

Waldorf University
AODA Prevention: Spring 2020 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 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. The third exception is Rasmussen Residence Hall where we house part time employees, seasonal 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. 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, one of which addresses substance abuse in some form each year as well as high risk sexual behaviors.

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. This committee assists with assessment and counseling/referral for student athletes who show positive results in the random drug testing administered by the Committee in conjunction with Drug Free Sports. At the end of 2019 there was controversy that a consequence for positive drug tests had been considered too severe (loss of 50 percent of season after 1st offense and 365 days with right to be reinstated after the 2nd offense). This issue was a concern from the Athletic Department. As a result, the program was suspended and reviewed at the end of calendar 2019. Due to the Covid-19 epidemic in the spring of 2020, athletics has been suspended to this date. The AODA committee is always trying to stay attuned to the ever-changing aspects of alcohol/drug prevention.

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 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. Two Waldorf students have attended meetings this year.

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.

There has also been a lot of other educational strategies used. In both 2019 and 2020 Resident Assistants organized “Booze Cruise” events on their individual floors where they 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. These were fun experiences that gave students a chance to think about the dangers of drinking and driving. Each year Freshman Seminar classes all take part in an online alcohol education short course that has been beneficial. In addition, there are courses related to drug use and alcohol/drug related sexual misconduct violations on campus. Our Director of Residence Life/First-Year Experience Coordinator gave a talk to students about Respect, Alcohol and How To Treat Women.

This year Waldorf had planned to sponsor an MVP (Men in Violence Prevention) speakers program for all male athletes but due to the COVID 19 situation all spring events were cancelled..... The short-term goal is to prevent sexual violence incidents from occurring. The long-term goal is to change the social norms that often underlie acts of harassment, abuse, or violence. We believe many forms of violence on campuses also involve abuse of alcohol. We plan to bring the speaker in for fall 2020 to do some training with our male athletes.

In the last two years the counseling department has utilized the program “Rethinking Drinking” by the National Alcohol Association, which educates students about the safe use of alcohol along with a component that helps the students come to terms with their own drinking, whether is high risk or not. Each student who is caught with an alcohol violation per the student handbook is given an opportunity to take this course.

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.

AODA has sponsored non-alcohol tailgate events. At one event 200 students attended a chaperoned

non-alcohol party at our athletic D-Jack offices. 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 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, broom-ball, 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 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. 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. We recently added a on-line gaming club that competes which will become a varsity scholarship sport through Esports. We are building an Esports center for them to play in with monitors, computers and a coach to help them as a competitive team.

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. 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 freshman seminar class that requires first-year students to attend Taste of Forest City which is a fair on campus of select a businesses in town. 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 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.

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 an 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 2020 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, 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, 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.

There is a movement from students to propose allowing students of age with roommates of age or limited guests of age to be allowed to consume in certain rooms in dorm. Student Senate has approved looking into this policy change and the presidents' council is also aware of the interest in changing policy and is open to reviewing the student proposal in the fall.

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. New locks were added to the female floors so students entering the floor would have to have a key. This has helped at night with drunk male students making their way to female floors.

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.

Alcohol continues to be allowed in Rasmussen Hall which is an employee GA or guest 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.

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

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 freshman take their first semester at Waldorf.

A "Student of Concerns Committee" which is part of retention 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, 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 lesers 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 dinking 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

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, off campus violations and reduced positive tests. We have noticed drug testing as an effective tool to reduce marijuana use is closely correlated to tests being truly random and unpredictable along with the consequences associated. Positive tests result in missed games and playing time and can result in being removed from the team. This seems particularly true when students believe they can predict when testing won't happen.

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 which of course they do, they are doing a good job of not getting caught and keeping their events respectful and under the radar. However, 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.

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, and general observations which helps us attack the problem through communication with the coaches.

Room for Improvement

- Reinstate across academic year randomness of scheduled drug testing and revised drug testing to include expectations and standard consequences from athletics and student life when an alcohol or drug violation has occurred. Marijuana use on campus continues to increase and it is illegal behavior. Policy is currently under review with the AD and Dean of Students.
- Recommit to more regular AODA meetings.
- Re-establish athletic testing programming from the hold on the program from the new AD.
- 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 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.

III. 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 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.

Copies of the Policies Distributed to Students and Employees

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

IV. Recommendations for Revising AODA Programs

- Continue to monitor and advise 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.
- Meet with new 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

: