

POLICIES AND IMPLEMENTATION

The area of policies and implementation comprise the development of campus policies, supportive procedures, review processes and dissemination of policy information. This category relates directly to enforcement. It also connects with other elements in a comprehensive campus program; for example, the awareness and information component of some institutions' programs may include the dissemination of policy information, training may include preparing staff and faculty to make referrals to law enforcement bodies, and support services may provide a sanction to those who are referred by the courts because of an identified problem with or violation related to alcohol.

A wide variety of policies involving alcohol emerge from the institution's mission, others arise from liability considerations and still others are based on federal, state or local law. Further, some policies seek to reverse existing campus traditions or norms, including campus newspaper advertisements and athletic events. Specific policies are based on the unique needs and goals of an institution, and may have a specific, stated philosophical foundation.

The hosting of a social event is a significant policy area. Numerous policies, such as registrations, are used when students or student organizations plan parties where alcohol is to be consumed. Programs for specified individuals and sometimes all members of an organization may also buttress policy stipulations. Educating student leaders on the policies concerning alcohol use on the campus is another approach.

Policy implementation includes the definition of procedures to follow when encountering a policy violation. For example, faculty and staff may be given instruction in handling difficult situations and in providing appropriate documentation and reporting to local authorities. Community-based alcohol license holders may be required to attend a meeting focusing on shared responsibilities, marketing on campus, and other university policies.

Similarly, policies may indicate how students are to be treated after a violation; options may include an educational sanction, a fine, a judicial hearing, a discussion group, an educational group, outside assignments, and/or a service activity. Publicity regarding these policies and consequences may be widespread.

Professionals emphasize that policies should be implemented or changed only if there is a need. Further, they stress the importance of enforcement efforts being consistent. These individuals stress that a committee effort, with particular emphasis upon student involvement, is important when a campus is deciding on policy. Specific groups with individual needs (e.g., Greek organizations, athletic teams) benefit from participation in the design of policies which affect them.

There is especially a need for commitment to the policy by faculty members and deans. Professionals note that developing and implementing a comprehensive campus policy for alcohol abuse is a long-term effort and one that takes patience on behalf of the program planners. Associated with this is their observation that it takes a while to obtain faculty support.

Alcohol and Drug Education and Prevention Team

University of Vermont

Contact:

University of Vermont
Enrollment: 9,111
Public, Four Year Institution

Dennis McBee
Coordinator
Alcohol and Drug Education Program
Published in 1997/98 Sourcebook

Objectives:

- To promote a new framework to approach student alcohol use issues
- To develop a strategy for improving the campus that emphasizes the quality of the campus environment

Description:

The Alcohol and Drug Education and Prevention Team (ADEPT) uses a broad-based approach to promote a healthy campus environment. Incorporating the techniques of labor and community organizing with the community development model of prevention, this approach focuses on empowering students through the provision of training and ongoing support. ADEPT promotes community awareness, builds common causes among diverse student groups, and encourages student activism on alcohol and other drug use issues. ADEPT encourages the development of a comprehensive campus prevention plan that includes substance free living

options, limiting alcohol advertising on campus, transportation to off-campus substance free activities, eliminating mixed messages (such as campus bookstores promoting greeting cards that make light of student alcohol abuse), and an on-going review of campus climate and community standards pertaining to substance use.

A major concern on UVM's campus was the existence of full-page ads in the student newspaper promoting beer. A "Buy Back the Back Page" campaign raised \$10,000 to buy the advertising contract from the student newspapers. Student groups, university departments, staff, and faculty pro-health ads prepared and purchased to take the place of national brewery advertisements. Subsequently, the newspaper's staff rejected any national alcohol advertisements. While local bars would not be prohibited from advertising in the student newspaper, drink specials, discount prices, and other techniques designed to encourage excessive drinking would not be accepted.

Local bars and student groups freely distributed flyers on campus, often in violation of university policy and, in some cases, state liquor control laws. Many ads were insensitive to women, ethnic groups, and

others. The coordinator of the university's Alcohol and Drug Services Program met with city officials to review the problem of bars advertising on campus.

The City Council Liquor Licensing Board held a meeting called "The Spirits of Burlington." All license holders were required to attend. This meeting set the tone for a series of meetings concerning alcohol marketing on UVM's campus. Meetings highlighted the "shared responsibility" between city and university in responding to the problem. Agreements were reached informing owners that future complaints of violation of university policy concerning alcohol promotion could result in license suspensions. "Responsible ownership," required by city ordinance, would now be understood to include following university policy on university grounds.

As evidence of ADEPT's success the editorial policy has remained unchanged despite five changes in the student newspaper's editorial staff. The number of complaints brought to the Alcohol and Drug Services Coordinator concerning posters and flyers in violation of the university's policy has gone from an average of three per week to a total of three in the last academic year.

Alcohol and Other Drug Policy Update and Judicial Review

Emerson College

Contact:

Emerson College
Enrollment: 3,193
Private, Four Year Institution

Ron Ludman, Ph.D.
Dean of Students
Published in 1996 Sourcebook

Objectives:

- To review the judicial policies and procedures and enforcement activities regarding on campus alcohol use
- To clarify and instill consistency in policies and sanctions for policy violations
- To articulate a campus philosophy statement regarding drug and alcohol use and abuse

Description:

A task force, consisting of 20 faculty, staff and students, was convened to focus on creating a healthy campus environment, to update judicial procedures and to enhance training for staff involved in the enforcement of the regulation.

Previously, there had been some confusion around what was considered appropriate behavior on the part of faculty, staff and students.

The group gathered copies of all college documents as well as copies of policies at other colleges in the region.

A draft policy was prepared and presented to the student body for input; it was then reviewed by the college's senior administration. After final changes were made, the policy was disseminated with a cover letter from the president to all faculty, staff and students.

Legal age, quantity, use in common areas, intoxication, advertising and posting, activities and events, student organization events, on-campus events and authorized approval agents are included in the policy. Typical minimum sanctions are also specified in the policy statement.

To ensure fairness and consistency in policy implementation, a judicial review task force was convened to update protocols, sanctions, and streamline paperwork and communication within the judicial system.

Since the implementing of the new policy, some anecdotal evidence suggests that several positive changes have taken place on the campus. Communication between departments involved in handling judicial procedures has been enhanced and sanctioning appears consistent across the campus. A specific review of the number of violations, the consistency of enforcement, the sanctions used and follow-through is conducted at the end of the academic year.

There appears to be a heightened awareness of campus expectations regarding drug and alcohol use. Faculty, staff and students are uniformly utilizing policy guidelines regarding the presence of alcohol at these events.

Policies and Implementation

Alcohol and Substance Use Sanctions

Hood College

Contacts:

Hood College

Enrollment: 2,022

Private, Four Year Institution

Paula R. Mullins, R.N.

Director of Health Center

Mary Ann Kerins, M.Ed., M.S.

Counselor

Published in 1996 Sourcebook

Objectives:

- To create and maintain a safe campus environment that is free of illegal drugs and the abusive use of alcohol and/or drugs
- To create an opportunity for students to learn skills and attitudes to handle the non-use or use of alcohol in ways that are beneficial to self and others
- To convince students that public displays of intoxication and its consequences that infringe on the rights of others will not be tolerated

Description:

Awareness that the use of alcohol was becoming a problem and that campus policies were being ignored motivated student peer groups, the Counseling Center, the Health Center, Human Resources, Security and the Dean of Students to rewrite the policy and to make a commitment to

enforcing the policy and its sanctions. The new policy and sanctions were presented and explained to the college community, and the reasons for formulating the new plan and the student groups involved in writing it were discussed in-depth. Implementation and follow-through were stressed. The college policy clearly states that the abuse of alcohol and the use or possession of alcohol by anyone under 21 years of age is prohibited at all college locations, within any of its facilities or vehicles, and at any college sponsored or supervised activity on or off campus. Also specified is the fact that anyone who sells or serves alcohol to individuals under 21 is breaking the law.

Sanctions, approved for use with any student who is cited for "disruptive behavior" or "behavior unbecoming to a Hood student," are described in the Student Handbook. The handbook specifies that students will be held accountable for all policies and regulations.

For each of the first four offenses, course registration is blocked until the elements of the sanction are completed. In addition, the sanctions for a first offense are a \$100

fine and a one-hour educational program with the goal of assisting the student with self-assessment and early intervention. For a second offense the fine is \$150, writing an educational paper and providing 10 hours of service. For a third offense, the fine increases to \$200 and a four session educational program is specified. Ten hours of service and attending two Alcoholics Anonymous meetings, accompanied by a peer counselor or peer educator, are also required. The fourth offense results in a \$250 fine, a structured interview paper, 10 hours of service and a mandated assessment at a local substance abuse service agency. The fifth offense results in suspension or expulsion from the college. In the case of unpaid fines for all offenses, a financial hold is placed on a student's records and the student is unable to receive grades, to register or to graduate until the fine has been paid.

Any student who has been taken to the hospital for problems resulting from substance use must undergo a Drug and Alcohol Assessment at a local substance abuse services agency.

Alcohol Education Workshop

Stetson University

Contact:

Stetson University
Enrollment: 2,897
Private, Four Year Institution

Kirsten Fogle
Alcohol Education Coordinator
Published in 1997/98 Sourcebook

Objectives:

- To provide information about alcohol, policies, and decision-making skills
- To prepare campus organizations to host responsible social events that serve alcohol

Description:

A policy change occurred when the university went from a dry campus to a campus that permitted alcohol in specific situations. Campus organizations who wish to serve alcohol at their functions are required to have 80 percent of their membership attend an information workshop once each year. The workshop is designed to help attendees understand the university's policy, to promote discussion, and to provide information about alcohol and

decision-making skills. To notify student leaders of the upcoming workshop, letters are sent to the campus organizations informing them of the times and ground rules for the session. Times and dates are also posted in the student newspaper and handbook, with sign-up sheets located in the student union building.

Coordinated by the university's Student Life Department, the workshop incorporates discussion, role play situations, and information and handouts. Policy information includes the drinking age laws, campus guidelines for service of alcohol, program registration, advertisement, and related judicial activity. State laws regarding possession of alcohol while under age 21, possession of a false identification card, open container in a vehicle, and open container on a street are highlighted. Conviction for these types of misdemeanors or felonies and the fact that this information is often requested on a job application are discussed.

A discussion of what constitutes responsible drinking and irresponsible drinking makes up a significant portion of the workshop. Responsible drinking is defined as "the use of alcohol in ways that harm neither the individual nor society." Irresponsible drinking encompasses behaviors such as gulping drinks, rationalization, behavior change, and blackouts. Discussion also emphasizes "do's and don't's" for the care of an intoxicated person, as well as the hazards associated with heavy drinking. Role play activities are also included.

These workshops have been highly rated by students, and information gained from the evaluation form provides information about additional topics that students would like to see addressed in campus programming.

Policies and Implementation

Alcohol Policy for Students and Employees

Milwaukee Institute of Art and Design

Contact:

Milwaukee Institute of Art and Design
Enrollment: 511
Public, Four Year Institution

Derek DeYarman
Residence Hall Director
Published in 1996 Sourcebook

Objectives:

- To reduce the short-term behavioral problems associated with alcohol
- To maintain a healthy and efficient atmosphere, free from the effects of alcohol abuse

Description:

The policy of the Milwaukee Institute of Art and Design (MIAD) addresses student and employee alcohol abuse on the campus, which is viewed as an offense against the MIAD community, inconsiderate to one's neighbors and poor role modeling. The policy presents the procedures for the use of alcohol and also serves as a support mechanism for individuals who believe they are suffering from a problem. Integral to the policy is the emphasis that students and employees should understand that civil laws become MIAD laws and that the Institute reserves the right to refer violations to civil authorities for prosecution. Central to the policy are two regulations: first, no individual should be found consuming or possessing alcoholic

beverages on the property of the Institute; second, no announcements and/or advertisements that encourage excessive alcohol consumption will be permitted on the campus.

MIAD distributes its policies in writing to all employees. The students' policy is included in the college catalog; students also receive information through the student handbook as well as through discussions in the residence hall. The policy includes a description of health risks, description of applicable legal sanctions, the availability of counseling, and rehabilitation or reentry programs for students.

Consequences for minor student violations are ten hours of community service plus disciplinary probation for the first offense. The second offense carries a fine of \$25 plus 10 hours of community service and a mandatory meeting with the Vice President for Student Life. The third offense results in a disciplinary action hearing. For the violation of providing alcohol to a minor, the first offense results in a disciplinary action hearing, and a second offense results in referral to the local police department. When a student is found in violation of the policy, the set of measures specified is tailored to the specific incident; sanctions are provided to the student in writing.

Major offenses are directly referred to the judicial committee.

Central to the implementation of the campus-wide policy is the role of Student Advisors (SAs). They frequently remind students of the consequences of drinking to their health and to their academics. The SAs are trained to recognize and confront drinking problems as well as to be good role models. The backbone of alcohol education is what is called the "teachable moment," and the SAs try to take advantage of the spontaneous, informal moment that inevitably presents itself to make a statement about alcohol abuse issues.

For the employee, the Policy and Procedures Manual states that involvement with drugs and alcohol can adversely affect job performance, jeopardize an employee's well-being and undermine the professional and academic stature of the Institute. Violation of the policy is grounds for immediate disciplinary sanctions (up to and including termination of employment and referral for legal prosecution). Disciplinary sanctions may include referrals to an appropriate rehabilitation program. Further, employees are advised that if they are convicted of any violation of an alcohol law or statute they must notify the president's office within five days of the conviction.

Campus Alcohol Policy

Luther College

Contact:

Luther College
Enrollment: 2,383
Private, Four Year Institution

Sally H. Mallam, M.S.
Chemical Health and Wellness Education
Published in 1996 Sourcebook

Objectives:

- To reduce the number of alcohol violations in the residence halls
- To implement an alcohol policy that is caring in nature, rather than punitive
- To have students be accountable for their actions

Description:

Following a 1995 task force report which recommended that the alcohol policy be reviewed, a revised alcohol policy for all students was established on the campus. The initial policy had specified that "the possession, consumption or sale of alcoholic beverages at any campus event is prohibited. Further no college or residence halls funds may be expended for the purchase of alcoholic beverages." Other aspects of the original policy included limitations of specific locations, no allowability of kegs, and the responsibility for one's own and others' behaviors and consequences. The new policy evolved from

faculty, staff and students who made up the Student Life/Human Relations Committee. The Committee wanted to implement a policy that would be caring rather than punitive. The basis of the revised policy is to curtail alcohol-focused events. Another aspect of the new policy is that students are accountable for their actions and that the residential life staff knows that students will experience consequences if they are found in violation of the alcohol policy.

The alcohol policy identifies numerous alcohol related violations including vandalism, excessive noise and harassing or disruptive behavior. Specific scenarios are indicated in the policy to provide guidance to the student and the staff (for example, alcohol's involvement in a noise situation, such as a party that overflows into hallway, is described).

Also new in the campus policy are the consequences associated with alcohol-related offenses. For a first offense the student has a conference with the Residence Hall Director. Sanctions include a letter of probation and the attendance at a two-hour alcohol education class. Discretionary actions include referral to the Student Life Office, referral to the Campus Hearing

Board, referral to an eight-hour Education Program and other educational activities. The second offense results in a conference with the Director of Residence Life or the Associate Dean for Student Life. Sanctions include notification of the student's Co-curricular Activity Director(s) and Academic Advisor, notification of parent or guardian, attendance at an eight-hour alcohol education program and a fine of \$100 and/or 12 hours of community service. Discretionary actions in addition to these consequences are referral to the Campus Hearing Board, residence hall eviction, referral for alcohol or psychological counseling (at the student's expense) and other educational activities. A third alcohol-related violation results in a conference with the Associate Dean for Student Life. Sanctions comprise all of the following: renotification of the Co-curricular Activity Director(s) and Academic Advisor, renotification of parent or guardian and off-campus psychological and alcohol/chemical abuse evaluation (at the student's expense), and a requirement that the student must follow-up with the recommendations of the psychological evaluation. Discretionary actions include referral to the Campus Hearing Board for consideration of suspension or expulsion and residence hall eviction.

Policies and Implementation

Campus-wide Alcohol Awareness Program

Eastern Oregon State College

Contact:

Eastern Oregon State College
Enrollment: 1,931
Public, Four Year Institution

Mike Daugherty, M.Ed.
Director, Residence Life Office
Published in 1996 Sourcebook

Objectives:

- To initiate a complete review of the college's alcohol policies and disciplinary practices
- To better educate the campus community, provide positive role modeling, and implement effective policies and practices
- To encourage students to be responsible in their decisions and actions regarding alcohol use
- To reduce alcohol-related disciplinary problems

Description:

A central element of the college's campus-wide effort is the clearly articulated policies which are complemented by extensive support services throughout the campus and community. The campus is noted for its dedication to the mission of the institution, undergraduate instruction and regional service. With this foundation, the Dean of Student Affairs initiated a complete review of the college's alcohol policies and disciplinary procedures and a special task force was established to review and recommend a new policy for the institution.

The current campus-wide effort in alcohol awareness, policies and programs is a direct result of strong leadership and support at the senior staff level of the institution. The college believes that an interdepartmental approach best fits the

campus environment. As such, Athletics, Student Health, Nursing, the Counseling Center, Residence Life and the Health and Physical Education faculty have worked together on the campus' issues related to alcohol use. A primary goal of this effort is to expose as myth the notion that abusing alcohol is an accepted part of the collegiate experience. Information sessions about the dangers of alcohol abuse are offered throughout the year. This service is provided by the counseling and health staff to assist to those who wish to address difficulties associated with alcohol abuse.

The policies are published each academic term in the Schedule of Classes. This "Drug and Alcohol Policies, Laws, Available Treatment, Health Risks" is distributed so that students are exposed to and made aware of the college's policies on substance use. These policies are also included in the Student Handbook and the Faculty/Staff Handbook. Both of these publications are revised and distributed annually.

Orientation programs for new students, faculty and staff include coverage of these policies. As part of the policy, the college acknowledges that consumption of alcohol by members of the college community at or above the age of 21 is "a lawful activity and matter of personal choice." The policy emphasizes that "the exercising of this right, however, requires knowledge, personal responsibility, and responsibility to the community. In addition to these, the institution has the obligation to promote well-being, to embark on reasonable enforcement of rules and regulations as a matter of institutional integrity, and to

protect the College and State of Oregon of legal liability." Advertising policies for alcohol-related activities are those adopted by the Inter-Association Task Force on Alcohol and Other Substance Abuse Issues.

Publicity regarding the policies emphasizes the fact that the majority of students do not abuse alcohol or tolerate behavior by persons under the influence of intoxicants. College leaders believe that the emphasis on positive peer values will reduce the incidence of alcohol abuse. Central to the program is the theme that "appropriate conduct is celebrated, inappropriate conduct is subject to discipline."

Policies appear to be consistently enforced and penalties administered in a fair and equitable manner. Alcohol policy infractions are handled through a system of fines, which was implemented to replace community service assignments which were not effectively communicating the seriousness of first-time offenses. It is clear that the college will impose appropriate sanctions upon those who do not abide by the policies. In this regard, an excellent working relationship exists between the college administrative leadership and the local police concerning law enforcement.

Central to the campus' policies on drug and alcohol abuse is that they are the same for all members of the campus community. Further, the college subscribes to the "principles of an institution wide policy on drug use and alcohol abuse for Oregon Higher Education," which was developed by the Oregon Business Council and Higher Education Leaders.

College Policy Discussion for Greeks

Rhodes College

Contact:

Rhodes College
Enrollment: 1,469
Private, Four Year Institution

Ricci Hellman, Ed.D.
Administrative Director
Health Services
Published in 1996 Sourcebook

Objectives:

- To inform fraternity and sorority members about the college alcohol policy
- To educate the student community about policy enforcement and available resources

Description:

A panel discussion by administrators and student leaders addressed the college alcohol policy and its enforcement, including the college's alcohol policy, how the policy is enforced and available resources for students with substance misuse problems. Information was also provided on how to properly register on-campus parties, how to be responsible in the use of alcohol and sanctions for policy infractions.

Because the campus is primarily residential with a heavy enrollment in fraternities and sororities, the program was targeted at the Greek organizations; all Greek organizations were encouraged to require members to attend. The program was held prior to the Greek organizations holding their

"swaps," which usually result in the issuing of alcohol violations. The Assistant Director of Counseling served as the coordinator and convener of the panel and the Assistant Dean of Student Affairs presented the college alcohol policy, enforcement and sanctions. The Director of Counseling explained how to recognize alcohol problems and noted that resources are available on and off campus for concerned students. A representative from the Student Peer Education Group discussed trends and alcohol use patterns during his years at the college and a student representative from the Rhodes Activities Board talked about how to properly register events on campus and how to be a responsible party host.

Policies and Implementation

Commission for the Prevention of Alcohol, Tobacco, and Other Drug Abuse

Penn State University

Contacts:

Penn State University
Enrollment: 72,000
Public, Four Year Institution

Natalie Croll, M. Ed.
Assistant Director
Health Promotion and Education

William Asbury, M.S.
Vice President for Student Affairs
Published in 1997/98 Sourcebook

Objectives:

- To designate a single policy body to promote changes in university policies, practices, and publications regarding substance issues
- To recommend programs that encourage a low risk "culture"

Description:

Convened in 1993, the Penn State Commission for the Prevention of Alcohol, Tobacco, and Other Drug Abuse was initiated as a policy body for substance issues. In 1996, the group was officially granted commission status to formally work to promote appropriate changes in university policies, practices, and publications. For three years, the commission undertook a strategic planning process that will guide its future actions and serve as a framework for the university.

The commission consists of thirty-five appointed members who are faculty, staff, students, administrators, and community members. Representing all campuses of the university and their communities, the

commission's members each have three-year terms; students are elected for the remainder of their tenure at the university. In addition, five ex-officio members, who are experts on alcohol or campus life, are permanently appointed to the commission as non-voting members.

The mission of the commission is to develop a university community that is "responsive to the life-threatening nature of alcohol, tobacco, and other drug (ATOD) abuse and specifically makes prevention, intervention, and treatment programs of substance abuse and related problems a priority." This vision emphasizes the commitment of all members of the university community to foster "a culture that values healthy lifestyle choices." The commission's four goals are to increase commitment from university leadership, decrease the number of students experiencing problems, decrease students' use of substances, and increase involvement of multiple constituencies in prevention and intervention efforts.

The commission's planning process used the Team Decision Center at Tennessee State University as a helpful tool. Through the use of a series of network computers, the computerized decision-making center allows individuals to plan simultaneously and anonymously. Participants provide feedback and questions, rank issues, vote and become actively involved.

Integral to the success of the commission is the emphasis on the need for a community-wide approach to changing the culture of high-risk use of alcohol by students. The diverse members of the commission use their linkages to the campus and community to facilitate change. The support of the Vice President for Student Affairs and the President of the University are essential. Specific strategies and successes within each of the four goal areas are noted by the commission. Strategies include a standard for alcohol intervention programs for all campuses, annual phone surveys, active involvement of the faculty senate, review of new student orientation, linkages with local vendors, development of a commission Web site, coverage in alumni publications, athletic events with public service announcements such as "Good fans are hard to come by: Celebrate safely" and a rewards and recognition ceremony.

In addition, the evaluation strategies incorporate information from numerous sources regarding the extent to which each of the four goals is accomplished. Strategies include references to drug or alcohol issues, attendance at meetings, survey of faculty, data collection from students, monitoring the judicial records, and documentation of behavioral change.

Documented Response To Substance Use

Binghamton University

Contact:

Binghamton University
Enrollment: 11,978
Public, Four Year Institution

Linda Salomons
Assistant Director of Campus Activities/
The SHAPE Project Coordinator
Published in 1997/98 Sourcebook

Objectives:

- To summarize campus policies and resources on alcohol and other substances
- To provide information for faculty and staff as they assist students

Description:

The Campus Alcohol and Substance Abuse Education and Advisory Committee developed and adopted a university-wide philosophical statement, regarding substance abuse: Binghamton University's Philosophy Regarding Substance Use. The results of the Faculty and Staff Survey were reviewed and connected to the university's philosophy statement. The Alcohol Committee determined that an informative document would be helpful to faculty and staff members.

The intent of the document was to present policy, resources, philosophy and risks in a format that would be both informative and an easy reference for faculty and staff, as well as helpful to students and parents.

The brochure "Campus Response to Alcohol and Other Substance Use" was developed, finalized, and distributed to all faculty, administrators, support staff, student organizations, and residential life staff. In addition, it is available in many campus offices and departments.

Included in this 16-page document are a letter from the President, the university's philosophy on substance use, documentation about why drugs and alcohol are of concern, policies on drugs and alcohol, the campus' employee assistance program, how to identify a problem, the need to be a positive role model, health risks of various substances, federal and state laws, and campus resources.

Drug Education and Prevention Committee

Troy State University at Dothan

Contact:

Troy State University at Dothan
Enrollment: 2,273
Public, Four Year Institution

Pamela Williamson, M.Ed.
Director of Counseling Services
Published in 1997/98 Sourcebook

Objectives:

- To coordinate the dissemination of information on substances
- To promote cross-disciplined implementation of campus-wide events

Description:

The Drug Education and Prevention Committee is the primary vehicle for disseminating information and promoting

awareness programs on alcohol, tobacco, and drugs. The committee has representatives from each unit of the university, including the university's Public Relations Office. Student clubs and organizations also have voting members on the committee. While originally appointed by the university president, the current committee members are selected by their respective departmental units. Meeting quarterly, the committee approves or disapproves proposed events.

Serving a commuting student population, the committee develops awareness and information programming designed to meet these students' unique needs. Specific

activities are a rally and picnic at the beginning of the academic year, an annual wellness fair, and an in-service training program for faculty and staff.

Throughout the academic year, other events sponsored by student clubs are held. For example, the Tie-One-On Campaign is offered in conjunction with insurance agencies, and the Safe Spring Break is prepared in conjunction with the Outdoor Sign Association. Project Safe Graduation is a May activity prepared in conjunction with the local Substance Abuse Partnership Coalition. An annual consumer satisfaction rating is determined by incorporating several questions in the graduating senior questionnaire.

Policies and Implementation

DUI Prevention Program

University of South Alabama

Contact:

University of South Alabama
Enrollment: 12,254
Public, Four Year Institution

David Hodge, M.S.
Manager

Substance Abuse Counseling
Published in 1997/98 Sourcebook

Objectives:

- To counsel and educate students at risk for substance abuse
- To prevent future offenses by those in violation of campus substance abuse policies
- To establish a firm referral system that works for on-campus and off-campus referrals

Description:

The DUI Prevention Program was developed in response to the unusually high DUI rate on the campus. This confidential program assists those students who are charged with driving under the influence, are found to be in violation of the campus substance abuse policy, and/or are identified to be at risk for substance abuse. The Campus Substance Abuse Education/Prevention Training Center works with the courts and the disciplinary committee at the request and authorization of the student.

Students referred from three sources are considered for the program. (1) The campus substance abuse policy violator is a student who is consistently involved in campus "partying," which violates the policy identified in the Student Handbook. (2) The DUI offender, as identified by the court and

police, is someone who has been charged with driving under the influence of mind and/or mood altering substances. The program is geared toward first and second offenders, as identified through discipline hearings. (3) The "at risk" substance abuser, as identified by staff or peers, is someone who has suffered numerous negative consequences as a result of his/her use of mind and/or mood altering chemicals. Upon receiving a referral from any of these three sources, the student makes an appointment for a screening interview at the center.

The program consists of 12 hours of counseling/education groups over a six-week period. In addition, a screening interview and an exit interview are conducted with the Manager of Substance Abuse. During the screening interview, the center staff determine if the referred student is appropriate for this program; the students in need of intensive treatment are referred elsewhere, and students who have no issues with substance abuse are not accepted.

The counseling/education group, with a maximum of 10 students participating, is used because of the support and vicarious learning that takes place in a small group. Held on Fridays to avoid conflict with most classes, at least one group is offered each academic term. Each week, the group begins with a lecture from the group facilitator on a specific topic; this is supported by a video, reading materials, and assessment tools. An outside assignment is

completed each week and shared in group discussions the following week.

Before participation in the group, students are made aware of their rights and responsibilities. Rights include a commitment that there is no special observation occurring during the group, that the program is not engaging in research projects that use them as subjects, that they may refuse to participate in any or all part(s) of the program, that there are no hidden program costs, that information shared is completely confidential, and that they have a right to share grievances or complaints.

Responsibilities include the need to honor the confidentiality of all participants, to inform project staff of any health problem, to respect the rights of participants, and staff to be direct and honest about their lifestyles, to be on time for all program activities, to complete all assignments, and to practice discretion in dress, language and appearance.

To promote campus support, internal marketing is done through presentations to referral sources such as Counseling Staff, Student Health Staff, Housing Staff, Police Staff, and the Discipline Staff. External marketing includes a mailing to district court judges within a 50-mile radius of the university and follow-up telephone calls.

Evaluation of the program illustrates that students are pleased with the way that the program is handled. Although the DUI arrests have remained constant in recent years, no repeat offenders have been in the program.

Focus on Alcohol Referrals and Enforcement (FARE)

University of Colorado at Boulder

Contact:

University of Colorado at Boulder
Enrollment: 24,548
Public, Four Year Institution

Jean Kim, Ed.D.
Vice Chancellor of Student Affairs
Published in 1996 Sourcebook

Objectives:

- To promote awareness of the alcohol policies at the campus football games
- To enforce the policies swiftly and consistently

Description:

Alcohol abuse was cited as a significant problem at campus sporting events, particularly football games. The campus policy

was revised to reduce alcohol abuse and to promote more responsible behavior.

The Focus on Alcohol Referrals and Enforcement (FARE) program was designed to assure that everyone purchasing a ticket to a football game was aware of the alcohol policies. The policy specifies that no alcohol may be brought into the stadium and that visibly intoxicated individuals will be denied entry into the stadium.

Flyers were distributed throughout the campus; one flyer stated "Going to a CU football game this fall? Beware of FARE!" The flyer lists the consequences for not following the new policy. It also states that individuals under the age of 21 may not

purchase or be in the possession of any alcohol. Regarding purchase of alcohol, individuals between the ages of 21 and 25 may purchase one beer at a time; individuals ages 25 and over may purchase no more than two beers at a time.

The consequences for not following the policy are that the individual is contacted by security or a police officer, who then completes a university contact card and/or issues a Boulder County summons resulting in the violator having to go to court. In addition, the violator is escorted out of the stadium for the remainder of the game. Violators must also attend a Student Conduct Conference during the week following the game.

Policies and
Implementation

Fraternity Alcohol Policy for Theme Parties

Southern Louisiana University

Contact:

Southeastern Louisiana University
Enrollment: 14,344
Public, Four Year Institution

Jim McHodgkins, M.S.
Assistant Dean of Student Development
Published in 1997/98 Sourcebook

Objectives:

- To reduce the number of underage drinkers at parties
- To reduce the amount of alcohol available at social events
- To promote self-monitoring by fraternities at social events

Description:

Following changes in state laws and subsequent policy alterations by the university's Board of Trustees, the university's administration decided to stop permitting social events where underage drinking occurs. At the alcohol policy meetings for university Greek organizations, the fraternity presidents, advisors, and social chairpersons were asked for their help in developing a viable solution. A specific

proposal developed by one fraternity was adopted with minor changes. This new procedure promotes enforceable policies for registered events held by student organizations.

Each fraternity chapter forms a special eight-person committee, which includes the president, vice president, social chair, and treasurer, to uphold the laws and policies concerning alcohol consumption. When an event is planned, these eight individuals are required to meet as a group with the Assistant Dean of Student Development who reviews the campus alcohol policy and the state law. Once the committee agrees to uphold and enforce the policies and law, each member signs an alcohol agreement form. At this point the event becomes registered. The committee members attend the functions and act in three distinct roles: two members remain at the door to determine who gains access to the event, four members are floor monitors, and two members staff the bar. In addition, two policemen are present.

At the main entrance, guests must present a valid ID and their name must be on a guest list. Each guest's age is checked; those 21 years of age and older are given a wrist band and have their right hand stamped "yes" and those under age 21 have their left hand stamped "no." The alcoholic beverages brought by each individual are checked at the door and taken directly to the bar. The amount of beer brought in by any one individual is limited to six cans of beer. The four committee members who serve as floor monitors escort to the door any guests or members who break the under 21 law.

This policy was implemented during Theme Night Parties with very positive results. No fights or incidents occurred at any party; the only problem was someone trying to gain admittance when his/her name was not on the guest list. Numerous students mentioned how much fun they had at these social events.

Policies and Procedures: Chemical Dependency

University of Nebraska
Medical Center

Contact:

University of Nebraska
Medical Center
Enrollment: 2,770
Public, Four Year Institution

Kathy Kriegler, M.S.
Coordinator
Published in 1996 Sourcebook

Objectives:

- To provide consistent policies and procedures for students and employees with substance abuse or dependency concerns
- To demonstrate leadership to the campus community regarding appropriate and timely handling of substance abuse problems

Description:

The position of the University of Nebraska Medical Center (UNMC) is that "chemical dependency is a disease that can endanger the health and well-being of students, employees and faculty and can have a negative effect on the public they serve." With this foundation, UNMC is taking a community leadership role in health care professional education, research, and public education about substance use, abuse and dependency.

This policy outlines the procedures by which an individual with a substance abuse problem may seek confidential assistance from Student Counseling or the Faculty/Employee Assistance Program on a voluntary basis, or how they may be referred to these services on a mandatory basis.

Individuals from the campus community identified for mandatory referrals shall be those who demonstrate any of five behaviors related to drug or alcohol use. These behaviors include a pattern of poor job or academic performance; disciplinary problems (such as absenteeism and tardiness); violations of the law that impact job performance; the diversion of controlled substances; and other acts that violate the college substance abuse policy.

Procedures for mandatory referral begin with the designation of an administrator or faculty member in each academic unit who documents reports of impaired academic or clinical performance, confronts the impaired student, and coordinates their referral to student counseling for chemical dependency assessment and treatment.

This designee also monitors the student's progress during aftercare in cooperation with student counseling. Similar procedures are identified for employee or faculty members who become impaired to the degree that they are incapable of performing the requirements of their job adequately or safely.

Students, faculty and employees who are of mandatory referral status due to chemical impairment are required to sign written contracts stating the terms of assessment, treatment and ongoing recovery. Those who refuse to comply with contract requirements may be subject to further disciplinary action up to and including dismissal. Responsibility for costs of evaluation, treatment or aftercare shall be borne by the student, employee or faculty member.

The implementation of the policy is difficult to measure since the information regarding individuals who have obtained assistance for substance abuse problems through these channels is confidential.

Policies and
Implementation

Quality Improvement Team on AOD Prevention and Intervention

Syracuse University

Contact:

Syracuse University
Enrollment: 19,973
Private, Four Year Institution

Deborah A. McLean, MSW
Special Assistant to the Vice President
Published in 1996 Sourcebook

Objectives:

- To apply the university's quality management system to improving drug and alcohol prevention and intervention
- To implement a set of proactive administrative practices
- To increase awareness of policy goals, maintain consistency in enforcement and establish willingness to support policy enforcement.

Description:

Syracuse University Improving Quality (SUIQ) is the quality initiative designed to improve the effectiveness of administrative services, especially those that directly support learning. The principles of SUIQ have been applied to create a coordinated prevention and early intervention approach through the Division of Student Affairs. SUIQ is a systematic approach to improving administrative practices that are grounded in four basic principles. These include (1) meet the need of customers; (2) work toward continuous improvement; (3) manage by prevention; and (4) measure by the cost of quality.

Prior to the implementation of the Quality Improvement Team (QIT) and the Substance Abuse Prevention Project, the Student Affairs approach to drug and alcohol problems was fragmented, duplicative, inconsistent, and lacking in a long-term

strategic plan for the reduction of drug and alcohol abuse at the university.

The quality improvement efforts for drug and alcohol abuse prevention and intervention include the development of a university-wide, umbrella policy for drugs and alcohol, problem identification and judicial interventions.

The plan specifies support for substance-free and/or wellness promoting social and residential living options; educational programs geared toward raising consciousness; public information strategies to correct misperceived norms, and a systematic process to identify, triage and match problem-drinkers with appropriate risk-reduction interventions. The plan also identifies program evaluation as a critical action step with emphasis on outcomes and impact.

The plan specifies some long-term results that are expected from this comprehensive approach. They include reductions in alcohol-related disciplinary actions, alcohol-related damage/vandalism in residence halls, alcohol-related illnesses and injuries and students' frequent or heavy alcohol use.

Corrective actions accomplished so far include development and extensive campus-wide discussion on the university-wide proposed Policy on Alcohol and Other Drugs. The policy document acknowledges the university's mission to "promote learning through teaching, research, scholarship, creative accomplishments and service." It also links the policy to the university's Compact. The Compact is designed to prioritize the aspirations of the institution in accordance with its central mission and

identify those conditions essential for reaching these goals. The first goal is to support scholarly learning as the central mission of the university. The second is to promote a culturally and socially diverse climate that supports the development of each member of the community. The third is to uphold the highest ideals of personal and academic honesty. Finally, the policy emphasizes maintaining a safe and healthy environment for each member of the community.

Six guiding principles provide a philosophical framework for the policy. The first is the "university as a community" under which a demonstrable interest in the intellectual, physical, and psychological well-being of the community members is noted.

The second principle is "proactive approach" which emphasizes the institution of policies and procedures that sustain healthy community-wide norms. The third is "prevention and assistance" which emphasizes activities that the University provides to create as an environment that discourages the unacceptable use of alcohol and helps to prevent problems related to its use. The fourth principle is "comprehensiveness" which emphasizes a comprehensive, integrated set of policies and practices. "Jurisdiction" is the fifth principle and it describes the geographic and demographic characteristics of the population governed by the policy including students and student organization, faculty, staff, guests and visitors. The last principle is "values with regard to specific substances" which emphasizes the public health and safety concerns identified.

Recognition Agreements with Fraternities and Sororities

University of Washington

Contact:

University of Washington
Enrollment: 33,719
Public, Four Year Institution

Ricardo S. Galindez, J.D.
Assistant to the Vice President
for Student Affairs/Greek Relations
Published in 1996 Sourcebook

Objectives:

- To address a variety of problems growing out of the use and abuse of alcohol in Greek organizations
- To promote the positive qualities of Greek life, and compliance with applicable laws and policies

Description:

As a result of problems growing out of the use and abuse of alcohol, a campus task force recommended addressing the underlying issues. One specific recommendation was that all fraternities and sororities sign Recognition Agreements with the university. Under these agreements, if alcohol is to be served, fraternities and sororities are required to register parties with the university,

obtain Special Occasion Licenses or Banquet Permits from the Washington State Liquor Control Board and maintain and regulate access to their events. Initiated in 1993, the agreements are managed by a full-time university employee, who works closely with the student and alumni leadership of the Greek system as well as with enforcement agencies and community members. Currently all 16 sororities and 28 of the 29 fraternities have signed a Recognition Agreement in which the university extends official recognition to the fraternity/sorority chapter, if the requirements are met. One aspect of the requirement for recognition is that the chapter must be in compliance with existing policies including the Liability Management Policy, a Party Policy, a Dry Rush Policy, a Dry Event Policy (for sororities) and a Human Dignity Statement. Chapters must also take disciplinary or other appropriate actions against members, residents, invitees, and licensees who violate the applicable rules of the

chapter, the university or the terms of the agreement. Further, at least once a year the chapter must conduct educational programs on substance awareness and acquaintance rape for its members. When violations occur, reports are registered with the Vice President for Student Affairs. Relevant actions may include a written warning, a written reprimand, a monetary fine, restitution, probation, suspension or withdrawal of official recognition.

As a result of implementing the Recognition Agreements, the university has established strong working relationships with the organizations responsible for enforcing the laws, regulations, policies and standards governing members of the Greek system. Reports from enforcement agencies and members of the community suggest that the agreements have served as a catalyst for changes in the system, resulting in a decrease in problems such as noise complaints, vandalism and fighting, which are commonly associated with alcohol use and abuse.

Policies and Implementation

Social Events Sponsorship

Quinnipiac College
University of Missouri – Kansas City
Webster University

Contacts:

Quinnipiac College
Enrollment: 4,955
Private, Four Year Institution

Leonora P. Campbell, M.S.
Associate Dean
Office of Student Affairs
Published in 1996 Sourcebook

University of Missouri – Kansas City
Enrollment: 9,962
Public, Four Year Institution

James Waite, M.S., M.B.A.
Director
Office of Student Life
Published in 1996 Sourcebook

Webster University
Enrollment: 10,834
Private, Four Year Institution

Patrick Stack, D.Min.
Director of Counseling/Life Development
Published in 1996 Sourcebook

Objectives:

- To promote or encourage increased planning for social activities
- To promote greater individual responsibility at social events with alcohol

Description:

The planning of social events at which alcohol will be served or sold involves a variety of responsibilities that are implemented in various ways. Based on concerns that campuses have had with social events involving alcohol, specific policies and procedures have been implemented with different target audiences. For example, Quinnipiac College has implemented its approach for students in residence hall rooms whereas Webster University and the University of Missouri – Kansas City (UMKC) focus on student organizations.

Webster University's "Party Successfully" initiative was implemented by the Student Government Association which legislated that "Any student organization intending to serve alcohol at their event(s) must have a minimum of five members (two must be officers) participate in an alcohol/drug in-service program. This is required for each intended event." In a similar way, the UMKC policy requires that student organizations that sponsor events with alcoholic beverages must register in advance and attend a one-hour risk management workshop at the beginning of the semester.

Similarly, Quinnipiac College has a policy for students who reside in living units: when three-quarters of the residents of the room are of legal minimum age of purchase and want to host a party and/or have a keg, the event must be registered. Students in the living unit, including those who are not of the legal age, must attend a one-hour program. Topics included are Ways of Monitoring the Social Event, Personal Responsibility, Responsibilities of a Host and How to Handle Problematic Situations.

A major intent of the program at Quinnipiac College is to better educate students and hold them accountable. The College administration also hopes to have a better sense of the level of activity on the campus and to assure that students are also in personal contact with a staff member. Similarly, at UMKC the policy was designed as a way of monitoring social events.

Policies include numerous elements. At both UMKC and Quinnipiac College, part of the social event registration policy is derived from state statutes that address the legal drinking age (the need for official identification to verify age and that it is not allowable to provide alcohol to underage individuals). Other policies include completion of a Social Policy Registration Form. Further, the availability of alcohol at an event may not be included in the advertising nor may it state BYOB; also, no student fees are allowed to pay for alcoholic beverages. Organizations are expected to refuse to serve alcoholic beverages to an individual who is bordering upon intoxication or who is obviously already intoxicated. At UMKC, the hosts of social functions where alcohol is served may be held responsible and accountable for the actions of their guests.

At Quinnipiac College, the brochure "Hosts Party Planning" provides information about the rationale for planning, the incorporation of party themes, ways of organizing the party, activities and sample recipes, guidelines for helping a friend, how to deal with an intoxicated person, and helping resources both on and off the campus. The Webster University approach is preventive in nature and also helps student organizations take responsibility for the success or failure of a social event where alcohol is served. In addition, the university planners want the community in which the campus is located to be safer as the result of responsible behavior on the part of students.

Substance Abuse Education and Prevention

Baylor College of Dentistry

Contacts:

Baylor College of Dentistry
Enrollment: 484
Private, Four Year Institution

Eric Solomon, D.D.S.
Associate Dean
Student Services

Tommy W. Gage, D.D.S., Ph.D.
Professor
Published in 1996 Sourcebook

Objectives:

- To implement a policy of alcohol and drug abuse information
- To incorporate the alcohol program in the campus curriculum

Description:

The Baylor College of Dentistry has implemented a policy of alcohol and drug abuse information, standards of conduct, health risks, awareness, consequences, legal ramifications, counseling and referral for treatment and rehabilitation. The program is established in the required curriculum for dental and dental hygiene students. Thus, all students must complete

the prescribed curriculum related to the complex issues of alcohol and drug abuse, including theories and societal implications, the pharmacology of substances of abuse, hazards and legal implications. Treatment of patients with a current history of alcohol or drug addiction as well as patients in recovery is also included.

The American Dental Association has developed a model curriculum for teaching substance abuse education in the dental curriculum. This method was chosen because of convenience and faculty interest. The students must complete the curriculum and be examined on their mastery of the material. The faculty responsible for alcohol and drug abuse education in the dental colleges in Texas meet one to two times each year to share curriculum concepts and programming. The Texas State Board of Dental Examiners requires the completion of a written examination on drug and alcohol abuse topics. Questions for the exam are prepared by faculty responsible for alcohol and drug abuse

education in the dental colleges. A study booklet has been prepared as a guide for the examination. In addition, the college has a provided Continuing Education course for the practicing dental community who are under adjudication by the State Board of Dental Examiners.

The college maintains an alcohol- and drug-free campus which is monitored by a committee of faculty, staff and students. Resources for confidential counseling, treatment and rehabilitation for any of the college's students or employees are also available. Confidentiality for all those involved is maintained and the Texas Peer Assistance Program provides assistance to those who request it.

Success of the college effort is documented by measurement of changes in attitudes and behavior patterns of students as they progress through the dental education years. Another measure of success is the student identification of patients with profiles consistent with substance abuse concerns.

**Policies and
Implementation**

