

2017 VIRTUAL CASE STUDY

University of Central Missouri

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APPROACH TO THE PROBLEM

- Using Hamrick and Benjamin's method for analyzing a case study
 - Identify relevant situational characteristic (who is involved, time frame, etc)
 - Analyze the situation (challenges, what's wrong, who's involved?)
 - Consult ethical principles (CAS and NASPA standards)
 - Identify short term and long term objectives
 - Recommended actions and strategies
 - Evaluate hypothetical changes or problems
 - Based on the prompt, this presentation will also include budget aspects

SUMMARY OF THE CASE

- School is within a reasonable commute to New York City
- Number of students on the Autism Spectrum has been increasing, but services for them have not
- Dean of Students and Director of Disability Services have created a committee to address this
- The committee will be presenting a programming proposal to the Board of Trustees in a few weeks at the Growth and Development Meeting
- The Dean of Students is on the Atkins Diet

IDENTIFYING
RELEVANT
SITUATIONAL
CHARACTERISTICS

IDENTIFYING RELEVANT SITUATIONAL CHARACTERISTICS

- Main Characters
 - Dean of Students
 - Director of Disability Services
- Supporting Characters
 - Residence Life Member
 - Faculty Member
 - Office of Student Activities Member
 - Mental Health Services Member
 - Board of Trustees
- Setting/Temporal Characteristics
 - Since the other specifics weren't specified, we based our recommendations off of our institution: *The University of Central Missouri*
 - Size: About 14,000
 - Midwestern Public Institution
- Timing Concerns
 - The Board of Trustees meeting is in a couple of weeks
 - We would like to start the programs the next academic year

RELATIONSHIPS

- Dean of Students may supervise the following:
 - Residence Life Member
 - Director of Disability Services
 - Office of Student Activities Member
 - Mental Health Services Member
- Dean of Students reports to the Board of Trustees
- Board of Trustees may have some influence over the faculty depending on tenure
- The committee is made up of all characters besides the Board of Trustees
- The personal dynamics are unknown

ANALYZING THE SITUATION

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What we know:

- Increasing population of Autism Spectrum students
- Dean of Students read *The Curious Incident of the Dog in the Nighttime*
- Dean of Students & Director of Disability Services want to create a program and budget to assist students with Autism Spectrum
- A committee needs to be created with a representative from the following departments:
 - Residence Life
 - Faculty
 - Student Activities
 - Mental Health Services
- Board of Trustees Meeting is in a few weeks

ANALYZING THE SITUATION

Concerns

- Services have not evolved with the changing student population
- Limited time to create committee, program, and budget
- Members from specific departments have not been identified
 - Members from departments may have varying power, information, or influence.

ETHICAL PRINCIPLES AND STANDARDS

NASPA

- NASPA 1: Professional Services
 - We work for the welfare of students
- NASPA 2: Agreement and cooperation with institutional mission and goals
 - Mission should call for support for students
- NASPA 6: Legal authority
 - ADA calls on us to support students
- NASPA 18: Assessment
 - We have not evaluated student need in this area, but we must

CAS

- CAS IV- Justice
 - We should promote human dignity, equality, and fairness
 - We should eliminate barriers that hinder learning and development
 - Seek fundamental fairness for all persons
- CAS V- Fidelity
 - Use our resources responsibly to meet student need

OBJECTIVES

SHORT TERM OBJECTIVES

until meeting with Board of Trustees and immediate follow-up

- Select committee members and determine expertise (what they bring to the table)
- Assessment of current services
- Decide where help is immediately needed within the Disability Service Department
- Create a temporary plan for the Disability Services Department
- Create a presentation for Board of Trustees

LONG TERM OBJECTIVES

next 3-5 years after established program

- Strong relationship with Board of Trustees
- People appointed to conduct assessment and keep running data
- Develop Graduate Assistant position
- Expand on effective initiatives
- Start a long-term budget plan (once there is funds to make an account)

RECOMMENDED ACTIONS

HIRE A GRADUATE ASSISTANT (GA) TO IMPLEMENT PROGRAM

- Assistant should be selected based on prior experience in supporting students on the spectrum
 - Provide on-campus Housing, partial meal plan, tuition waiver, stipend, \$300 of professional development funding
- Responsibilities:
 - Maintain professional competence: Regularly attend conferences, such as the CEC Convention (<http://www.ceconvention.org/>), which has a focus on supporting students on the spectrum
 - Oversee and organize programming based on student need
 - Organize a mentoring program
 - Organize a fundraising gala
 - Provide resources for parents to help with students' transition
 - Develop special training for student/faculty/staff to increase awareness and competency

ASSESSMENT

- Director of Disability Services and the GA should organize a campaign to assess student need in relation to University services
 - Focus areas:
 - Student retention
 - Student engagement
 - Where students feel their needs are being met
 - Where students feel their needs are not being met
 - Residence Hall conditions
 - Provide recommendations on services to provide

IMPLEMENTATION OF A GALA FUNDRAISER DINNER

- The gala will be hosted at the university to promote Autism Spectrum awareness
- Budget: \$4,500
- Expected Gross Income: \$15,000 at \$75 a ticket
- Funding from gala would be used for:
 - Scholarships for students
 - Special projects
 - Programming

MENTORING PROGRAM

- Implement a mentoring program that pairs an upperclass student with a student on the spectrum.
- The upperclass student can be from a special care field (i.e. special education, pre-medicine, nursing, etc.) or a volunteer.
 - Faculty can incentivize participation by making it a course requirement in higher level classes.
- The mentors will also participate in the programs put on by the GA when necessary
- The cost of this program will be free as it will fall under the duties of the GA

PROGRAMING FOR AUTISM SPECTRUM STUDENTS

- Provide various programing to assist students in their personal, social, and mental development with a budget of \$500 a semester
- Programs will include but are not limited to:
 - Managing Emotions
 - How to Grocery Shop
 - Laundry 101
 - Healthy Relationships
 - Budgeting Finances

SUMMER READING PROGRAM

- All incoming first year students will be encouraged to read *The Curious Incident of the Dog in the Night Time*
- Campus faculty/staff/upperclass students will be asked to volunteer as discussion leaders
- In the week before classes start, there will be group discussions across campus relating to the book
- Sessions should:
 - Help students explore thoughts and feelings about *The Curious Incident*
 - Evaluate student understanding and engagement
 - Provide resources to help students support other students on the spectrum
 - Start to create a responsive and supportive campus climate

HYPOTHETICAL
CHANGES OR
CONCERNS

BOARD RESPONSES

- What if the Board denies funding?
 - When presenting to the Board, the committee should stress that this is an opportunity to show value the University places on supporting students, so the funding is essential
 - If Board nevertheless denies funding, then the committee will have to cut the GA part of the proposal, as well as the gala.
 - Committee members can still implement the recommended programs and the summer reading program, as well as the mentorship program
 - Assessment should still occur, so as to provide data to the Board about student need and the usefulness of this overall program
 - Continue to advocate for this program throughout the year. A single denial does not destroy the entire program!

REFERENCES

Hamrick, F. A., & Benjamin, M. (2009). *Maybe I should . . . : Case studies on ethics for student affairs professionals*. Washington, DC: American College Personnel Association.

GOODBYE!!!

