

**MASSACHUSETTS STATEWIDE COLLEGE & UNIVERSITY COALITION ON UNDERAGE & PROBLEM DRINKING
WPI HEALTHY ALTERNATIVES PROGRAM (HAO)
BIENNIAL ACTION PLAN ASSESSMENT 2003 – 2005**

GOAL 1: Training

STRATEGY 1.1

Appropriately qualified individuals utilizing best practices will conduct training. The Attorney General’s Office and the Massachusetts Department of Public Health will provide technical assistance as appropriate.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Training conducted by professional staff and students with relevant experience & training	Continue Training & Train-the-Trainer Programs
Certified Peer Educator Training for 5 students	Continue Peer Education TIPs Training Team
WPI Healthy Alternatives Program Model Presentation at Mass. Ounce of Prevention Conference & National Bacchus/Gamma	Continue showcasing WPI Model
Annual National Alcohol Screening Day Workshop	Continue screening program
Athletic Teams & Coaches trained in AOD related issues	Continue on an annual basis
10 Students Certified as TIPs Trainers	Continue implementation & sponsoring training workshops
Motivational Interviewing Workshop planned for Fall 2005	Market and implement to Worcester Consortium
RA/OL Training conducted on annual basis	Continue training; add Faculty Consultants
Local expert workshops (AdCare) to Greek Chapters	Continue to offer and implement`

STRATEGY 1.2

Training will be tailored to the audience, and include, as appropriate, the following: local, state, and federal laws concerning alcohol, including information on hazing and host liability; institutional alcohol policies and referral procedures; the medical and secondary effects of alcohol; the impact of alcohol on academics and employment; the prevalence of students who do not abuse alcohol (social norms); signs of alcohol abuse; signs of alcohol poisoning and emergency response protocols; on and off campus resources, including self-help groups.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Annual AOD Presentation at New Student Orientation	Continue & add small group discussion (Fall 2005)
Curriculum infusion via Wellness & Leisure Education Class	Continue implementation
IGSD Alcohol Workshops for students going abroad	Continue offering
Alcohol/Drug/Nutrition Workshop for Volleyball Team	Continue as part of student-athlete support program
TIPS Train the Trainer Program	Continue annually
Students attendance @ Bacchus/Gamma Regional Conference	Continue involvement
LCA Social Host Liability Workshop	Continue as requested
LCA Drug Education Workshop	Continue as requested
AOD Training for Varsity Coaches	Continue annual implementation
Mail out Parents Brochure for all new students	Mail out to Parents annually in July

STRATEGY 1.3

Training will make use of a variety of materials and teaching strategies to accommodate different learning styles.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Use Social Norms Marketing Model	Continue implementing using creative messages
DUI Series of PSA's in TechNews	Continue implementing using creative messages
Passive Information exchange in Dining Commons, Campus Center tables; AOD usage data on fruit and candy	Continue implementing
Highly Visible Mocktail Freebies	Continue implementing
TIPs Peer Education Training Program	Continue broad-based training
HAO Web Page information	Continually up-date
On-line Alcohol Education Program	Formalize AlcoholEdu implementation (Fall 2005)
On-line Screening Tools (stress, eating disorders, alcohol) available to students	Increase marketing of these tools

GOAL 2: Administration, Faculty and Staff**STRATEGY 2.1**

The President of the Institution will take a leadership role in addressing underage and problem drinking by being visible, vocal and visionary on the topic. The President will achieve this through proactive support of campus initiatives related to this Action Plan.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Direct delegation to VPSA for Campus AOD Efforts	None
VPSA reports to President & Cabinet regarding AOD issues	Continue proactive dialogue
Intentionally retain Stand Out and Program (SOAP) money in budget	Continue funding to strengthen prevention efforts
Support SLO & HAO alcohol letters sent out to Parents in July & February	Continue activity twice per year
Retain HAO Program during tight fiscal times	Continue commitment
Endorse Consortium Parents Brochure on AOD issues	Speak about alcohol at Orientation to students/parents
Annually present HAO Program Info. & Data to Trustees	Regularly incorporate into Trustee meetings
Continue involvement/membership in The Network	Annually reaffirm Presidential Commitment

STRATEGY 2.2

The President of the Institution will designate a person(s) to coordinate the Institution's efforts to implement the provisions of this Action Plan.

ACCOMPLISHED CHANGES	FUTURE NEEDS
VPSA charged with overseeing campus-wide AOD prevention/education program	Continue commitment
HAO responsible for daily implementation of plan	Continue commitment

STRATEGY 2.3

The President of the Institution, on an annual basis, will encourage administrators, faculty, staff, including public safety and police personnel, and teaching assistants, to participate in appropriate alcohol education training.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Currently incorporated into annual Alcohol/Drug Policy Statement from President to all employees.	Develop program for faculty/staff on recognizing/supporting/assisting students having trouble (Motivational Interviewing for Fall 2005).

STRATEGY 2.4

The Human Resources Department will provide new employees, including administrators, faculty, staff, and teaching assistants, with appropriate alcohol awareness information, which will, at a minimum, include local, state, and federal laws concerning alcohol and the Institution's alcohol policies, including sanctions, prevention, intervention and referral resources.

ACCOMPLISHED CHANGES	FUTURE NEEDS
WPI Employee Policies & Procedures Manual cover above information	Continue dissemination for all new employees

GOAL 3: Public Safety and Police Personnel**STRATEGY 3.1**

Campus Police personnel will assist as appropriate in providing alcohol education training to campus constituencies.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Campus Police involvement in AOD Task Force	Continue involvement
Campus Police involvement in education for Res. Halls, Greek Houses & Off-campus Apartments.	Strengthen intentional RA & Campus Police training and interactions

STRATEGY 3.2

Campus Police personnel will assist in the identification of violations of the Institution's alcohol policies, consistent with campus policy.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Incident Reports created and cases adjudicated, with Campus Police involvement as needed.	Continue implementation
Increased Campus Police presence with Res. Halls & surrounding student housing areas for Fall 2005.	Implement in Fall 2005

GOAL 4: First-Year Students/Orientation**STRATEGY 4.1**

Prior to registration, Institutions that provide substance-free or wellness housing for students will promote its availability.

ACCOMPLISHED CHANGES	FUTURE NEEDS
All Housing options, including Healthy Alternatives substance-free house marketed to new & returning students	Increase programming efforts between HAO & the Healthy Alternatives House.

STRATEGY 4.2

Prior to the start of classes, or within 30 days of the arrival of new students, the Institution will provide all enrolled students with a copy of the Institution's alcohol policies.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Campus Planner encompassing alcohol policy placed in each student's mailbox upon arrival in Fall	Continue dissemination
Campus alcohol policy posted on WPI web site	Publicize alcohol policy on web site
AOD Brochure on alcohol usage, policies & resources	Create for Fall 2005 dissemination
Parents Brochure about alcohol usage & policies	Continue sending letter & brochure in July
Orientation alcohol speaker, followed by small group discussions of AOD Policy, Resources, & Education	Implement in Fall 2005

GOAL 5: Housing

STRATEGY 5.1

Appropriate Residential Life staff, including professionals, paraprofessionals, and student peer leaders, will participate, on an annual basis, in appropriate alcohol education training.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Alcohol Workshop for RA& OL Staff conducted by HAO & Student Development & Counseling	Continue on a yearly basis
TIPS Training for Student Leaders	Planned for Fall 2005 RA/OL Training

STRATEGY 5.2

Residential Life staff, on an annual basis, in conjunction with the Student Activities and Healthy Alternatives Office, will conduct, coordinate, or sponsor appropriate alcohol education or alternative programs for students who reside in on-campus & off-campus housing. (Listed below is a minute selection of education/alternative programming offerings this past year).

ACCOMPLISHED CHANGES	FUTURE NEEDS
TIPs Alcohol Education for all new Greeks (300+)	Continue implementation
Implement Social Norms concepts – Smoking Cessation Posters; Green Bean Posters	Continue implementation
SOAP & Res. Life Community Builders	Continue implementation
Labor Day Weekend Open Rec. Facilities	Continue implementation
National Collegiate Alcohol Awareness Week	Continue implementation
Home Football Games, Casino Night & Midnight Breakfast Stress & Study Breaks	Continue annually with IFC & Panhel assistance
Founders Upper-Class Residence Hall Game Night	Continue implementation
Army vs. Air Force Football Game	Continue implementation
Annual SuperBowl Party	Continue implementation
Safe Spring Break Program w/ Safety Kits	Continue with IFC & Panhel
Mocktail Party @ Phi Sigma Sigma	Facilitate at their request
Mocktails in the Campus Center	Facilitate as passive education
Stress management using Saori Weaving Loom	Continue experiment
Alternative programs planned for first two weeks of each semester	Implement for Fall 2005
--	Create AOD programs for each Insights residential group, and fraternities & sororities.

STRATEGY 5.3

If the Institution provides housing and if a student expresses a preference for substance-free or wellness housing, the Institution will seek to accommodate the request, consistent with the Institution's housing policies and procedures.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Substance-free housing option (HA House) in place	Continue marketing

STRATEGY 5.4

In campus housing where undergraduate students of legal drinking age reside, the Institution will seek to limit the amount of alcohol permitted per resident 21 years of age and older at any given time.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Campus philosophy based on behavior/disruptive behavior vs. numerical limits of alcohol servings	Continue to focus on behavior and impact on overall community
Kegs or any common source supply banned in residence halls or any college controlled property	Continue enforcement

GOAL 6: Student Organizations**STRATEGY 6.1**

All recognized student organizations will receive, on an annual basis, appropriate alcohol-awareness information and/or training.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Student organizations affirm commitment to anti-hazing policy, including alcohol usage annually	Strengthen focus on alcohol/hazing connection
TIPs Training offered to all student organizations	Create & implement AOD programs for student organizations

STRATEGY 6.2

If an Institution recognizes fraternities and sororities, all members and pledges of such fraternities and sororities will receive, on an annual basis, appropriate alcohol-awareness information and/or training.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Per IFC & Panhel Policy, TIPs Alcohol Training required for all new Greek Members	Continue & broaden
Bacchus/Gamma Organization Created & Fostered	Strengthen & publicize
Panhel Bid Night Educational Program & Food	Continue & enhance
IFC Bid Night Educational Program & Food	Continue & enhance
Individual Chapter Programs, coupled with Social Host Liability Presentation	Continue as requested

GOAL 7: Athletics

STRATEGY 7.1

Athletic directors, coaches (full and part-time), including coaches of club sports, strength and training coaches, and trainers will receive, on an annual basis, appropriate alcohol-awareness information and/or training.

ACCOMPLISHED CHANGES	FUTURE NEEDS
HAO Program located physically & administratively within Physical Education, Recreation & Athletics Dept.	Publicize & present WPI Model
Varsity Coaches Meeting with IFC/Panhel to discuss Rush and impact of Rush on student-athletes.	Continue regular dialogue
HAO In-Service Training for varsity coaches	Continue regular dialogue
NCAA Choices Alcohol Education & Prevention Grant (\$30,000) Program Implementation	Continue implementation
Club Coach Contracts explicated state "No Alcohol"	Continue articulating policy

STRATEGY 7.2

All members of intercollegiate athletic teams and club sports will receive, on an annual basis, appropriate alcohol-awareness information and/or training.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Team presentations about AOD effect on personal and team athletic performance	Continue annual interactions
Integration of HAO into all aspects of PERA	Continue current administrative model

STRATEGY 7.3

Coaches will inform students that hazing, including the use of alcohol to initiate team members, is prohibited by institution policy and state law.

ACCOMPLISHED CHANGES	FUTURE NEEDS
State & NCAA Anti-Hazing Policy Read & Signed by all varsity & club team members	Continue implementation

STRATEGY 7.4

Coaches will encourage members of athletic teams to serve as peer educators, formal or informal, in alcohol-related prevention efforts.

ACCOMPLISHED CHANGES	FUTURE NEEDS
TIPs Training discussion w/ coaches & athletes	Continue integration
Student-Athlete Advisory Committee (SAAC) Leadership Training planned for Fall 2005	Implement in Fall 2005; integrate AOD education & prevention into training program

GOAL 8: Events**STRATEGY 8.1**

The Institution will create, maintain or participate in a website that publicizes alcohol-free events on campus and in the neighboring communities.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Social Web, SocComm Site, & Campus Events Calendar used to publicize events on & off campus	Post Club Sports events on calendars

STRATEGY 8.2

The President of the Institution will assure that alcohol-free social or recreational events are offered on nights including weekends throughout the year.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Allocation of \$50,000 for SOAP funding	Continue funding
Student Activities Office Programming	Continue implementation
Club Founders Alcohol-Free Dance Club	Continue implementation
Midnight Breakfast Study Breaks	Continue implementation
Over 250 campus programs focused on creating/facilitating alcohol-free social opportunities	Continue implementation
Intramural sports offered every night and most weekends as integral part of AOD Program	Strengthen marketing of Rec. facilities, equipment loan program & intramural programs

STRATEGY 8.3

At institutionally sanctioned events involving alcohol, the Institution will require any member of the college or university community who will be serving alcohol to receive formal alcohol server training. If the Institution uses an outside agency to serve alcohol at sanctioned events, the Institution will request that such outside agency provide, where possible and consistent with any applicable contracts, servers who have participated in formal alcohol server training.

ACCOMPLISHED CHANGES	FUTURE NEEDS
All alcohol service coordinated & facilitated through Chartwells & WPI Events Office, with appropriate City Licensing & Security	Continue process & systems currently in place
Per Campus Policy, Beer & Wine served only after 4 PM in specific campus locations	Continue policy enforcement
All Bartenders TIPs/Commercial Trained	Continue policy & training

STRATEGY 8.4

If the Institution allows tailgating with alcohol, the President will ensure that the tailgating policy is reviewed and revised on an annual basis, as appropriate. Particular emphasis will be placed on time limitations when alcohol may be consumed, limitations on the quantity of alcohol which may be consumed, and prevention of driving while under the influence of alcohol.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Campus Police Present at Homecoming Events	Continue visible presence
Homecoming & Reunion brochures for alumni de-emphasize alcohol as part of the event	Continue de-emphasizing alcohol usage/presence to alumni
Kegs & common source supply devices not permitted on campus or at WPI recognized events	Continue to enforce campus policy
Homecoming events integrate family type of activities, including inflatables & children activities	Work with student organizations to have family oriented activities & atmosphere at Homecoming

STRATEGY 8.5

If the Institution allows campus events where alcohol is permitted, alcohol shall be consumed only within the designated area where the event is being held.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Service & consumption limited to clearly designated locations	Continue policy implementation
Restricted access to area where alcohol is present	Continue policy implementation
All Bartenders TIPs/Commercial Trained	Continue policy implementation

STRATEGY 8.6

The Institution will commit to prohibiting or reducing commercial advertising of alcohol on campus at school-sponsored events or functions.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Institutional policy prohibits signage on campus in which alcohol is the main focus of the advertising	Continue to enforce policy

STRATEGY 8.7

The Institution will commit to prohibiting advertising or the distribution of alcohol-related paraphernalia that encourages or highlights alcohol use as a primary activity of an Institution-sponsored event.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Institutional policy prohibits signage on campus in which alcohol is the main focus of the advertising	Continue to enforce policy

GOAL 9: Sanctions**STRATEGY 9.1**

Every reported violation of the Institution's alcohol policy will result in a consistent administrative response. Such administrative response does not necessarily preclude criminal charges from being sought.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Administrative hearings coordinated through SLO, SAO or Professional Residential Services Staff	Continue tracking incident reports
Consistency maintained through adjudicating office	Continue reviewing for consistency
All alcohol violations result in face-to-face judicial interaction with professional staff	Continue individual interactions
Parents notified if incident warrants	Continue notification as appropriate
All medical transports related to alcohol result in an alcohol assessment meeting & parental contact	Continue as appropriate

STRATEGY 9.2

The President of the Institution will ensure that the policy regarding parental notification of students' abuse of alcohol and/or underage drinking is reviewed, consistently with institutional policy and local, state, and federal law.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Policy located in Campus Planner & reviewed yearly	Inform parents of campus policy & strategy to help influence behavior
Discussed with parents at Orientation Parent Sessions	Continuing presenting to parents

STRATEGY 9.3

The Institution, in developing sanctioning policies, will follow these guidelines:

9.3. (A) *For all violations of alcohol policies, where appropriate, the Institution will ensure that the student makes restitution.*

ACCOMPLISHED CHANGES	FUTURE NEEDS
Sanctions include provision for restitution	Continue implementation

9.3. (B) *A first violation of alcohol policies will result, at a minimum, in alcohol awareness intervention.*

ACCOMPLISHED CHANGES	FUTURE NEEDS
All alcohol violations result in face-to-face judicial interaction with professional staff.	Continue implementation
Serious incident may result in a three week mandatory alcohol intervention group	Continue implementation
On-line alcohol education programs as part of sanction	Implement AlcoholEdu for Fall 2005
Creative sanctions designed to influence change	Continue to strengthen sanction ideas

9.3. (C) *A second violation of alcohol policies will result in a disciplinary sanction.*

ACCOMPLISHED CHANGES	FUTURE NEEDS
Student Code of Conduct sanctions range from Disciplinary Warning to Expulsion, depending on nature of violation & past judicial history	Continue implementation

9.3. (D) *A third violation of alcohol policies will result, at a minimum, in disciplinary probation. Additional sanctions may include community restitution, temporary suspension from residence halls, fines, and alcohol abuse treatment or intervention through a program approved by the AOD director or equivalent.*

ACCOMPLISHED CHANGES	FUTURE NEEDS
Student Code of Conduct sanctions range from Disciplinary Warning to Expulsion, depending on nature of violation & past judicial history	Continue implementation

9.3. (E). *Fourth and subsequent violations of alcohol policies may result in separation from the Institution.*

ACCOMPLISHED CHANGES	FUTURE NEEDS
Student Code of Conduct sanctions range from Disciplinary Warning to Expulsion, depending on nature of violation & past judicial history	Continue implementation

GOAL 10: Campus Culture

STRATEGY 10.1

The Institution will establish an Advisory Board to identify strategies, programs, and events that foster prevention of alcohol abuse and underage drinking and the development of a positive, pro-active campus culture.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Committee on Advising & Student Life (CASL) reviews AOD program on a yearly basis & makes recommendations	Continue interaction
Campus Task Force on AOD Use @ WPI	Revisit recommendations annually

STRATEGY 10.2

The Advisory Board will include students, both under and over 21 years of age, faculty, administrators, Campus Health Services Department staff, the AOD Director or equivalent, a member of the Campus Public Safety/Police Department, and appropriate community representatives.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Dean of Students serves on CASL Committee & brings in staff or material as requested	Continue involvement & interaction
Campus Task Force on AOD Use @ WPI	Task Force meets annually

GOAL 11: Alumni

STRATEGY 11.1

The Institution will inform alumni, on a regular basis, of the Institution's alcohol policies and efforts to address alcohol abuse and underage drinking.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Homecoming Brochure and associated activities de-emphasize alcohol	Continue pro-active awareness

Increase alumni knowledge of HAO Program Model via Transformations Alumni Magazine & HAO website	Transformations articles and alumni outreach efforts
Serve on Transformations Alumni Magazine Editorial Board representing Student Affairs	Attend regular meetings & suggest story lines
Regular articles in the WPI Parents Newsletter about AOD education & prevention efforts/initiatives	Continue awareness

STRATEGY 11.2

The Institution will solicit alumni support of policies that promote a campus culture that responds to alcohol abuse and underage drinking.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Enlist Greek Alumni Council presence & influence on campus with regard to alcohol use & abuse	Continued interaction & influence
Post alcohol usage data on HAO web page	Continue up-dating data
Family/children's activities at Homecoming Event	Work with Alumni Office to implement

GOAL 12: Assessment

STRATEGY 12.1

The Institution will participate in an anonymous standard assessment developed by the Coalition with assistance from the Attorney General's office and the Department of Public Health.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Complete this Action Plan Assessment Instrument	Continue monitoring

STRATEGY 12.2

The assessment will measure implementation and effectiveness of the Institution's actions to enhance prevention, intervention, and enforcement efforts concerning abuse of alcohol and underage drinking. The assessment will not identify individual institutions.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Complete this Action Plan Assessment Instrument	Continue monitoring
Administer The Health Survey	Gather data and utilize
Continue involvement with Harvard College Alcohol Study	Continued involvement

STRATEGY 12.3

The Institution will meet with other participating institutions, at a minimum, on a semi-annual basis to assess the progress of the Action Plan.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Consortium AOD Group Attendance	Continue participating
Coalition Meeting Attendance	Continue participating
The Network & Regional DOE Meetings	Continue participating

STRATEGY 12.4

The Institution will disseminate the Action Plan assessment results to appropriate campus members.

ACCOMPLISHED CHANGES	FUTURE NEEDS
Regular Trustee Presentations on the HAO Program, Action Plan and Assessment results	Continue interaction and information dissemination
Present the Action Plan Assessment Results via web, presentation to CASL and Trustees	Compile data and post in public domain – HAO website
Publicize WPI's Drug Free Schools Report	Continue up-dating