

Waldorf University
AODA Prevention: Summer 2018 Biennial Review
Complete by the Waldorf University AODA Task Force

I. Description of AODA Program Elements

Waldorf University emphasizes a student engagement and policy enforcement philosophy to alcohol and drug issues on campus. Waldorf University currently does not allow undergraduate students to have alcohol on campus in any capacity (consumption, possession). This policy allows for enforcement of the policy to be clear and without a vague decision making process. The first exception to this policy is that outside adult groups that sponsor an event (such as a wedding or family reunion) may have alcohol at a non-student/employee event provided that the AODA committee approves the conditions and that proper standards are upheld with regard to not serving minors. The second exception to alcohol on campus is in regard to Timberland Apartments, which is an off-site Waldorf managed apartment unit with upper-class students. All residents of each unit must be 21 years of age to possess or consume alcohol at this site. The third exception is Rasmusson Residence Hall where we house part time employees, season employees, other guest interns and Graduate Assistants where all residents are 21 years of age and older.

The student engagement tools utilized on campus in AODA prevention include educational strategies, alternative activities, environmental strategies, community involvement, early involvement and connection strategies. In 2016 the AODA Committee expanded its scope to address high risk sexual behaviors, which are often closely related to the use of alcohol and drugs. The counseling approaches employed by the Student Life Counseling Department include screenings, AODA assessment and education, and periodic orientations. RA training conducted by the counselor on AODA topics is also part of residence life pre-year training. The University also has a speaker series during the academic year required for first year students that has a variety of general speakers, one of which addresses substance abuse in some form each year as well as high risk sexual behaviors.

The Student Life Counseling Department is part of the Athletic Department's Drug Abuse Prevention, Education, Testing, & Counseling Program Committee. This committee assists with assessment and counseling/referral for student athletes who show positive results in the random drug testing administered by the Athletic department. In 2017 the AODA committee again helped review the effectiveness of the drug testing program. Currently, athletes who are tested positive are given a 365-day suspension from being involved in sports. Statistics show that positive drug tests have decreased since this was instituted, yet there has been some controversy that this consequence has been too severe. The AODA committee is always trying to stay attuned to the ever-changing aspects of alcohol/drug prevention. Because of these concerns and assessment, we changed the policy for 2018 to include positive results in drug testing that would result in an athlete missing 50% of their season.

The Office of Student Life has a good relationship with the Department of Athletics. We have an agreement that if one of their athletes is involved in an alcohol or drug related incident, crime or violation, we will contact them and inform the coach of the situation to help us work through the incident and follow up. This relationship also allows the head coach to be part of the process of follow up, education, concern/support and discipline.

Jason Ramaker, Dean of Students at Waldorf continues to serve as the Winnebago County Task Force Coalition Chair which is a grant funded coalition that supports youth education and prevention of drugs, alcohol and prescription drugs. He presides over the monthly meetings, attends events and works closely with the coalition directors to advance the goals of prevention and education on AODA issues with our youth in the county. During these meetings, Waldorf also has an opportunity to learn from county trends and the coalition can learn about what is happening at Waldorf in terms of AODA issues and trends on campus. This relationship allows

the opportunity for both entities to collaborate on initiatives that impact youth and college aged students.

Education Strategies /Public Awareness

The counseling staff provides educational sessions and information upon request of academic classes, student organizations, RA training, new student orientation and athletic teams. Our Health Performance Exercise Science curriculum offers a course *HPES 250 Substance Abuse: A Holistic Approach to Prevention and Intervention (3 credit hours.)*. This course provides an introduction to the topic of substance abuse prevention and intervention. The focus is on looking at substance abuse from a holistic perspective (social, psychological, and physical). Special emphasis will be placed on the role that the student can play in the prevention of substance abuse through community education and treatment of substance abuse through teaching healthy living skills. This course is an elective available to all students and encouraged for the wellness and psychology programs.

In the fall of 2016, we had a speaker present “Sober Thoughts”, a hypnotist and magic show to highlight how making poor decisions can affect your life. In both 2017 and 2018 the AODA committee organized a “Booze Cruise” event as a part of Warrior Cup week where we used motor-less scooters and specialized goggles that give the effect of intoxicated driving. Students had the opportunity and experience driving the scooter with the “beer goggles” imitating the experience of drunk driving. Along with this event we offered “virgin Jell-O shots”, a root beer keg, brochures, bracelets and prizes for an essay contest and correct answers to trivia questions related to safe drinking.

Part of Orientation and First Year Seminar classes (2016-18) included listening to speakers from Prairie Ridge Addiction Treatment Services and Cornell College about safe drinking and safe sex.

Alternative Activities to Combat Alcohol and Drug Abuse on Campus

Waldorf University is committed to providing a variety of recreational opportunities that are convenient on our small rural campus for our students. Waldorf accomplishes this with a full time Student Activities Director, the Social Warriors Student Activities Team (SWAT) that plans events, residence life programming personnel, full time Intramurals Director and our 30 student organizations that also have events on campus.

SWAT and the Activities Director coordinate extensive student activities (all free to Waldorf Students) including but not limited to special entertainment, free movie weekends, trips to the mall, haunted hikes, fun zone and coffeehouse performers or at Gatsby’s or the Atrium. Additional on campus activities include plays, musicals, one acts, concerts, the Waldorf Community Artist Series, Convocation speakers (nationally recognized speakers), recitals, art gallery shows, and regularly scheduled ministry events and chapel services. These events are all designed to keep students busy in their free time and as an alternative to other late night/weekend temptations.

Intramurals

In addition to Student Activity events, we have a strong intramurals/recreation program that include sports leagues and one-time events that occur over a weekend and weekday evenings. IM includes teams in basketball, volleyball, racquetball, dodge ball, soccer, and other events like ping pong, Frisbee, broomball, pool, tennis, rock climbing and other outdoor events. Intramurals also sponsors monthly excursions off-campus on weekdays and weekends to professional sporting events such as Twins, Vikings, Wild, Lynx and MN Timberwolves professional games. We have a fulltime dedicated person as the Director of Intramurals Recreation. This person encourages exercise, activity, use of the YMCA (all students are members) and outdoor recreation as a positive alternative to consumption. Many IM events are planned for nights and weekends to discourage students from high risk behavior and to enjoy healthy activity and exercise with others.

Student Organizations

Waldorf University has 30 student led organizations. Student Senate is the leader of these organizations and provides funding and sponsorship for many of the projects, events and activities. These organizations offer leadership opportunities as well as alcohol and other drug free gatherings and events. Most of these groups have regular weekly evening meetings and some have events. For example, our Like Fire group (praise and worship group) sponsors a night on Monday nights at the Campus Center that offers food, praise, live music and fellowship. In addition, the University encourages student leadership and involvement through role modeling with high behavior expectations for student positions including Resident Assistants, Orientation Leaders, student coordinator of intramurals, campus work study positions and Student Ambassadors (tour guides). Several student organizations have a campus ministry focus that emphasizes good character building, role modeling and smart social choices.

Community Connections

The University believes a connection between the students and the Forest City community is an important part of "neighbor relations." Alcohol use can play a factor in these relations as we may have students at off-campus parties, in and around town, with students who have lessee and landlord relationships. Waldorf's goal is to continue positive relationships and perceptions between our students and the community as a whole. Included in the neighbor relations efforts is the "Taste of Forest City" fair on campus featuring local FC businesses presenting a table at a fair. In addition, we provide monthly free movie events at the local theater, the annual October community Rake-a-Thon volunteer day, highway clean-up and other service events in the community sponsored by our sports teams or student organizations.

All students are a member of the YMCA a shared facility with the community of Forest City. In addition, we have added a component to the freshman seminar class that requires first-year students to select a business establishment in town and interview the manager or owner. This experience familiarizes students with local businesses and proprietors along with educating them on what the business does and the relationship between the local business, community and University.

The Office of Student Life meets with the local police department and Waldorf University security each semester to monitor student activities, campus safety and security and involvement with alcohol and other drugs on and off campus. In 2016 and 2017 we invited the Forest City Chief of Police to be part of our first-year orientation weekend.

Campus administrators address off-campus violations of the under-age drinking laws and other alcohol and drug violations by treating them as violations of campus policy. We include all documentation related to off campus violations in their student file and contact their coach if they are an athlete regarding the violation. Students may be called in depending on the severity of the violation situation. For example, when the student is cited in the local paper for an OWI we make a copy of that document, place that in their file and inform their athletic coach if they are and athlete. There is a strong communication link between the Office of Student Life and Athletics in terms of communicating to coaches in regards to off campus AODA violations and our athletes.

During the summer of 2016 we started a process of developing a matrix chart for athlete violations that provide a specific consequence for athletics to use as a consistent guide much like a positive drug test. Many of these violations will involve substance abuse and will result in athletes missed games, suspensions and missing part of their season. This chart would allow us to be consistent by sport as we follow-up to violations.

Traditional Campus Events

At the beginning of the academic year there is a first-year student orientation program with several engagement activities, and throughout the year there are special events for students such as Homecoming, Winter Fest, Taste of Forest City/Club & Organizational Fair, Warrior Cup, Rake-A-Thon, De-Stress Days, speaker series and late-night breakfast.

Waldorf University strives to encourage the students to be engaged in a well-rounded group of activities in addition to their academics. The University has around 80-85% of the students involved in co-curricular activities, fine arts, wind symphony, Waldorf University Choir, Sangkor, Theatre/Drama, intercollegiate athletics, clubs, organizations and intramural athletics.

Residence Hall Programming

The residence halls, led by the student staff, provide regular informal floor programs and activities and events of the social and educational nature throughout the semester in the halls. In addition to the programming, RA's are trained in drug identification, crisis intervention and specifically on how to deal safely within intoxicated resident and alcohol violations in relation to our campus policies.

Policy Development, Distribution and Enforcement

The Alcohol/Drug policy has been in place since the creation of the University. The dry residence hall status allows the judicial procedures to be clear and concise. We have a clear and thorough Student Code of Conduct that lays out the standards we expect of our students' behavior, their guests and the policy violation system. Although the Waldorf campus is "dry" for students we certainly recognize that alcohol use and abuse occur in the residence halls. We have a philosophy that we don't hunt for these occurrences but respond quickly in relation to alcohol use as we identify illegal or code violations as we are aware of them. It should be noted that our leased residence hall, Timberland Apartments, which is technically off-campus does allow alcohol in each unit for those that are 21 and older. We have a staff member (RA) on site that helps manage behavior, choices and safety. In the past several years we have not experienced major alcohol related parties on campus. Our hall staff has done an excellent job of addressing these situations and setting a tone that parties on campus will be address. The disadvantage of this is that the parties have moved off campus. This unfortunately results in driving and walking while intoxicated and uncontrolled events that can often get out of hand and encourage binge drinking or even violence which we have addressed at off campus house parties. In response to this dynamic the AODA committee began to offer security personnel and vehicles to give rides to party goers to and from campus who want to avoid driving while intoxicated when they leave.

Furthermore, AODA initiated providing bus transportation back from athletic events to students who wanted to take advantage of safe transport home. AODA also increased security in the Johnson & London dormitory based on need by limiting the times and persons who may be allowed into the building during certain hours.

The Waldorf AODA task force reviews the current policies and makes recommendations as the need arises. Policies also prohibit alcohol related advertisements from being displayed on campus. In several previous years there was a push to allow alcohol on campus for outside events such as weddings, receptions, reunions, employee diners etc. This policy was reviewed by campus administration and leadership. The University loses a fair amount of summer reservations to outside guests because we do not allow alcohol on campus. The University has now approved to allow outside groups during the summer and breaks to have and serve alcohol with a permit to those that are twenty-one years of age and older with the requirement that servers have the proper training. Thus far, we have had no problems with this policy and it will continue to be monitored.

Alcohol continues to be allowed in Rasmusson Hall which is an employee residence hall for coaches, GA's and seasonal coaches/adults. Most of these individuals range in age from 22-35 and have asked for the privilege to consume responsibly in a 21 and older environment. Thus far we have not had many problems with this new policy and we have designated areas where consumption can take place that is not in the main floor lobby and entrance areas in the hall.

Campus alcohol/drug policies are available on-line to all enrolled students on the campus web page under <<https://www.waldorf.edu/faculty-staff/departments/campus-safety/substance-abuse-policies-procedures>>. The current student policies are on-line with full access to faculty and staff for implementation campus wide. A handout with this website outlining all AODA policies is distributed to each student when they check in at the beginning of each semester.

2007

39 students were cited for violating alcohol and drug policies on campus.

2008

34 students were cited for violating alcohol and drug policies on campus.

2009

23 students were cited for violating alcohol and drug policies on campus.

2010

34 students were cited for violating alcohol and drug policies on campus.

2011

52 students were cited for violating alcohol and drug policies on campus.

2012

25 students were cited for violating alcohol and drug policies on campus.

2013

14 students were cited for violating alcohol and drug policies on campus.

2014

11 students were cited for violating alcohol and drug policies on campus.

2015

28 students were cited for violating alcohol and drug policies on campus.

2016

22 Students were cited for violating alcohol and drug policies on campus.

2017

29 Students were cited for violating alcohol and drug policies on campus.

Early Involvement/Referral

Several strategies are used to encourage early intervention with AODA issues. Policies and enforcement are reviewed with students during residence hall floor meetings, orientation and the first-year seminar course-Humanities 110.

A “Student of Concerns Committee” made up of faculty, AACE (Learning/Tutoring Center) and Office of Student Life members that continues to work with and respond to identified “at risk” students. This includes students that may have behavior problems, attendance issues or campus violations as a result of substance abuse problems.

First alcohol violation - judicial hearing, letter to student, screening by counseling staff, recommendations to be followed, \$50 fine, coach communication, on-line educational program (1 hour), \$150 failure to comply if course not completed.

Second alcohol violation - judicial hearing, letter to student, AODA assessment by counseling staff, recommendations to be followed, \$150 fine, coach communication, writing educational program (4-6 hours), \$150 failure to comply if course not completed, parental notification at the discretion of staff.

Third alcohol violation - judicial hearing, letter to student and parent, review by dean of students for appropriate fine and sanctions. \$200 fine, disciplinary probation, or possible suspension/dismissal from the residence halls or school. Further assessment by counselor and coach informed of the situation.

Note: Violations occurring in the apartments at Timberland Apartments (off-campus apartment complex) are explained, stated and agreed to in the lease agreement signed by students living there. Because we allow alcohol in Timberland and there is a potential and some history of alcohol parties at this facility, we have a policy that can fine the leasers of a unit up to \$400 for hosting an underage alcohol event.

II. Statement of AODA Program Vision

AODA prevention programming at Waldorf University addresses the following goals:

1. *To continue to consistently and effectively enforce the campus wide policy of no alcohol/drug possession or consumption within our underclassperson residence halls.*
 - This policy has been in long standing and therefore relatively simple to enforce and encourage. The student handbook states policy clearly and residence life staff and student staff assist the Student Life department in enforcement and sanctions.
2. *To encourage an environment where abstinence is an accepted and respected choice.*
 - We hope a portion of our students come to University with the understanding that certain aspects of “average” University life will be different. Certain expectations of student behavior such as responsible alcohol use is part of what the students expect from a Christian affiliated University.
3. *To encourage an environment where low risk choices are perceived to be practices as the norms by those choosing to drink alcohol.*
 - A campaign of information distributed by e-mail, table tents, posters, and the Website to encourage abstinence, and responsible low-risk dinking will be initiated.
4. *To encourage an environment where most of the students recognize and know how to help a peer who makes a high-risk alcohol choice.*
 - Through training of the student staff and distribution of information the student body will be informed of the danger signs of high-risk drinking, binge drinking and campus emergency response procedures.

III. Summary of AODA Program Successes and Room for Improvement

Successes

Drug testing as part of the athletic program has helped change student athlete behavior (reduce marijuana use). We believe students have reduced their marijuana use because of the drug testing program based on reduced campus violations, police calls and positive tests. Students are much more aware of their marijuana use and are monitoring their use more since drug testing began to avoid being suspended from their sport. Students are “talking about it” more around campus and have a better understanding of financial and sport consequences should they test positive.

The few programs and awareness events we have hosted on campus have been successful. The beer goggle drunk driving simulation on scooters in the Atrium, Fresh Check health fair (spring 2018) and the mock drunk driving accident with police, fire and ambulance in front of Salvesson hall gathered hundreds of students.

The residence halls have the reputation of being a safe place, especially compared to off campus parties. The hall staff has done an excellent job in setting expectations about alcohol abuse and confronting illegal behavior. Students generally don't party in a big way or as much on campus except the occasional Theme House or Timberland Apartment setting.

Our students of concern committee and student life folks have identified what cohorts and groups on campus have an increased number of alcohol problems. Teams or Theatre groups that struggle with binge drinking, parties, and athletic consequences can be identified through residence life, students of concerns, and general observations which helps us attack the problem through communication with the coaches.

The AODA committee has been good about meeting regularity once or twice a month and documenting our meetings.

IV. Room for Improvement

- Address large and frequent off campus parties that sometimes result in large amounts of binge drinking, police being called, upset neighbors and physical or sexual assaults.
- Schedule more intentional well publicized alcohol awareness events and programming that engages students to the topics of smart social decision making regarding their use of alcohol.
- Plan and provide alternative activities late at night. Consider beginning alternative events at 10 or 11 pm vs. 7 or 8pm.
- Make sure the AODA Committee hosts an event for WinterFest and Warrior Cup and promote AODA issues and our committee to students and employees.
- Include more students in our meetings, planning and events.
- Not only address athletes and substance abuse but fine arts students and substance abuse which can be equally concerning with drugs and alcohol.

V. Procedures for distributing AODA Policy to students and employees

Students are given access to the Student Handbook (on line only) which contains the complete alcohol and drug policies which they can access at any time through the Waldorf University website.

All students are required to go through a check-in process prior to the start of each academic year. Included in this process is a hand-out in the packet that each student receives that outlines all of our alcohol, drug and substance abuse policies, procedures and expectations. The handout also includes and references the webpage links on the Waldorf webpage for the Student Handbook which has additional alcohol policies listed.

The Athletic Department, through its coaches, creates and administrates additional collaborative alcohol policies and procedures for the athletes. Student Life will inform coaches when their player is documented for alcohol violations on and off campus and coaches will take appropriate action.

The campus AODA policies were distributed to all employees via the Waldorf University website through an email and the earlier mentioned handout on alcohol policies.

Copies of the Policies Distributed to Students and Employees

All AODA policies located on our University website (<https://WWW.waldorf.edu>)

VI. Recommendations for Revising AODA Programs

- Continue to execute and monitor our drug testing program and effectiveness with our student athletes.
- Continue the active role and membership in the Winnebago County-wide AODA Taskforce Coalition meetings in an effort to reduce youth substance abuse.
- Return to a more intentional on-campus creative late-night prevention and AODA awareness campaign involving more students.
- Marketing ourselves and improve our awareness to let faculty, staff and student know of the AODA committee, our programs and initiatives-Improved branding.
- Continue our regular AODA monthly meetings and increase attendance of student representatives at our meetings.

(original signed copy available in the Office of Student Life-Campus Center)

Drug and Alcohol Committee Chair/Date

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Robert A. Alsop, Waldorf University President/Date

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