

Name: Natania Trapp
Working Title:
Payroll Title: STDT LIFE DEV SPEC 3

The Council of Assistant Deans of Student Affairs in the Undergraduate Colleges is proud to nominate Natania Trapp, Associate Director, Office of Student Conduct (OSC), for the Exemplary Staff Employee of the Year award. As representatives from each of the Undergraduate Colleges at UC San Diego, we work with Natania as student conduct officers and find her to be a trusted and essential partner to the Undergraduate Colleges.

The student conduct process is complex, with many processes, regulations, and deadlines. Natania is a partner in helping us support students through the administrative resolution and formal hearing processes. Natania steps up in large and small ways every day. One example of this is the way that she developed procedures to enhance the way students receive support through the conduct process. She took it upon herself, and then made it a standard policy, for students to meet with an advisor in the Office of Student Conduct prior to formal hearings, thus ensuring that students are comfortable with the process. She also demonstrates proactive leadership and student support in the development of University policies and procedures. This past year she has worked with the staff in Student Health and the Colleges to develop protocols to support student COVID-19 testing compliance. She educates students about testing requirements and has developed processes to resolve issues without requiring students to go through the conduct process. She educates staff at the Colleges regarding new COVID-19 conduct policies and procedures to ensure the streamlining of processes across the University. With her leadership and guidance, staff are able to successfully work with students in violation of campus policy in a supportive and educational manner, as well as, help them see the impact on the community and reasons for the regulations.

Natania is instrumental in making lasting change through her work. Natania was one of the original professionals from Student Affairs, UCSDPD, the Undergraduate Colleges, Graduate Studies, the Office of Ethics and Compliance, and Associated Students to discuss the ways that the institution could implement Restorative Justice (RJ) in our student conduct and Residential Life systems to address issues that have an impact on the UC San Diego community. In alignment with the educational goals of student conduct, RJ is an innovative and proactive form of intervention wherein victims and offenders come together and create a contract in which all parties attempt to repair harm caused by an offense. This method holds offenders responsible for their actions, asking them to make a commitment not to re-offend in the future, and focuses on repairing harm experienced by victims and community members through a commitment to fulfill all obligations. RJ seeks for all involved parties to see policy violations as opportunities to learn about oneself, others, and how to function within a community. Through this process, and in her role as co-chair of the planning and implementation committee, Natania works to bring trainers to campus to educate staff within Student Affairs and Residential Life to develop needed skills to conduct restorative conversations and activities. She works with campus partners to subsidize the cost of this training for staff.

In 600 words, it is difficult to convey all the ways Natania deserves this award. She is one of the most caring and student-focused professionals at UC San Diego, an amazing partner to all involved in student conduct from the Colleges to the UCSD Police Department, a wealth of knowledge about campus policy, an innovative problem solver, and a constant support to the campus community.

Thank you for your consideration,
The Council of Assistant Deans of Student Affairs, UC San Diego Undergraduate Colleges