

**Recommendations of the Alcohol Policy Committee
As Prioritized for Implementation by the University Senate, November 1999**

TIER 1

Policy A(=1). Ongoing Commitment to Alcohol Issues and Programming. Issues related to alcohol use are an inevitable and ongoing consequence of the fact that any university community is a part of the greater society that must deal with alcohol use behaviors and their consequences. It is unlikely that any program implemented at any specific point in time could anticipate all potential problems and all possible solutions. It is, therefore, necessary to have in place appropriate mechanisms that can address alcohol issues not only as they emerge but also proactively. Thus, the university should be in a position to anticipate needs and implement appropriate programmatic responses.

Recommendations:

1. A permanent working committee with wide representation from the university (i.e., public health, public safety, student life, and academic life) should be formed to provide ongoing review of policies and recommend updates when appropriate. Representatives of all parts of our community (e.g., university leadership, faculty, students, etc.) should be appointed to this committee. This committee should be convened with Presidential authority to propose solutions and should have the power to implement specific recommendations.
2. Every major segment of the university should be required to participate in the development and implementation of a coordinated University Community Action Plan. Where possible, major university units (e.g., individual colleges, campuses, RUPD, Office of Public Safety, OFSA, Student Health Services) most likely to be concerned with alcohol issues should develop a formal written document to guide program implementation. It is anticipated that elements of the plan may differ among college units on the same campus as well as across different campuses. Local adjustments are permissible under the current policy. However, each unit's plan should include an overall rationale including reasons for deviations from broad policy recommendations. This effort should be overseen by the permanent working committee.
5. Guidelines for university functions held both on and off campus should be reviewed; all individuals who will serve or sell alcohol should be trained in server and host responsibilities.
3. Even though formal membership in fraternities and sororities is limited to a relatively small number of students, the Greek community continues to be an important focus of social and recreational activities for a significantly larger proportion of the non-Greek student body. In addition, activities (including social, recreational, and service) of fraternities and sororities are often highly visible in the university community and to the

public at large. For these reasons, the Greek community requires special attention. The Office of Fraternity and Sorority Affairs (OFSA) is charged with assisting local chapters in fulfilling their missions as well as assuring that local chapters adhere to university policies and regulations, including those relating to alcohol use. Currently, Student Affairs has insufficient resources to address the alcohol-related issues that face the Greek community. We recommend that new resources be directed to Greek Affairs so that mechanisms and programs are developed to bring Greek Life into a closer working relationship with the university community. Such efforts should be coordinated and integrated with university wide initiatives; coordination and integration should occur through the efforts of the ongoing alcohol policy committee.

4. Communication among the various segments of the university community should be increased; strategies to meet this goal should be integrated into various programs.
6. A coordinated university effort should be established to assure that actions intended to address problems in one area (e.g., differential enforcement, regulation of social activities) do not create problems in other areas.
7. Discussion of present policies and practices should be expanded and be consistent with existing programs for other substances, since alcohol is not the only substance used on campus.
9. Evaluations should be built into regular aspects of all policies and programs; such evaluations should be used by the permanent committee to determine program effectiveness.
8. Although the problems related to academic retention are beyond the scope of this committee, another charge to the ongoing committee should be to include alcohol as a possible underlying retention problem. It is anticipated that identifying and assisting the university community with problems related to alcohol will impact positively on the retention rate. Alcohol-related policy initiatives (e.g., disclosure of alcohol violations to parents) contained in the Higher Education Amendments of 1998 and other such federal and state mandates should be reviewed and considered as they evolve.

Policy F(=6). Enhancement of Campus-Centered Activities. Throughout discussions with all elements of the university community including students, a continued theme has been the perceived lack of university-sponsored and campus-centered activities. This issue is related to the perceived need to develop a heightened sense of "local community" in various campus locations; local community is viewed as a physical, psychological, and social entity. One task of the ongoing working committee should be to review and to recommend events that would be campus community support mechanisms to enhance the social environment in New Brunswick, Newark, and Camden.

Recommendations:

1. Students should be surveyed to determine the types of activities they would like to have on campus during evenings and weekends.
4. Student centers and locations in the centers (e.g., fast food/convenience stores, coffee houses/cafes, video rental establishments) should be kept open to 2:00/3:00 A.M.; also late movies and other entertainment events should be offered in the student centers.
3. Movement from campus to campus and to public transportation should be facilitated by expanding bus service on nights and weekends. Transportation services should be made available for athletic and other special events. This action would promote a safe and supportive environment for wider participation in campus activities.
2. The types of activities (e.g., high-profile events) recommended by the majority of students should be supported.
7. The number and variety of "special" campus events should be increased; more one-day-type social and recreational programs (e.g., Rutgers Fest, AG Field Day, Livingston Spring Fest, Midnight Madness) should be conducted.
8. Charges for students to use student centers for social events where alcohol is not available should be reduced to the absolute minimum. This action would provide incentives to encourage more campus-centered events.
9. Residence preceptors/residence hall advisors and other relevant staff should be encouraged to be visible on social activity nights to cover the period of time when incidents usually occur.
5. Non-alcoholic clubs (i.e., places to get together to listen to music, dance, etc.) should be established.
6. The possibility of opening theme restaurants and dance clubs where alcohol may or may not be served should be explored; establishments of this type would have to comply with the university's alcohol policy.
10. The establishment of commercial and retail districts in locations central to campuses other than College Avenue should be encouraged.

TIER 2

Policy B(=2). Community-Wide Commitment to Prevention. Prevention efforts to reduce harmful drinking and its consequences, including the effect of harmful drinking on others, are the shared responsibility of the entire university community, including individuals responsible for overseeing public health, public safety, and academic and campus life.

Recommendations:

1. Mechanisms should be developed to engage the university community (i.e., administration, faculty, staff, and students) in ongoing dialogue about alcohol use that leads to programmatic action involving all elements of the university community.
2. Educational sessions about alcohol use should be conducted during orientation, residence hall meetings, etc.
5. Peer programs that provide information on alcohol use, stress relief, violence, etc. should be supported.
10. Entertainment and social policies for the university as a whole should be developed; the key elements of training and community responsibility are essential.
7. Strategies with documented effectiveness in reducing alcohol-related harm should be implemented and evaluated (e.g., beverage server training, programs to target high-risk drinkers, programs to target high-risk settings).
6. Since its inception, the Department of Health Education has continued to expand the scope of its activities. Resources should be made available on all campuses so that current activities can be maintained and new efforts initiated. Activities should be accessible to students across all campuses. Strategies should include those that enable the infusion and integration of substance use/abuse education throughout the university community for administration, faculty, staff, and students.
8. A partnership between the university and the community should be developed to cooperatively address methods to minimize risks related to alcohol use (e.g., Hospitality Resource Panels).
9. Publicity, in general, and advertisement practices, in particular, that promote alcohol can be powerful inducements to alcohol use. Such practices may be indirect or informal (e.g., inclusion of availability of alcohol in announcements about university functions) or more direct and formal (e.g., advertisements in student newspapers, university brochures). Publicity and advertising practices of the university community that relate to alcohol use should be carefully reviewed and guidelines should be developed and implemented. Practices that promote alcohol use should be discouraged. Further, communications that promote or depict alcohol use in an inappropriate manner should be discouraged. In all

cases of formal advertising (e.g., ads in newspapers), such advertising must comply with state and federal regulations.

4. Courses should be provided (e.g., First Year Experiences) on significant issues related to college life, including alcohol and other drug use.
3. Existing substance free living arrangements should be expanded.

Policy D(=4). Education and Training Enhancement. Key segments of the university community (e.g., faculty, student groups, residence hall counselors, enforcement) should be trained in a uniform protocol to assure that information on alcohol issues, policies, problems, and sources of help are widely and consistently disseminated. Alcohol information should be infused into the curriculum via specific courses and/or lectures. Educational programs should be designed for all segments of the university community (e.g., Board of Trustees, administrators, faculty).

Recommendations:

2. The University's Community Action Plan should include a training plan consisting of multiple stages, such as convening the deans/directors for a planning strategy session and conducting training sessions for the administration, faculty, staff, and students. The purpose of these sessions is to assure that all members of the university community are aware of the alcohol policies, existing support services, and available resources.
1. Key segments of the university community (e.g., dining services, hearing officers, campus police) should be trained at all campuses. Significant segments of the local community (e.g., police and bar/restaurant owners) should also be trained; information on university resources should be included in the sessions.

Policy E(=5). Continuation and Enhancement of Intervention Services. The university should continue to provide, and potentially expand, the structure for dealing consistently with alcohol issues and problems (i.e., educationally, programmatically, procedurally, and judicially) and to provide intervention and counseling services.

Recommendations:

3. A person in the Office of Student Affairs or Dean of Students should be identified to act as an Ombudsperson for students to discuss a problem confidentially (e.g., a faculty member only sporadically appears at class, roommate returns to the room intoxicated on many occasions); follow-up action related to the problem would be left in the hands of the Ombudsperson. If an administrator, faculty member or staff person wishes to discuss a problem confidentially (e.g., a colleague is not showing up to teach class), a person in the Employee Assistance Program Office should be identified to act in this role; follow-up action related to the problem should be this person's responsibility.

1. The alcohol policy should be disseminated using a variety of mechanisms (e.g., orientation programs, permanent web page, student handbooks).
2. A handbook on alcohol issues and concerns and lists of university offices of assistance should be developed; the handbook should be distributed to families of all incoming students (i.e., first years and transfers).
4. For the last 11 years, as part of the addiction treatment program of the Alcohol and Other Drug Assistance Program for Students (ADAPS), a special housing option has been offered to students in recovery. Recovery Housing is on-campus housing that is open to all Rutgers University students and is located on Cook College Campus. The ADAPS staff select the students and provide counseling and monthly house meetings for the residents. Maintenance and expansion of this program is recommended.

Policy C(=3). Clear Information and Consistent Enforcement. Consequences for individuals found to be in violation of the university and college alcohol policies, or federal, state, and local laws and ordinances should be articulated clearly and enforced consistently in steps that may include: (1) college social/disciplinary sanctions; (2) referral for an alcohol/drug assessment to a counselor from the Alcohol and Other Drug Assistance Program for Students (ADAPS) or the Employee Assistance Program. An educational component should be made available in conjunction with the above steps.

Recommendations:

1. The alcohol policy and the Code of Conduct should be articulated, codified, and disseminated in a clear fashion to every member of the university community.
3. A large percentage of Rutgers students live off-campus. These students, when involved in harmful drinking, are less likely to receive assistance and referral. There are many complicated issues involved in extending the university's response to alcohol use off-campus, including the students' right to private lives, the large number of communities in which members of the Rutgers community live, and the difficulty in having a fair and consistent reporting system. Therefore, it is recommended that the ongoing committee study the development of a mechanism to provide outreach and assistance to members of the university community who are experiencing alcohol and other drug problems and live off-campus.
2. The current methods of documenting and reporting cases of students who are experiencing alcohol-related problems and live on-campus should be reviewed and enhanced.
4. Although assistance should continue to be the foremost university response, procedures to deal with infractions that have a judicial consequence should continue to be enforced. Individuals making high-risk decisions should continue to be helped to change their pattern of drinking or to be treated for an alcohol problem. Deciding which type of

intervention (i.e., judicial vs. assistance) should be implemented in individual cases should continue to be the duty of professionals on campus.

6. High-risk individuals and groups on campus should be identified and programs should be designed (i.e., prevention, intervention, and treatment) to effect a positive change in life style for the individuals and groups.
5. Existing intervention and support services offered through ADAPS and University Personnel Counseling should be expanded.

TIER 3

Policy G(=7). Development of a Coordinated Program of Research. University departments and administrative units (e.g., the Center of Alcohol Studies, Office of Institutional Research and Planning, Community and Health Issues Research Group at Rutgers, and other relevant university units) should conduct and coordinate an ongoing program of research into the drinking behavior of individuals and the environmental context of alcohol use. Other departments should provide necessary data to enable meaningful research to be conducted. Such research should be conducted in coordination with the ongoing alcohol committee.

Recommendations:

1. Accurate normative data of drinking on campus should be collected on a regular basis; methods to disseminate this information should be developed.
2. Alcohol use and problems related to alcohol on campus should be studied to determine a baseline for evaluation; this will enable the effectiveness of strategies to be determined.