

**Waldorf College**  
**AODA Prevention: Spring 2014 Biennial Review Completed by**  
**the Waldorf College AODA Task Force**

**I. Description of AODA Program Elements**

Waldorf College emphasizes a student engagement and policy enforcement to alcohol and drug issues on campus. Waldorf College currently does not allow students to have alcohol on campus in any capacity (consumption, possession). This policy allows for enforcement of policy to be clear and without a vague decision making process. The first exception to this policy is that outside 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. The second exception to alcohol on campus is in regard to Timberland apartments, which is an off-site Waldorf managed apartment unit with upper-class students. All residents of this unit must be 21 years of age to possess or consume alcohol at this site.

The student engagement tools utilized on campus include educational strategies, alternative activities, environmental strategies, community involvement, and early involvement and connection strategies. The counseling approaches employed by the Student Life Counseling Department include screening, AODA assessment and education and periodic orientation, RA training by the counselor on AODA topics and general speakers. New to the Student Life Counseling Department in 2014 is joining the Athletic Department's Drug Abuse Prevention, Education, Testing, & Counseling Program, which includes assessment and counseling/referral for student athletes who show positive results in the random drug testing administered by the Athletic department. Also, new to the program at the College is joining the Winnebago County Alcohol Task Force. As a member, we attend monthly county meetings that assess alcohol related problems in Winnebago County. We address alcohol and drug problems in the county and focus on prevention efforts. Our Dean of Students recently presented at the County Coalition Task Force on the success of the recent drug testing program with athletes from 2014. Specific descriptions of key campus prevention strategies are listed here.

Education Strategies /Public Awareness

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

In fall 2012 we sponsored an all-campus program called "A Shot of Reality". This was a national touring improve group that uses humor and audience participation that focuses its attention on alcohol awareness with college students. To follow up with this presentation all freshmen seminar classes reviewed and discussed the speaker and information covered about drugs and alcohol. Some class sections also participated in the alcohol/sex jeopardy game show as an additional fun, interactive way to discuss the topic of alcohol issues with college students. In addition, in the fall of 2012/13, local speaker Jay Pedelty from Prairie Ridge Addiction Treatment Services (Mason City) came to speak to all first year students in orientation about the risks associated with underage drinking. In the fall of 2013 we also brought in a presentation for all students called "Sex Signals", which uses improvisational and audience interaction and explores how social pressures such as alcohol and sex contribute to the tensions found in dating relationships.

Another Educational strategy for first year student orientation included the game Alcohol Jeopardy. We broke the game down into individual sessions where members in each session battled each other to earn points by answering questions and facts about the use of alcohol and other drugs.

This game show type activity is also used in some First Year Seminar courses. Much like the real Jeopardy game, final prizes were given out to the groups with the highest point total at the end. This game was also presented to our residence life staff as a way to educate the RAs on the use and abuse of alcohol on college campuses. This game show type activity is also used in most First Year Seminar courses. Much like the real Jeopardy game, final prizes were given out to the groups with the highest point total at the end. This game was also presented to our residence life staff as a way to educate the RAs on the use and abuse of alcohol on college campuses.

### Alternative Activities

Waldorf College is committed to providing a variety of recreational opportunities that are convenient on our small rural campus. Waldorf accomplishes this with a full time Student Activities Director, the Social Warriors Activities Team (SWAT), Residence Life programming personnel, Intramurals Director and a student led organization that coordinates the on-campus social activities. SWAT and the Activities Director coordinate extensive activities (all free to Waldorf Students) including but not limited to special entertainment, free movie weekends and coffeehouse performers at Gatsby's or the Atrium. Additional on campus activities include plays, musicals, one acts, concerts, the Waldorf Community Artist Series, Convocation speakers (nationally recognized speakers), recitals, art gallery shows, and regularly scheduled ministry events and chapel services. These events are all designed to keep students busy in their free time and as an alternative to other late night/weekend temptations.

### Intramurals

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

### Student Organizations

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

### Community Connections

The College 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, etc. Waldorf's goal is to continue positive relationships and perceptions between our students and the community as a whole. Included in the neighbor relations efforts is The "Taste of Forest City" fair, weekly free movie events at the local theater, and the annual October community Rake-a-Thon volunteer day. All students are a member of the

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

The Office of Student Life meets with the local police department and Waldorf College security each semester to monitor student activities, campus safety and security and involvement with alcohol and other drugs. In 2012 and 2013 we invited the Forest City Chief of Police and Winnebago Security to be part of our first-year orientation weekend. In 2012 we met with the K-9 officer and his dog to go over drug search and seizure procedures. The opportunity provided students with a chance to see and interact with our security officers, police and be part of a Q&A session on safety and security.

Campus personnel 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. Students may be called in depending on the severity of the violation situation. For example, when the student is cited in the local paper for an OWI we make a copy of that document, place that in their file and inform their athletic coach if they are and athlete. There is a strong communication link between the Office of Student Life and Athletics in terms of communicating to coaches in regards to off campus AODA violations and our athletes.

#### 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 such as Homecoming, Winter Fest, Taste of Forest City, Club & Organizational Fair, Warrior Cup, Rake-A-Thon, De-Stress Days and late night breakfast.

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

#### Residence Hall Programming

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

#### Policy Development, Distribution and Enforcement

The Alcohol/Drug policy has been in place since the creation of the college. 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 occurs frequently in the residence halls. We have a philosophy that we don't hunt for these occurrences but respond quickly and appropriately 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.

The Waldorf AODA task force reviews the current policies and makes recommendations as the need arises. Policies also prohibit alcohol related advertisements from being displayed on campus. In several previous years there was a push to allow alcohol on campus for outside events such as weddings, receptions, reunions, employee diners etc. This policy was reviewed by campus administration and leadership. The college loses a

fair amount of summer reservations to outside guests because we do not allow alcohol on campus. The College has now approved to allow outside groups during the summer and breaks to have and serve alcohol with a permit to those that are twenty-one years of age and older.

Campus alcohol/drug policies are available on-line to all enrolled students on the campus web page under <http://www.waldorf.edu/Residential/About-Us/Events/Forest-City,-Iowa/Alcohol-Policy>. 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.

During 2007

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

During 2008

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

During 2009

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

During 2010

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

During 2011

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

During 2012

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

During 2013

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

#### Early Involvement/Referral

Several strategies are used to encourage early intervention. Policies and enforcement are reviewed upon entrance into the college during orientation, floor meetings and the freshman seminar course.

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

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

*Second violation* - judicial hearing, letter to student, 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 violation* - judicial hearing, letter to student and parent, review by dean of students for appropriate fine and sanctions. \$200 fine, disciplinary probation, or suspension from school, further assessment by counselor

Note: Violations occurring at the apartments at Timberland Apartments (off-campus apartment complex) are 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 history of big 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.

### **Statement of AODA program vision**

AODA prevention programming at Waldorf College addresses the following goals:

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

### **Summary of AODA Program Successes and Room for Improvement**

#### **SUCCESSSES**

In 2012 and 2013 Waldorf experienced a significant decrease in the number of alcohol and drug policy violations of students. This is very encouraging and we believe this is the result of the following factors. We see a cultural shift in North Iowa drinking less but increasing their use of marijuana. Therefore, decreasing the number of alcohol violations. Also, we have noticed that the number of first offenders is much higher than the number of repeat offenders. This suggests that the experience of follow up protocols are effective in reducing the number repeat offenses. Alcohol behavior is much easier to intercept and marijuana behavior is harder to detect. Confronting and identifying students using marijuana is more difficult because the marijuana behaviors are much less dramatic.

We introduced the drug testing program in the fall of 2013 and activated the program in the spring of 2014. We introduced a comprehensive drug testing program for our student athletes. They were presented with new expectations, how testing will work, what substances are banned, consequences if they tested positive and an education program that went along with the drug testing. Student athletes were required to attend meetings and sign off on our drug testing policy that they understood and accepted. So, in conclusion, this new program reinforced the College policies on alcohol and drug use and it reduced the number of marijuana “instances” on campus. Although we did not test in the fall of 2013, the threat of the program starting that next spring reduced the number of incidents of drug violations. The spring of 2014 the College brought in Drug Free Sport to complete our first round of random testing of athletes. We were told by Drug Free Sport our numbers of athletes testing positive was above the average. Some of these students that were tested a second time were positive and had severe consequences, and were eliminated from their sport. In summary,

all students across campus recognized the College was taking new and more serious educate and reduce the use of illegal substances. We believe the drug testing program has made a positive impact on how many student and the frequency use of illegal drugs.

Waldorf College addresses the issues facing first-year students by offering information and education on making wise choices in the use and abuse of drugs and alcohol, as well as intimacy and relationship choices. These education sessions occur during orientation and within the freshman seminar course throughout the academic year.

Waldorf College is a “dry campus” in terms of policy. This policy has allowed administration to easily enforce and create a campus that promotes and encourages abstinence and good choices around the use of alcohol and drugs.

The AODA committee is comprised of the Dean of Students, the Director of Counseling, Director of Student Activities and Orientation, the Intramural Director and the First Year Experience Director.

Waldorf College is situated in a community, Forest City, Iowa, that has a population of 4,500. Forest City has a relatively small amount of bars and restaurants that serve alcohol. This atypical “college town” atmosphere assists Waldorf College to maintain a manageable amount of alcohol use and abuse within the community. Waldorf College and Forest City has a growing relationship which enhances the opportunities for the students to engage in the community without the need of using alcohol and/or drugs.

Waldorf College also includes the local police as resources and has a solid professional security force contracted to monitor the campus. Enforcement is consistent and effective in maintaining a manageable level of behavior.

### ROOM FOR IMPROVEMENT

Waldorf College has had on and off committees to address this issue but not with consistency or ongoing involvement. The current group will make strides to maintain and make improvements to current information dissemination and promoting awareness of on and off campus alternative activities.

This task force collaborates with other departments of the college to encourage enforcement throughout extra-curricular activities and organizations. We know we need to continue to create unique and attractive educational events related to the topic of substance abuse to our students.

Waldorf College has employees who rent apartments to our commuter students. The AODA committee can reach out to local landlords and "staff landlords:" and develop some communication on these types of expectations, respectful and legal behavior or consequences to them.

Waldorf College will also work to increase the community relations with the local police force. This relationship is seen as a potential of miscommunication and misunderstanding between our students and the local community. To build a bridge between Forest City and Waldorf College is essential to success in our AODA pursuits.

Extensive marketing and social norming campaigns needs to be initiated on campus. The task force will maintain the campaign using pre-printed and in-house created posters, table tents, multi-media shows, and public relations campaigns to promote healthy choices, informing on the community resources to respond to crises, and provide addiction and abuse rehabilitation and counseling, and learning the signs of dangerous intoxication and when to activate the emergency response system. The committee will address off campus violations to improve community relations. Address the issues arising from 4 year campus

residency requirement.

We will continue to review our drug testing and protocol process to make it more effective. Our Drug Free Sport Company has given us several recommendations on how to make drug testing program more effective.

Next year we are planning to have Alcohol Awareness Days, re-invest in prevention awareness campaigns and continue our new Think1st on-line education (alcohol/sexual assault) model. Think1st includes alcohol awareness and sexual assault online units that our College will invest in as a part of our prevention efforts.

We have had 142 students that have not completed our marijuana education on-line course. We are working with the athletic department to ensure that these student athletes complete this program in order to qualify to continue in athletics this fall.

**Procedures for distributing AODA Policy to students and employees** Students are given access to the Student Handbook (on line only) which contains the complete alcohol and drug policies at any time through the Waldorf College website.

The Student Handbook will be available through the campus website.

All students are required to go through a check-in process prior to the start of each academic year. Included in this process is a hand-out in the packet that each student receives that outlines all of our alcohol, drug and substance abuse policies, procedures and expectations.

The 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.

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

### **Copies of the Policies Distributed to Students and Employees**

All located on our college website ([WWW.waldorf.edu](http://WWW.waldorf.edu) <<http://WWW.waldorf.edu>>)

### **Recommendations for Revising AODA Programs**

- Continue to execute and monitor our drug testing program with our student athletes.
- Execute and review our new online education modules, Think1st.
- Take a more active role in the county-wide AODA Taskforce Coalition meetings.
- Return to a more intentional on-campus prevention and AODA awareness campaign.
- Return to regular AODA meetings and attendance of student representatives.

Drug and Alcohol Committee Chair

Date

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Robert A. Alsop, Waldorf College President

Date