

Serving Our Campus Communities: Using ADR Expertise to Help Prevent and Resolve Conflict



Katrina Lee



Grande Lum



Lauren Robel



Carl Smallwood

AALS Annual Meeting 2025

January 11, 2025



Welcome to Springton University Conflict Simulation

A fictitious “fishbowl exercise” imagining an escalating campus conflict about immigration policy, identity, money, safety and other campus and community concerns.

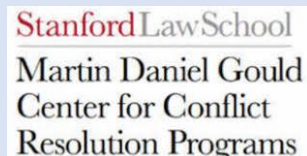
What can you do to help your campus?

Some facts/images around this topic may be disturbing.

Views expressed by panelists and participants do not represent positions of their universities

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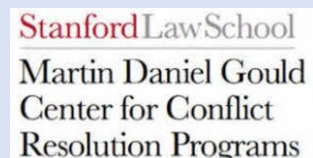


Welcome to Springton University

- Nationally, immigration issues shift with the changing wind. **Students and immigrant communities are exhausted and remain vulnerable.** U.S. Senator Jones is a proponent of anti-immigration views.
- Springton is a large public university in conservative-leaning state, renowned for research, with \$50 million contract with research database (MedSearch).
- MedSearch **collects personal data and sends this information to ICE** and other government agencies.
- **Students** have learned of MedSearch's data collection and are protesting on the campus square.
- **Counter-protesters**, concerned about community safety, have also begun **protesting** on the campus square.
- ***The Springton University President needs talking points for the upcoming press conference—how do you respond to these increasing tensions and deescalate the conflict?***

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The President's Meeting

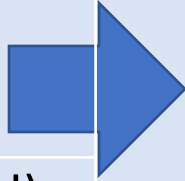
Springton University President (Lauren)

Provost/VP Academic Affairs (Grande)

VP for Student Life (Darren)

Head of Campus Communications
(Sharon)

Springton University Police Chief (Carl)



Discussion points/Agenda for the University staff meeting:

- 1. Who are the primary groups affected by immigration issues on campus? And by the issues involved in canceling the contracts? How are they affected?**
- 2. What should our immediate response be?**
- 3. What can the University Administration do to help these underlying issues long-term?**
- 4. What can your organization or department do to help these issues?**
- 5. How can we encourage unity and cooperation, even as this issue affects us deeply or personally?**

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Audience Discussion (Part I)

Does the president have the information needed to decide what to do and say to the community?

If not, what would you advise the president to do and ask others to do to make an initial assessment of the situation?



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Faculty and students come out against the university's use of database

- *Faculty across campus are becoming more vocal; they agree with #CancelICEContracts*
- *Some students feel isolated by these announcements and are concerned about retaliation for their **opposing** viewpoints.*
- *Faculty have sent an **open letter to the President** condemning the administration's actions as a failure to support students.*
- *Even non-protesting students are becoming **increasingly upset** and feel that the administration is disregarding student safety and privacy.*



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Audience Discussion (Part II)

Imagine that the president's first communication may be important and would be drafted by the head of communications.

How would you advise the head of communications?



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Students move sit-in
into the Administration
Building.



Faculty member
interviewed by local
news. “Don’t these
students care about
people’s lives?”

Protests continue
outside with list of
demand



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Audience Discussion (Part III)

The Provost and VP for Student Life need to present constructive programmatic options responsive to the developments on campus related to DACA.

What programmatic ideas can be offered at this point?



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Breaking News

Parent groups for racial and ethnic minority Springton students have announced that they are sending a letter to the U.S. Department of Education complaining that all the Springton leadership is doing to support their upset, mourning, and frightened students is to give them contact information for campus counseling and police. They say no one is taking effective action to address the hostile environment impacting their Springton students.



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Audience Discussion (Part V)

Imagine that the president's communication seeks to promptly and effectively take steps "reasonably calculated to end the harassment, eliminate its effects, and prevent it from recurring."

What else should be done at this point?



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SEVIS Student and Exchange Visitor Information System/Student Conduct

Students have confirmed that if a student is suspended for a Student Code violation, then Springton International Programs reports that to ICE in the Student and Exchange Visitor Information System.

Protesters are calling this the “Springton-ICE pipeline” and implying that students may be deported for protesting.

Both sides have run with this—immigrant students are increasingly fearful, and the counter-protesters are calling for ICE to deport the student protesters.

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Audience Discussion (Part IV)

Students are streaming out of their dorm rooms and leaving classes to join the protests on campus. Meanwhile counter protesters are beginning to march toward campus.

Are law enforcement agencies prepared?



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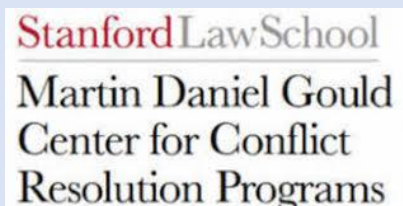


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