**Waldorf University**

**AODA Prevention: Spring 2022 Biennial Review**

**Completed by the Waldorf University AODA Task Force**

1. **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. We have also identified the need for tradition and retention without our student population. With the assistance from 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.

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 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. This committee assists with assessment and counseling/referral for student athletes who show positive results in the random drug testing administrated by the Committee in conjunction with Drug Free Sports. At the end of 2020 the AODA committee continued to update and make consequences relevant towards the recovery of those individuals that tested positive for drug tests (loss of 50 percent of season after 1st offense and 365 days with right to be reinstated after the 2nd offense). Due to the Covid-19 epidemic in the spring of 2020, athletics had been suspended but structurally came back with Covid Protocols that followed. 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/Vice President 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 which is a grant funded coalition that supports youth education and prevention of drugs, alcohol and prescription drugs. They preside 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.

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 Freshman 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. 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. We have continued to increase and incorporate intramurals and extracurricular activities to help give students another option to prevent or deter negative behaviors. Waldorf University has also identified the increase in need for counseling services on campus. 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. 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 has created a diversity, equity and inclusion committee. This was formed to assess online and residential faculty, staff and student diversity, equity and inclusion across campus. The D.E.I committee was also set in place to meet the Higher Learning Commission assessment requirements. The committee is comprised of faculty, staff and student representatives who meet on a bi-weekly basis. The committee is in the process of developing a survey to find out the culture of the campus. Fall 2022 is the goal for administering the survey. An action plan will be developed from the survey findings. The job of the committee could change from year to year depending on the progress of each initiative. The committee has agreed to do a book study and read, “Becoming a white antiracist”.

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, bingo nights, bowling nights, roller skating trips, de-stress day events, casino nights, bonfire pit gatherings, 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 continues to sponsor 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. As stated previously Senior Send Off occurred that gave students a safe and education filled event that created a safe environment to gather for students. The end of the year Senior Send Off event was a new event on campus initiated by some select seniors in Student Senate from the SAC (Student Athletic Council) Committee.  They had passion to host an end of the year responsible and fun alcohol event for 21 and older students (mostly seniors), on campus in our Atrium.  They worked with the Dean of Students/VP of Student Life to plan details and change the current alcohol policy on campus (for an event waiver) to allow this event to happen.  We decided not to change the overall policy, but to allow a waiver for alcohol at the event.  The alcohol waiver policy had to be discussed by the Board of Regents, Student Senate, Presidents Council and Student Life.  There was debate, opposition, and great discussion but at the end, the university decided to give the students a chance and allow a waiver against our current policy to allow the first ever student planned alcohol event on campus. The event was well planned and managed and went off without any problems.  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 was a student led initiative that involved a lot of details and planning with a lot of different groups working together (chaperones, police, student clubs, administration, & security. This event showed the Waldorf community that an alcohol event for students, if planned well (legally) can have some very positive impacts on the student and the student experience demonstrating responsible adult planning, leadership, and social events with alcohol

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, broomball, pool, tennis, rock climbing and other outdoor events. Intramurals also sponsors monthly excursions off-campus on weekdays and weekends to professional sporting events such as Twins, Vikings, Wild, Lynx and MN Timberwolves professional games. We have a 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.

This past year (2021-2022) Intramurals, including 1 summer event, offered 30 events. We 943 participants this year between all the events. These events included 25 on campus events, and 5 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, 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. Prior to 2021-22, we have not had more than seen more 500 (since 2019, when data was started.) This was without one of our bigger sports (Basketball) due to court space and staffing challenges. 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.

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 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. We recently added an on-line gaming club that competes which will become a varsity scholarship sport through Esports. The Esports center that was created has provided a place for students to play, computers and a coach to help them as a competitive team. Another recent highlight is the beginning of the trap shooting club on campus. Waldorf continues to be innovative bringing in and funding options for students that allow students other options to utilize on campus.

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 such as our highway clean up service project and Rake a Thon event for community lawns. 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 encourages first-year students to attend the club and organizational fair in the Atrium. Part of this class also will take students to the local state park, Pilot Knob State Park as a known recreational opportunity in the community. This experience familiarizes students with campus groups along with educating them on what the group does within the 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. We also actively allow and assist police trainings to better assess and incorporate safety on campus including drug dog training, active shooter training and DUI officer training. 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 in regard to off campus AODA violations and our athletes.

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, Club & Organizational Fair, Warrior Cup, Rake-A-Thon, De-Stress Days, speaker series, Pizza with the Prez., Late Night Breakfast, WSA Taste of the World, Weekly Chapel Service, 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. 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 (hockey games in Albert Lea) on the weekends 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.

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

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 freshmen take their first semester at Waldorf.

Our new formed Retention Office which is part of AACE (Learning/Tutoring Center) 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. From this committee we have formulated a “WUFU” form that allows students, parents, faculty, etc. identify individual that may be in need. The forms are sent and distributed to the departments that can act and help those individuals that were identified needing assistance. 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 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

1. **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. In addition, for the first time we brought in drug sniffing dogs on campus in the halls to help identify student rooms in violation. We don’t do this often, but the practice is reserved for halls and floors on campus that have regular problems from reports where students have been given warnings about the training we bring in that can lead to a citation or even an arrest for possession.

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 therefor it is still a policy we enforce and involve the FCPD as needed with incidents.

Our retention group 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.

Having events on campus that students can attend be it Intramurals, athletics, fine arts or student activities/entertainment continues to help giving students alternative to a night of drinking and poor decision making.

**Room for Improvement**

-It’s been identified that it would help to provide more programming around 8p & 9p during prime alcohol/drug consumption hours.

-We are lobbying for more security in halls at night, more adult/professional staff support in every building (GA’s & assistant coaches).

-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.

-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.

-Identify and figure out why there was a drastic increase in the last 2 years where students were involved in drug/alcohol related incidents.

-We continue to see acquaintance sexual assault cases involving the use of drugs and alcohol that likely could have been prevented without the use of substances. We are considering developing an intimacy “contract” for each room as reminder to students about consensual intimacy acts (many times involving alcohol) and discussion between the two parties about permissible acts.

1. **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.

Copies of the Policies Distributed to Students and Employees

All AODA policies located on our university website (<https://[WWW.waldorf.edu>](http://WWW.waldorf.edu/))

1. **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.
* Continue to 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)***

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Drug and Alcohol Committee Chair/Date :

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Robert A. Alsop, Waldorf University President/Date

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