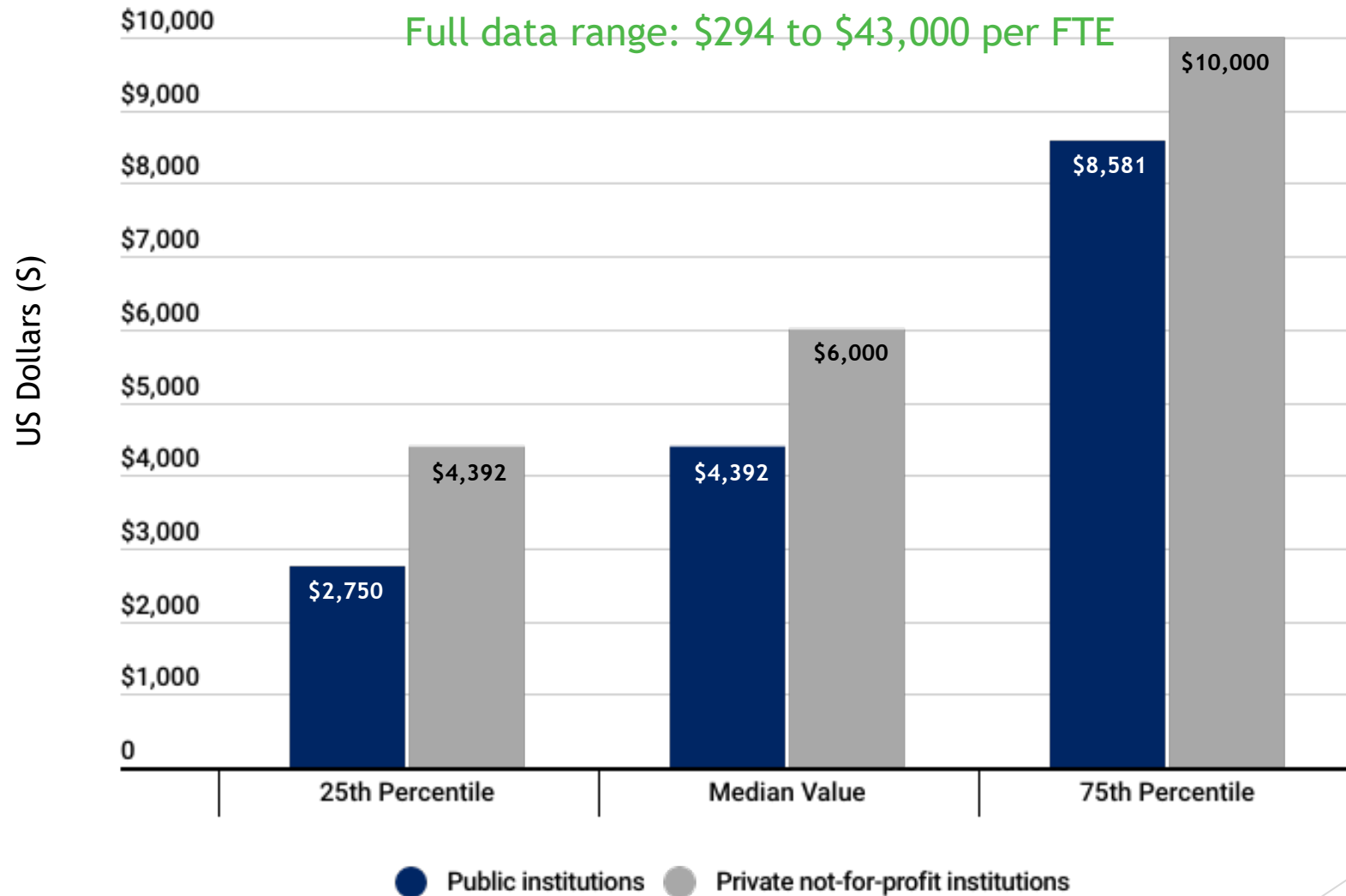
# Context Matters...

# Operating Budget per FTE

(excluding salary and capital expenses)

Public vs. Private Not-For-Profit institutions

Full data range: \$294 to \$43,000 per FTE



# Operating Budget per FTE

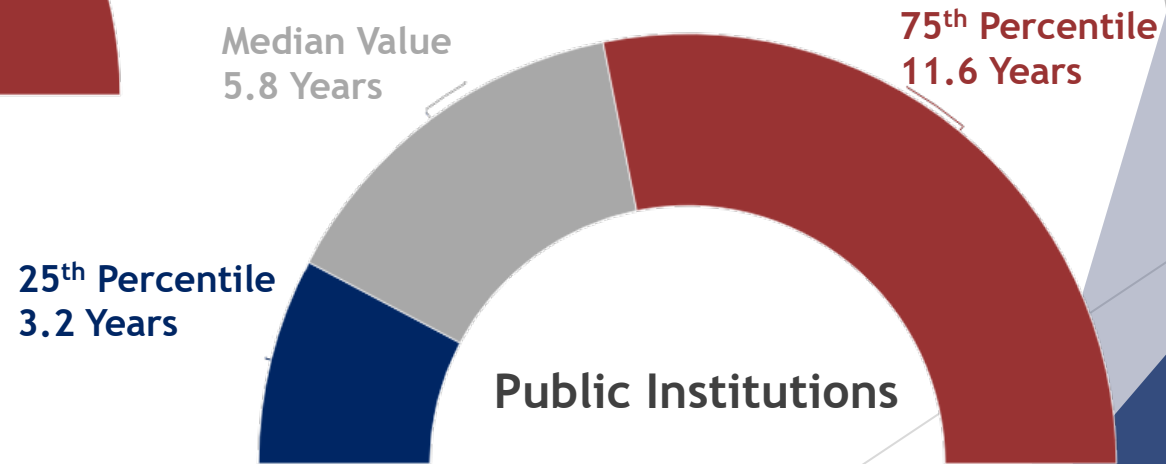
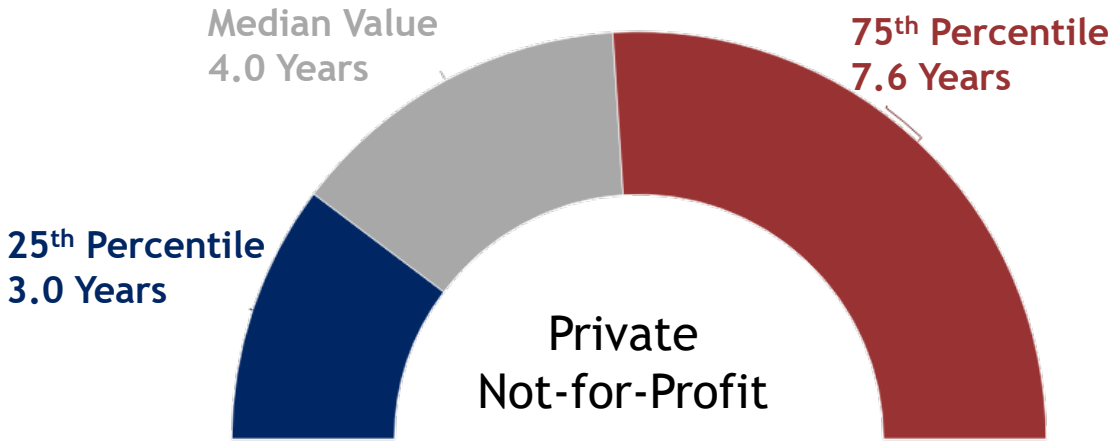
(excluding salary and capital expenses)

Filtered by Distinctive College Characteristics,  
and by Size and Setting

Operating Budget Per FTE (excluding salary and capital expenses)	25th Percentile	Median Value	75th Percentile
All participating Institutions	\$ 3,000	\$ 5,000	\$ 10,000
<b>Filtered by Distinctive College Characteristics</b>			
Hispanic-serving Institutions (HSI)	\$ 3,750	\$ 6,000	\$ 8,611
Religiously-affiliated institutions	\$ 3,300	\$ 6,000	\$ 10,500
Land-grant Institutions	\$ 3,417	\$ 4,706	\$ 8,036
Flagship institutions	\$ 2,784	\$ 4,496	\$ 8,304
<b>Filtered by Size and Setting</b>			
4-year, small, highly residential institutions	\$ 4,250	\$ 5,000	\$ 9,535
4-year, medium, highly residential institutions	\$ 2,014	\$ 4,392	\$ 8,125
4-year, large, primarily non-residential institutions	\$ 2,107	\$ 3,542	\$ 7,403
4-year, large, primarily residential institutions	\$ 3,417	\$ 4,706	\$ 8,750

# Private Not-For-Profit. Vs Public Institutions: Average Term of Employment

All Full-Time Employees in the Student Conduct Office  
Full Data Range: 6 Months to 35 Years



# Average Term of Employment

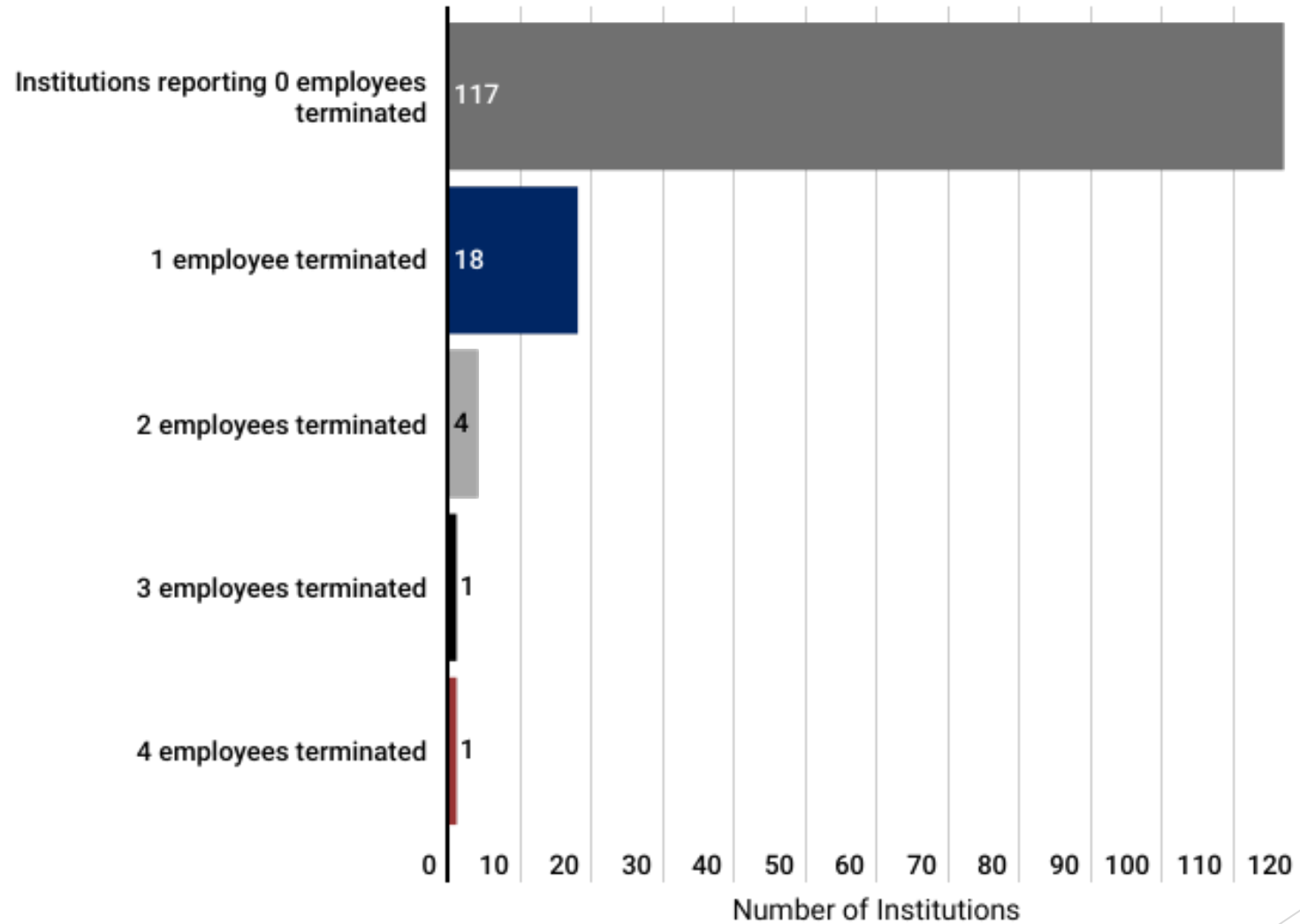
All Full-Time Employees of the Student Conduct Office

Filtered by Distinctive College Characteristics, and by Size and Setting

Full Data Range: 6 Months to 35 Years

Average Term of Employment	25th Percentile	Median Value	75th Percentile
All participating Institutions	3.0	5.0	10.0
<b>Filtered by Distinctive College Characteristics</b>			
Hispanic-serving Institutions (HSI)	2.5	4.1	8.6
Community colleges	4.0	8.0	15.0
Religiously-affiliated institutions	3.0	3.7	7.2
Land-grant Institutions	2.5	4.5	7.6
<b>Filtered by Size and Setting</b>			
4-year, small, highly residential institutions	3.0	4.3	8.3
4-year, medium, primarily residential institutions	3.0	8.0	12.0
4-year, medium, highly residential institutions	3.8	5.6	11.6
4-year, large, primarily non-residential institutions	3.1	4.7	9.2
4-year, large, primarily residential institutions	2.5	4.3	8.0

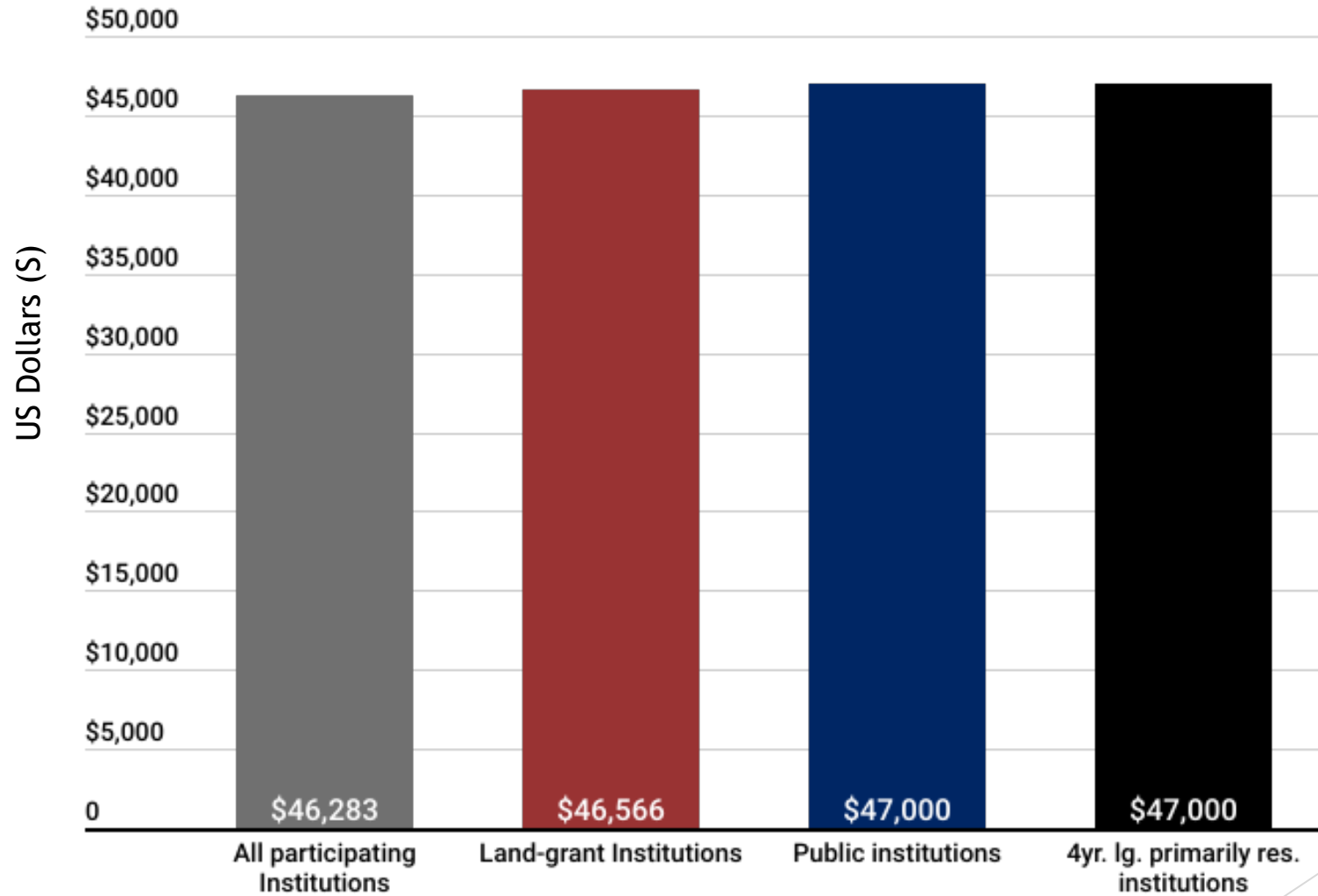
# Employee Attrition





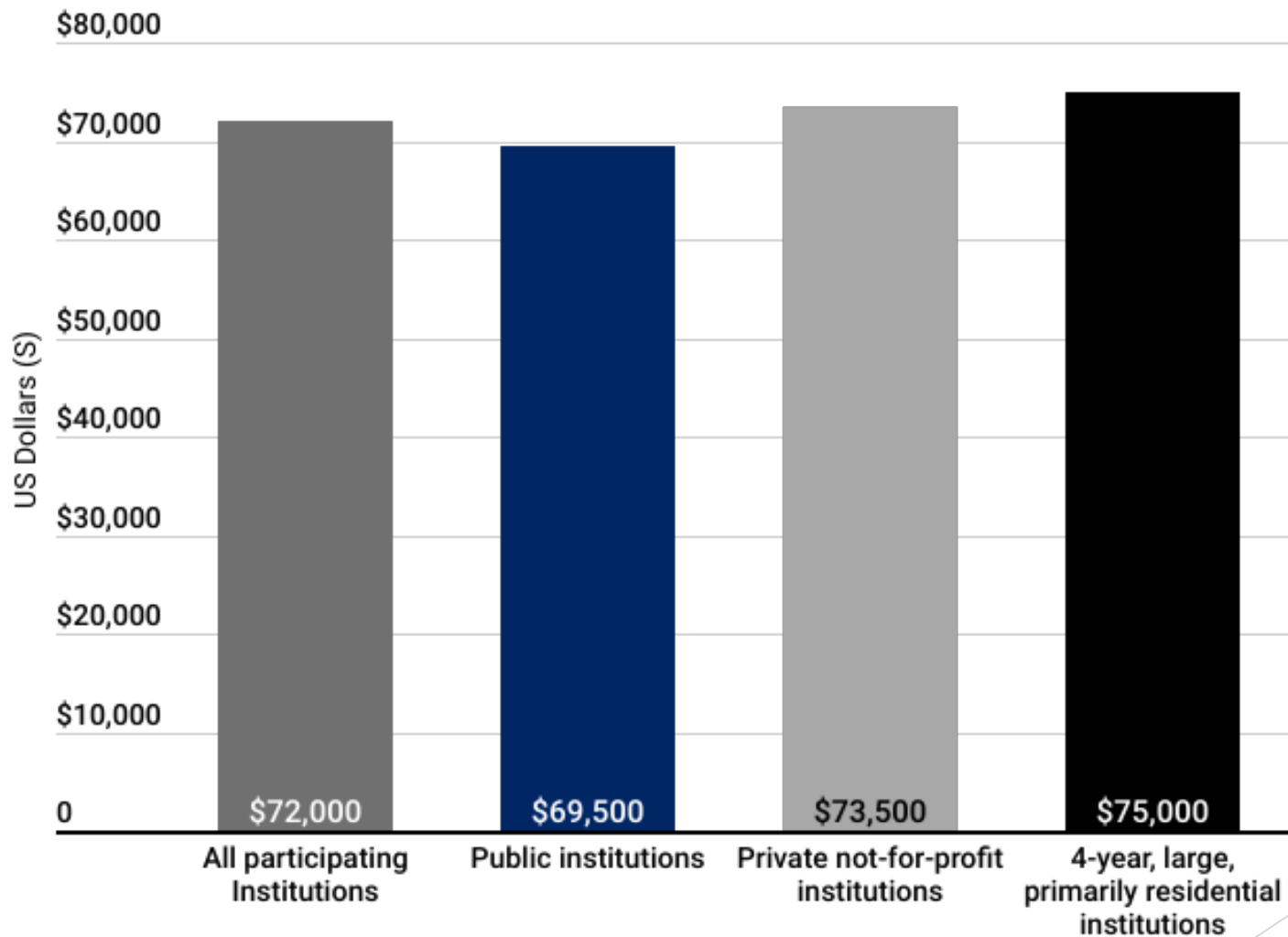
# Entry Level (Position A) Median Annual Salary

Full Salary Range: \$25,000 to \$75,000 per year



# Director (Position G) Median Annual Salary

Full Salary Range: \$55,000 to \$185,000 per year



How is ASCA and Student Conduct  
Different Post COVID Lockdown - What is  
to Come THIS SUMMER



# We Need Your Help - Identifying Today's Student Conduct Practice and Practitioners

Please participate in ASCA's Dynamic Benchmarking Project - 2023 Data Collection

- **Institution-wide Benchmarking Survey** - ONE submission per institution or organization and completed by the Director of the Conduct Department/Office. This is an organization-wide data collection about student conduct on your campus/organization and in your office(s). This is free to all. Data is available if your college, university, or organization participates.
- **Individual Survey** - Every member can submit Explores current compensation, workload/stressors, titles, and work climate concerns. Anonymous data collection gives voice to today's administrators' experience and supports ASCA in representing and advocating for excellence in state of student conduct administration.



**FOR MORE  
INFORMATION:**

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