

Waldorf University
AODA Prevention: Spring 2024 Biennial Review
Completed 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 reunions) may have alcohol at a non- student/employee event provided that the proper standards are upheld regarding not serving minors. The second exception to alcohol on campus is regarding 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. We have also identified the need for tradition and retention with our student population. For the last three years we have begun the tradition with the help of the senior class, Waldorf and student senate has created a senior sendoff party where limited amount of alcohol is provided for a formal senior student send off. This has allowed for healthy means to work towards a traditional upper-class event that allows students to celebrate their accomplishments in a formal controlled setting. This new tradition has had positive reviews from students and staff. There was a successful turnout and the students responsibly enjoyed monitored alcohol with food, games, prizes, senior send-off slide show and DJ dance and decorations. This event showed the Waldorf community that an alcohol event for students, if planned well (legally) can have some positive impacts on the student and the student experience demonstrating responsible adult planning, leadership, and social events with alcohol.

The student engagement tools utilized on campus in AODA prevention include educational strategies, alternative activities, environmental strategies, community involvement, early involvement, and connection strategies. Since 2016 the AODA Committee has 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, they address subjects such as sexual assault, substance abuse, and legal ramifications because of AODA issues. This occurs in some form each year. We also have the campus nurse and head athletic trainer that goes over the drug testing procedures and educated each sports group at the beginning of the year prior to them competing.

The Student Life Counseling Department has been a part of the Athletic Department's Drug Abuse Prevention, Education, Testing, & Counseling Program Committee using an agency called Drug Free Sports. The AODA committee continues to support the drug testing program with athletes. However, in the last two years the program was decided to be disbanded by upper administration within the university. The AODA has upped its's efforts to support student life efforts through police/drug dog trainings on campus to provide a presence that provides a deterrence in drug use on campus. We also have provided more training and awareness efforts through programming brought in by outside agencies, staff and RA's.

Jason Ramaker, Dean of Students/VP of Student Life at Waldorf continues to serve, and Nicolas Determann Director of Counseling Services at Waldorf has joined the Winnebago County Task Force

Coalition Chair (now called CAUSE) which is a grant funded coalition that supports youth education and prevention of drugs, alcohol and prescription drugs. They attend 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 youth 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. Over the last few years, we Waldorf has written a grant to help with activities to prevent AODA type incidents from occurring that was helped through the Winnebago County Task Force. We were allowed to bring a relaxation room that is available to students on campus. The room includes but not limited to light therapy, message chairs and relaxing motivators to relieve stress. We were also provided the opportunity to build a passive positive programing through a black board where students come to give inspirational quotes, upcoming events and positive peer supports through the ability to write on the black board placed in the Campus Center lobby.

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. The counseling services has made it a point to join first-year seminar classes at the beginning of their college careers to help them understand resources and supports each student has on campus. The counseling services also attends orientation to help the parents and students identify those resources before arriving on campus as well. Counseling has also made it a point to go to one of each sport first week of meetings as an introduction from the coaches and a Q&A allowing for a more intimate setting to get to know the services that are offered to students on campus. 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.

There has also been a lot of other educational strategies used in varying degrees through Waldorf as it's been identified as beneficial to students. We have continued to increase and incorporate intramurals and extracurricular activities to help give students another option to prevent or deter negative behaviors. Each student who is caught with an alcohol violation per the student handbook is given an opportunity to take an alcohol education and prevention course online as needed which we use as part of our first-year student class. Waldorf University has also identified the increase in need for counseling services on campus. We have hired a full-time therapist to have full time access to the students. On average over the last year students have utilized the therapist consistently to help with ongoing mental health needs on campus. This has allowed the counseling services help to provide full alcohol and drug assessments for students as they are getting in trouble on and off campus activities. Since brining on a full-time therapist, it has been identified through firsthand reports and surveys that word of mouth from students utilizing therapeutic services have been the greatest referral resource. This has allowed students to seek treatment quicker and more often, thus reducing the duration from services utilized to feeling better about the conflict that brought them to services. From the assessment the students are provided with plans of action to assist with their addictions or negative behaviors that would usually cause negative outcomes.

During this reporting period, Waldorf University is continuing to build and encourage creating a diversity, equity and inclusion committee. The DI committee is committed to engaging all voices of the community to promote equality. The purpose of the DRI committee is to identify and remove

barriers affecting diversity equity and inclusion so that everyone is empowered integrated and celebrated regardless of race gender identity physical and mental abilities religious beliefs and or ethnicity. To support Waldorf's mission the diversity equity and inclusion committee was created to generate intentional conversations and actions that foster the fulfillment of our constitutional learning outcome on diversity equity and inclusion. The committee has been actively working through the D.E.I. survey results from faculty, staff, and students. This data is essential for understanding the current climate around diversity, equity, and inclusion at Waldorf, and will help us identify key areas for improvement. The D.E.I committee is focusing on analyzing the impressions shared by students, which were discussed in our last meeting, and we aim to use these insights to guide our next steps. The committee is in the process of finalizing additional surveys for faculty, staff, and students to continue gathering important feedback on D.E.I. efforts.

We are also in discussions regarding the payment structure for committee members. This is an ongoing conversation, and we are working to establish clear guidelines for compensating those who contribute their time and effort to these important initiatives. As part of our ongoing commitment to fostering an inclusive environment, we are planning a series of D.E.I.-focused training and educational sessions for faculty, staff, and students. These will be aimed at increasing awareness, skills, and understanding around diversity, equity, and inclusion. Members, Sharese Hall and Steve Smith have attended a D.E.I conference in July 2024, at Augsburg University in MN. In July 2024, Sharese Hall was invited to a once a month, NECU-DEI virtual meeting with other Lutheran schools in our network.

Alternative Activities to Combat Alcohol and Drug Abuse on Campus

Waldorf University is committed to providing a variety of recreational and social 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, bowling nights, roller skating nights, grab and go events that you make, free movie tickets to our local theater, trips to the mall, haunted hikes/haunted houses, fun zone, and coffeehouse performers or at Gatsby's or the Atrium. SWAT also brings in a variety of activities such as laser tag, big ball, murder mysteries, arcade games, vehicle/race car simulators, and other various activities free of charge. Additional on campus activities include plays, musicals, one acts, comedic or hypnotist performers, concerts, the Waldorf Community Artist Series, Convocation speakers (nationally recognized speakers), recitals, art gallery shows, and regularly scheduled ministry events and chapel services. The students are also encouraged to attend sporting events provided at no cost to the students. Also, like identified earlier, the Forest City community schools allow Waldorf students to attend the high school events free of charge as well. AODA continues to sponsor non-alcohol tailgate events bringing in bouncy houses, yard games and grilling foods to help entertain in healthy ways prior to football games. These events are all designed to keep students busy in their free time and as an alternative to other late night/weekend temptations.

Intramurals

We have a 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.

In the fall of 2024, we had a change in leadership providing intramural activities. Through this change it has allowed for more of a focus on traditional sporting activities along with non-traditional activities to reach a wider array of students that are not interested in sporting activities. The Department of Intramural/Recreation has hosted events such as pickleball, kickball, football, sand

volleyball tournament, recreation games, fantasy football, and other varying sporting activities. For nontraditional sporting events include board games, video game tournaments, duck hunts/I spy events for prizes, and other activities that continue to reach out to non-traditional intramural activities. The attendance rate has been on average around 20 kids per event. During this time of the year, it is hard to achieve a high retention rate due to multiple activities occurring throughout the semester. The participants are having fun, playing competitive, and seem eager to take a break from their academic studies.

This past reporting period Intramurals have continued to flourish and grow. This significantly affects and helps give alternate options to drinking and drugs on campus. These events included multiple on campus events, and trips to various sporting events, including some professional teams. Our top on campus events were our Volleyball and Bowling seasons (4-5 weeks), and our various Ping Pong, duck hunt, and Billiard's tournaments (1-2-night events). Also, we added several new events such as Pickleball, 3-Point shootout, Giant Cup Pong, Winter-fest events, and Badminton. These events are primarily held on Monday and Thursday evenings; however, the trips were held on various nights of the week and Winter-fest events were held during the day and on different days/evenings of the week. In addition to these numbers, it has been mentioned that the end of the year evaluations given by students provided great feedback to the Intramural program. A big plus for the program, it seems to show that the program is providing fun opportunities for the students that deter the negative effects of alcohol and other drugs on college campus.

In addition to Student Activity events, we have a strong intramural/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, kickball, tennis, rock climbing and other outdoor events.

Student Organizations

Waldorf University has 46 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 Sunday 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. A new part of the ministry position is to support clubs and organizations and do what they can to promote recruitment, funding, programming, and organizational leadership assistance.

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. 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. We also promote Chamber information, booklets and calendar of events that promote Forest City to new students to the community. One of our AODA committee members is on the Chamber Board.

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 first-year seminar class that requires first-year students

to attend Taste of Forest City which is a fair on campus of select a business in town. Students also in first-year student orientation are brought around on “field trips” to familiarize and identify local areas that will allow students to feel more connected to the community. 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.

Waldorf continues to be innovative bringing in and funding options for students that allow students other options to utilize on campus. Service has continued to be part of our student organizations and their involvement including the Forest City Rake-A-Thon, Highway 9 Clean Up, Campus Clean Up and hosting local blood drive sponsored or supported by student groups and clubs.

The Office of Student Life meets with the local police department and Waldorf University security each year to monitor student activities, campus safety and security and student involvement with alcohol and other drugs on and off campus related to crimes, violations, or trends. We also actively allow and assist police trainings to better assess and incorporate safety on campus. We host drug dog trainings and allow them to have an active presence on campus. This allows officers to provide education and relationship building from our local community and students.

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 regarding off campus AODA violations and our athletes.

Traditional Campus Events

We have a tradition of providing a full encompassing activity for our students to deter the use of drug and alcohol on our campus. 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 Week/Warrior Cup, Winter Fest, Club & Student Organizational Fair, Warrior Cup, Skate w/The Warriors Ice Skating, Rake-A-Thon, De-Stress Days, speaker series, Pizza with the Prez., SEAL Awards Talent and Leadership event, Taste of the World International Food Fest and late-night breakfast for all students during finals week...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, Theater/Drama, intercollegiate athletics, clubs, organizations, campus employment 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, RAs 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. As a university we continue to push and innovate the best times to provide activities to deter AODA type benefits. We continue to push activities during hours and days those students would drink. This gives students the option to do something other than drinking on campus.

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. Smoking, vaping, tobacco and

marijuana is also clearly communicated to students as prohibited on campus. 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.

Furthermore, AODA initiated providing bus transportation back from athletic events to students who wanted to take advantage of safe transport home. AODA and student life is looking into increasing presence and desk staff within each dormitory to help deter bringing in contraband from outside. New locks were added to dorm floors across campus to have the ability to close off floors to students entering the floor would have to have a key to access. This was brought up as an extra security measure each hall coordinator could utilized when needed.

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.

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.

Calendar Year Statistics-January 1-December 31

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
31 students were cited for violating alcohol and drug policies on campus 2018
62 students were cited for violating alcohol and drug policies on campus 2019
134 students were cited for violating alcohol and drug policies on campus 2020
144 students were cited for violating alcohol and drug policies on campus 2021
113 students were cited for violating alcohol and drug policies on campus 2022
68 students were cited for violating alcohol and drug policies on campus 2023

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 that all first-year students take their first semester at Waldorf.

A Warrior CARE program form that allows students, parents, faculty, etc. identify individual that may be in need has been developed. The forms are sent and distributed to the departments that can act and help those individuals that were identified needing assistance with grades, substance abuse, social issues, mental health or general success issues. Students can also make appointments with counseling services easier as a QR code has been distributed that allows students to access and schedule services with the counselor.

First alcohol violation - judicial hearing, letter to student, screening by counseling staff, recommendations to be followed, online education course “Rethinking Drinking”, \$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/director 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. Residence Life takes an active role in vetting student history as to who may sign up for this hall since supervision is limited to the one RA presence.

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 underclass-person 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 of drugs and alcohol 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 drinking will be initiated.

4. *To encourage an environment where most of the students recognize and know how to help a peer or know resources to support themselves who might make 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.
5. *To provide an environment and selection of alternate activities in our small rural settings that provides attractive options for students to attend as an alternative to drinking and drug use.*
 - Opportunities and events for students to engage in including sporting events, performing arts, clubs and organizations, speakers, intramurals, entertainment events, wellness recreation events, off campus excursions and residence hall activities

II. Summary of AODA Program Successes and Room for Improvement

Successes

AODA has worked with student life, intramurals and RAs to assist and provide programming at later hours which has been indicated by students to have help to have alternatives to alcohol/drug consumption on campus. AODA Committee has been meeting once a month which has been able to provide quicker response and more programming opportunities. AODA Committee has been consistent in providing education through events for WinterFest and Warrior Cup and promote AODA issues and our committee to students and employees.

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. If they are partying in the dorms, they are doing a good job of not getting caught and keeping their events respectful and under the radar.

Retention through ACE and the Success Center has instituted and continues to provide student success coaches which helps identify and helps those students in need. 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 Theater groups that struggle with binge drinking, parties, and athletic consequences can be identified through residence life, students of concerns, Academic Affairs and general observations which helps us attack the problem through communication with the coaches.

Room for Improvement

- We are lobbying for more security in halls at night, more adult/professional staff support in every building (GA's & assistant coaches).
- We are lobbying for security desk staff at night to provide more oversight of people coming and going in and out of the building to deter them bringing in contraband.
- Include more students in our meetings, planning and events.
- Not only address athletes and substance abuse but fine arts students on campus and substance abuse

which can be equally concerning with drugs and alcohol.

-Any programming tying in sexual assault situations and AODA use would be helpful as these factors are almost always connected.

- We have seen an increase in casual marijuana use in the halls usually not associated with behavior problems. Recreational marijuana use and possession is still illegal in Iowa therefore it is still a policy we enforce and involve the FCPD as needed with incidents. With the increase of surrounding states legalizing Marijuana this will continue to be identified.

III. **Procedures for distributing AODA Policy to students and employees**

Students are given access to the Student Handbook (online 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 our alcohol, drug and substance abuse policies, procedures and expectations. The handout also includes and references the web page links on the Waldorf web page 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.

Policies to Students and Employees

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

IV. **Recommendations for Revising AODA Programs**

- 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.
- Meet with head football coach to review AODA behavior related incidents, follow up, support and collaborative approach to student and campus success and reduced incidents.

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

Drug and Alcohol Committee Chair/Date

:

Robert A. Alsop, Waldorf University President/Date