

# DSPT

DOMINICAN SCHOOL  
OF PHILOSOPHY & THEOLOGY



## Drug and Alcohol Policy For a Drug-Free Workplace

BIENNIAL REVIEW REPORT

As required by the Federal Drug-free Workplace Act of 1988 (Public Law 101-690)

Fall 2017

2301 Vine St., Berkeley, CA 94708

## **Background**

In response to **Finding 2** in the “Final Program Review Determination” (FPRD) of 30 June 2017 submitted to us by the San Francisco/Seattle School Participation Division of the U.S. Department of Education, the Administration of the Dominican School of Philosophy & Theology conducted a detailed review of our Drug and Alcohol Abuse Prevention Program (DAAPP) policy and its effectiveness.

According to the findings of the review committee, “The Department believes the school failed to complete a proper and acceptable biennial review.” And as a result, “To resolve this matter, DSPT must conduct a substantive biennial review to measure the effectiveness of its DAAPP, the consistency of its enforcement process, and to identify necessary improvements.” This report is our attempt to address this requirement.

In preparation for conducting the review and writing the report, the Administration consulted several online resources, including “Complying With the Drug-Free Schools and Campuses Regulations - A Guide for University and College Administrators” (2016), published by Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention; and public DAAPP Biennial Review Reports from four different institutions of higher education.

As required by the U.S. Department of Education, this review has two objectives: 1) to determine the effectiveness of, and to implement any needed changes to the AOD prevention Program; and 2) to ensure that campuses enforce the disciplinary sanctions for violating standards of conduct consistently.

**Review Team.** The DAAPP Review was conducted by the Senior Staff of DSPT, namely:

Peter Rogers, OP, President  
Ian Brooks, VP for Administration and Finance  
Christopher J. Renz, OP, Academic Dean

The report was written by the Academic Dean, who also serves as the campus Title IX coordinator, and reviewed and approved by the review team. The final version of this report was signed by the President and posted online at the “[Campus Safety, Security and Quality](#)” page as part of our public disclosure documentation protocols.

**Data and Methodology.** The review team met on several occasions: a) July 20, 2017 – to review the details of “Finding 2” of the FPRD and devise an appropriate response; b) August 3, 2017 – to review the available data and the current DAAPP published by DSPT; and c) August 17, 2017 – to review and finalize this report.

The data used to create this report were: 1) the current policy document, “Drug and Alcohol Policy For a Drug-Free Workplace;” 2) the 2016 campus data from the Berkeley Police Department; 3) the online resources noted above; and 4) the results of online surveys we conducted to ascertain knowledge about the location and content of this policy and its purpose, as well as the overall safety of the campus and health of student and employee populations.

**Review of Results.** The following observations were made as a result of this review process:

1. *Review of External Documentation.* In examining the compliance guide published by the Higher Education Center and the format and content of four different higher education institutions, we were struck by the unique and sharply contrasting features of DSPT with the “typical college or university.” DSPT is a Center of Studies of the Order of Preachers – more conveniently considered as a “seminary.” Demographics are such that the student and employee populations are highly motivated and committed to our institutional mission and goals. This reflection prompted the review team to consider student demographics as a specific aspect of the review process for this policy.

It should also be noted that correlative studies on spirituality measurements in college-age students indicate that equanimity scores (taken as an indication of psychological and/or spiritual wellbeing) of college students tended to get better grades and are likely to express a desire to “improve the human condition,” or to “become a community leader.”<sup>1</sup> Thus, it would seem that the mission and values of DSPT “preselects” individuals who are already disposed to certain types of prosocial behavior. This correlation would be in direct contrast to what the same authors also note about influences which the contemporary secular worldview seems to have on the average college-age student, “One manifestation of the resulting worldview is that rather than providing a developmental context of self-reflection, open dialogue, and thoughtful analysis of alternative perspectives, many of today’s college and university environments mirror too closely the strong societal emphasis on individual achievement, competitiveness, materialism, and objective knowing.”<sup>2</sup>

In addition to the general distribution of approximately 37% seminarians and 63% lay students, the following data is useful for understanding the campus context at DSPT<sup>3</sup>:

Women as a Percent of Total Enrollment	14%
Racial Ethnic Enrollment	35%
Age Distribution	
Under 22	0%
22-24	9%
25-29	21%
30-34	14%
35-39	12%
40-49	17%
50-64	23%

It should also be noted that DSPT does not provide on-campus housing. Given these demographics and the overall unique nature of the school as a Catholic seminary, it is not surprising that over its lifetime there have been no reported instances of on-campus abuse of alcohol or any prohibited substance by students or employees.

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<sup>1</sup> See Alexander W. Astin, Helen S. Astin, and Jennifer A. Lindholm, *Cultivating the Spirit: How College can Enhance Students’ Inner Lives* (San Francisco, CA: Jossey-Bass, A Wiley Imprint, 2011), 53, 119-122.

<sup>2</sup> *Ibid.*, 139.

<sup>3</sup> See ATS “DSPT Institutional Peer Profile Report, 2016-2017,” Tables 8, 9-10,

This observation does not imply on the part of the Senior Staff any rationale for trivializing our approach to either DAAPP policy enforcement or its review process. Rather, it is to clarify the need to develop a rationale which fits the unique context of DSPT. In reflecting upon this need, the Senior Staff recognize that the overarching institutional goal of preparing leaders for the Church and society, as either ordained ministers or lay women and men, is an important lens through which to develop policies on preventing alcohol and substance abuse. Goals should include not only personal health and wellbeing and on-campus safety, but also, and perhaps more importantly, instilling skills to be good role models in their future ministry and vocation. Accordingly, we have revised the 2017 DAAPP policy to reflect this vision.

Understanding and highlighting this unique perspective also provided a lens through which we have developed and conducted a simple online survey for our student and employee populations as part of this review process.

2. *Annual Report from Berkeley Police Department.* At the request of the Graduate Theological Union, the Berkeley Police Department provides all of the member schools with annual statistics for our campus safety and security report. The report indicates no offenses or arrests for the academic year 2016/2017.
3. *Online Survey Results.* Review Team prepared a short online survey sent to all current faculty (n=12), staff (n=9), and students (n= 83), which was open from July 27, 2017 through August 4, 2017. Complete survey results are attached as Appendix A of this report. The response distribution, listed in Q12, indicates that the majority of the respondents self-identified as students (68%; n=38/56).

Because F2016 was the first attempt we made to disseminate the policy via email, we were curious to know the success level of our approach and how easily the policy can be located at the website. Results indicate that the majority (>70%) recall receiving the email with the policy attached; and 70% claim to know how to locate it at the website. However, one respondent commented that the policy was not located at an intuitive place.

Of the 56 respondents, 1 student (<2%) indicated having encountered someone on the DSPT campus impaired as a result of abuse of alcohol or a controlled substance (Q5). However, this student did not report this incident, noting in their response that it was “not applicable” (Q6). Unfortunately, this response does not provide useful insight(s) as to why the incident did not apply to the school policy.

When asked to rank a list of five possible goals for a DSPT DAAPP policy, the preferences were fairly evenly split as follows:

provide basic information for improving personal health and campus safety	3.55/5.00
prepare graduates for responsible community leadership through appropriate knowledge base and role modeling	3.35/5.00
prepare graduates for potential vocational engagement with high school and/or college students	3.13/5.00
address important issues on the DSPT campus involving use of alcohol and or controlled substances	2.93/5.00
protect neighborhood children from accessibility to alcohol or controlled substances by a member of the DSPT community	2.00/5.00

The respondents suggested that the policy should be placed in a more accessible location at the website and that there should be better communication with students because “there are a lot of assumptions made of what is expected.”

When asked to suggest additional educational resources, a few concrete suggestions were made:

- No. 10 – DARE
- No. 20 – possible integration of ideas from 12-step programs with a Catholic anthropology
- No. 21 – a chart correlating the typical blood alcohol content with volume consumed

**Conclusions and Action Steps.** In its final review, the Senior Staff determined that the policy be updated as follows:

- Introductory paragraph be reworked to include comments about the importance for DSPT graduates to be properly educated for both personal health and good leadership and role modeling (see p. 1 of 2017 Policy).
- That a chart be included which relates number of drinks to estimated BAC (see p. 2 of 2017 Policy).
- That additional url’s to online learning resources be added (see pp. 3-4 of 2017 Policy).

It was also decided that information about spirituality be added to the website, including the “[12-Step Review](#)” ministry led by Fr. Emmerich Vogt, OP, a member of the Western Dominican Province. The Senior Staff will also consider providing publication materials from this program on campus, as well as inviting Fr. Emmerich to offer something for our students.

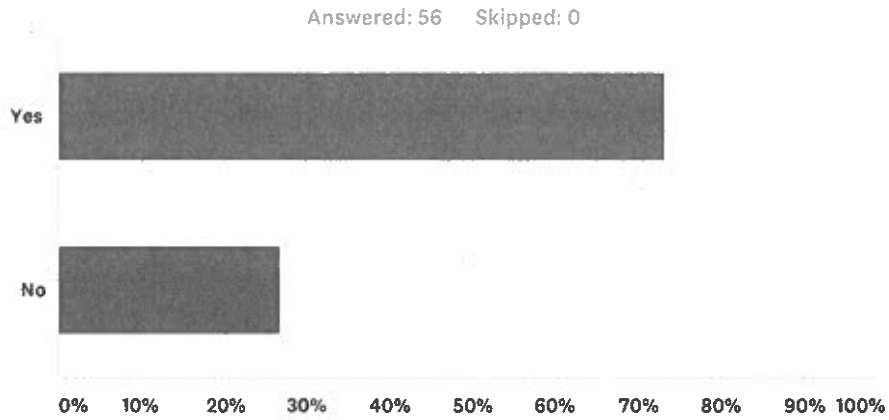
This report was reviewed by the Review Team on August, 17, 2017 and approved by Fr. Peter, Rogers, OP, President of DSPT.



Peter Rogers, OP

DSPT Drug and Alcohol Abuse Policy Survey

**Q1 Do you recall receiving electronic notification of the DSPT  
“Drug and Alcohol Policy For a Drug-Free Workplace” in  
September 2016?**

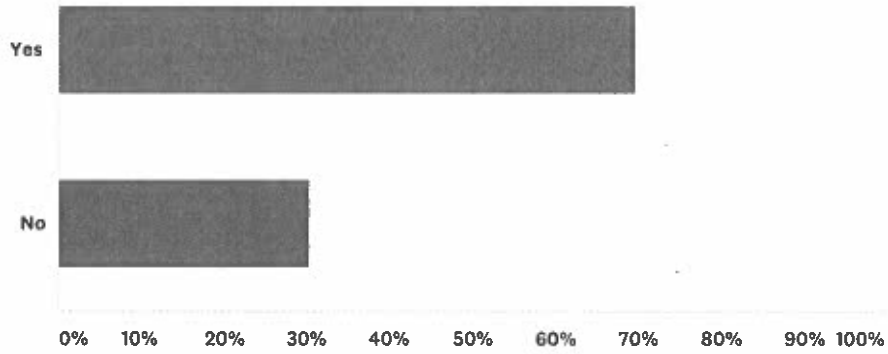


Answer Choices	Responses	
Yes	73.21%	41
No	26.79%	15
<b>TOTAL</b>		<b>56</b>

DSPT Drug and Alcohol Abuse Policy Survey

**Q2 1. Did you review this policy?**

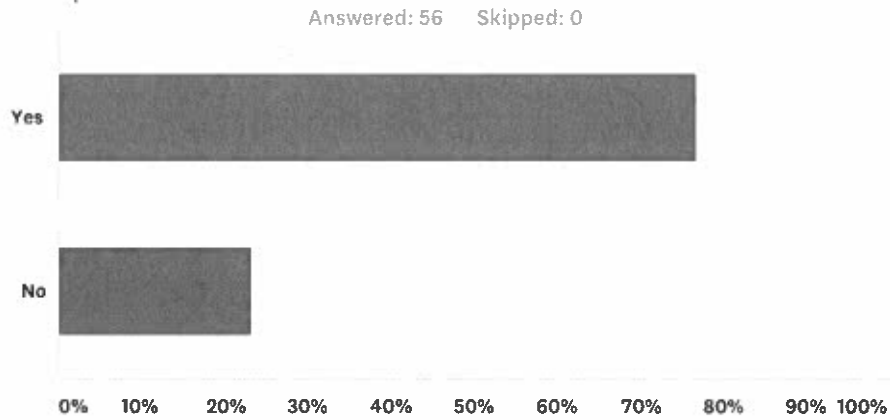
Answered: 56 Skipped: 0



Answer Choices	Responses	
Yes	69.64%	39
No	30.36%	17
<b>TOTAL</b>		<b>56</b>

DSPT Drug and Alcohol Abuse Policy Survey

**Q3 1. Do you know where the policy can be found at the DSPT website?**



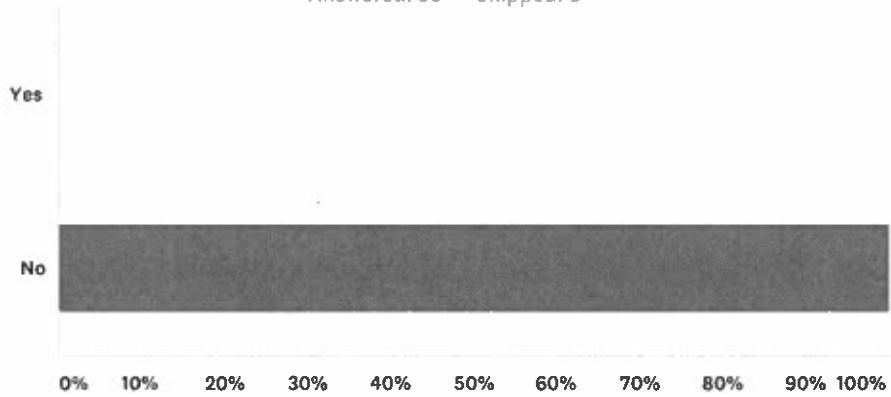
Answer Choices	Responses	
Yes	76.79%	43
No	23.21%	13
<b>TOTAL</b>		<b>56</b>



DSPT Drug and Alcohol Abuse Policy Survey

**Q4 Have you needed to consult this policy in any way during the past academic year?**

Answered: 56 Skipped: 0

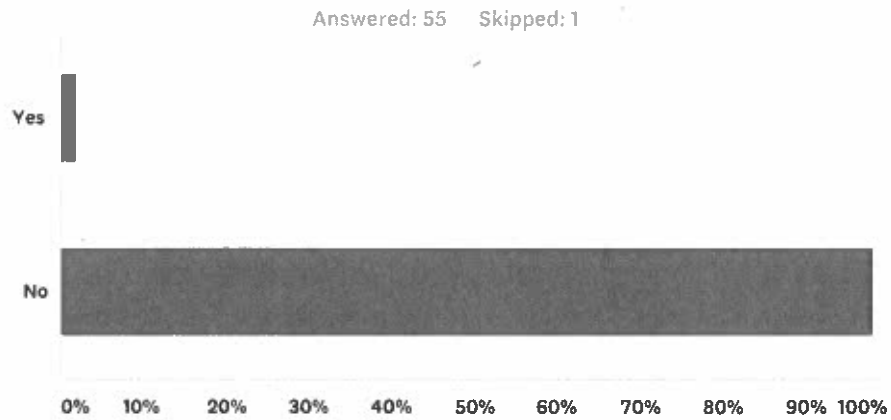


Answer Choices	Responses	Count
Yes	0.00%	0
No	100.00%	56
<b>TOTAL</b>		<b>56</b>

#	If yes, did you find what you needed?	Date
	There are no responses.	

DSPT Drug and Alcohol Abuse Policy Survey

**Q5 Have you encountered anyone on the DSPT campus (2301 Vine Street location) impaired in any manner as a result of abuse of alcohol or controlled substances?**

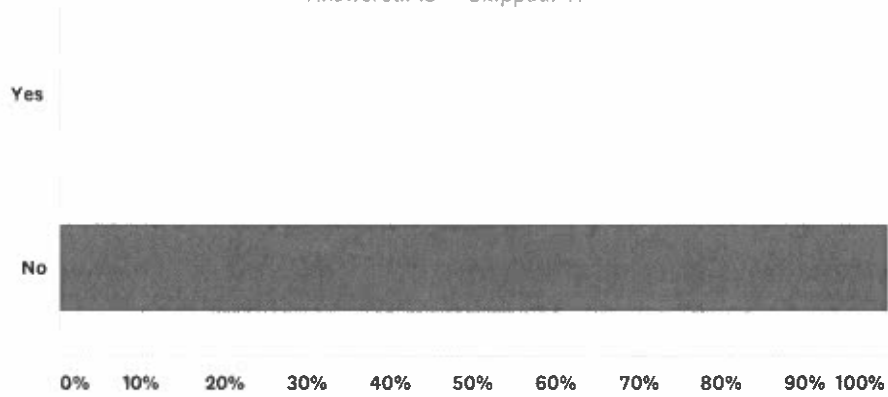


Answer Choices	Responses	
Yes	1.82%	1
No	98.18%	54
<b>TOTAL</b>		<b>55</b>

DSPT Drug and Alcohol Abuse Policy Survey

**Q6 If you answered "yes" to the previous question, did you report the incident?**

Answered: 15 Skipped: 41



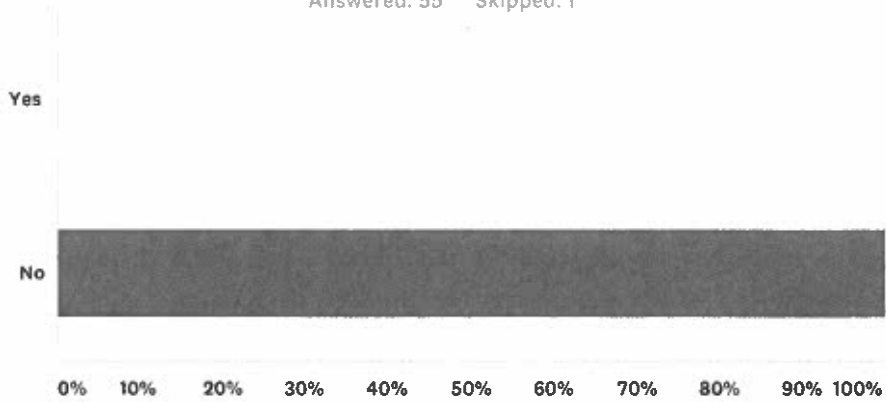
Answer Choices	Responses	
Yes	0.00%	0
No	100.00%	15
<b>TOTAL</b>		<b>15</b>

#	If you did not report the incident, please explain why.	Date
1	Not applicable	8/2/2017 7:42 PM
2	no incident	7/30/2017 12:45 PM
3	I didn't see anybody impaired.	7/27/2017 6:10 PM
4	N/A	7/27/2017 12:49 PM

DSPT Drug and Alcohol Abuse Policy Survey

**Q7 Have you ever seen a minor holding or consuming alcohol or a controlled substance on the DSPT campus (2301 Vine Street location)?**

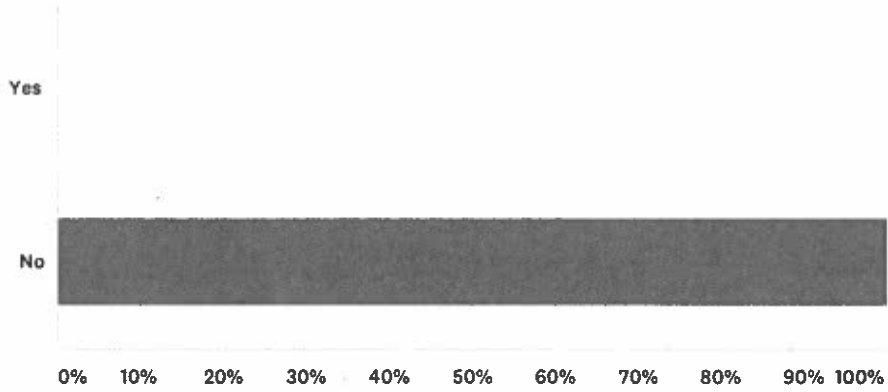
Answered: 55 Skipped: 1



Answer Choices	Responses	
Yes	0.00%	0
No	100.00%	55
<b>TOTAL</b>		<b>55</b>

## Q8 If you answered "Yes" to the previous question, did you report the incident?

Answered: 15 Skipped: 41



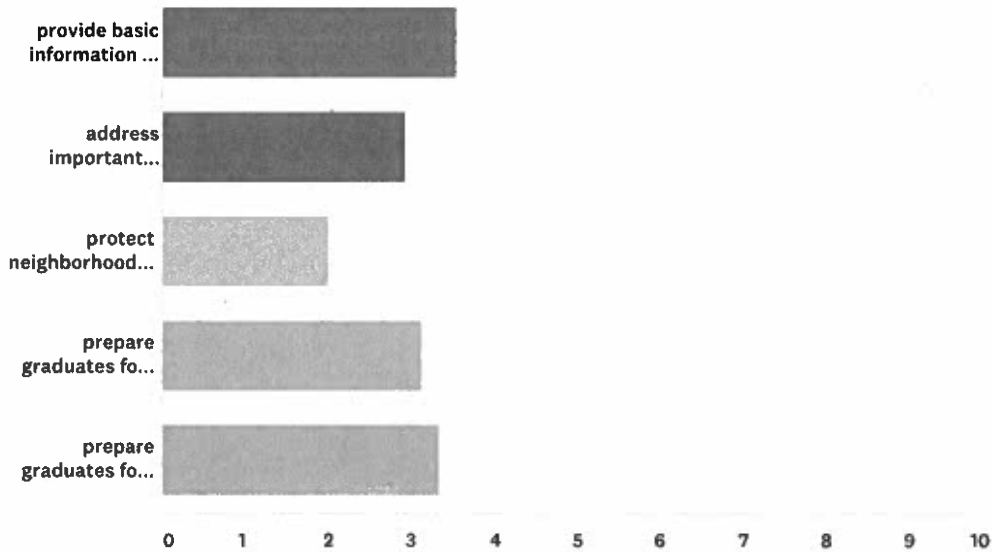
Answer Choices	Responses	Count
Yes	0.00%	0
No	100.00%	15
<b>TOTAL</b>		<b>15</b>

#	If you did not report the incident, please explain why.	Date
1	Not applicable	8/2/2017 7:42 PM
2	No incident	8/1/2017 1:46 PM
3	no incident	7/30/2017 12:45 PM
4	No incident.	7/27/2017 6:10 PM
5	N/A	7/27/2017 12:49 PM

DSPT Drug and Alcohol Abuse Policy Survey

**Q9 Please rank the following list of possible goals which would help establish and/or better clarify the need for a DSPT policy on drug and alcohol abuse. Rank 1 as the most important and 5 as least important. A DSPT policy would be useful to**

Answered: 55 Skipped: 1

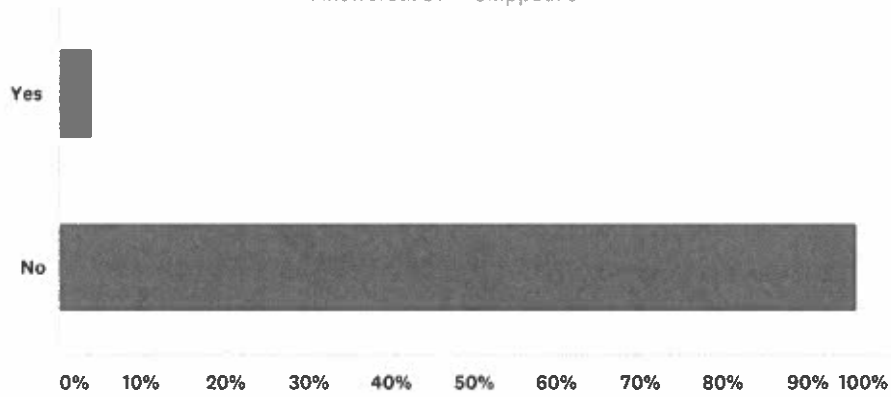


	1	2	3	4	5	Total	Score
<b>provide basic information for improving personal health and campus safety</b>	<b>36.73%</b> 18	<b>12.24%</b> 6	<b>26.53%</b> 13	<b>18.37%</b> 9	<b>6.12%</b> 3	<b>49</b>	<b>3.55</b>
<b>address important issues on the DSPT campus involving use of alcohol and or controlled substances</b>	<b>15.22%</b> 7	<b>21.74%</b> 10	<b>17.39%</b> 8	<b>32.61%</b> 15	<b>13.04%</b> 6	<b>46</b>	<b>2.93</b>
<b>protect neighborhood children from accessibility to alcohol or controlled substances by a member of the DSPT community</b>	<b>12.77%</b> 6	<b>2.13%</b> 1	<b>12.77%</b> 6	<b>17.02%</b> 8	<b>55.32%</b> 26	<b>47</b>	<b>2.00</b>
<b>prepare graduates for potential vocational engagement with high school and/or college students</b>	<b>12.50%</b> 6	<b>33.33%</b> 16	<b>20.83%</b> 10	<b>20.83%</b> 10	<b>12.50%</b> 6	<b>48</b>	<b>3.13</b>
<b>prepare graduates for responsible community leadership through appropriate knowledge base and role modeling</b>	<b>25.00%</b> 13	<b>28.85%</b> 15	<b>19.23%</b> 10	<b>9.62%</b> 5	<b>17.31%</b> 9	<b>52</b>	<b>3.35</b>

DSPT Drug and Alcohol Abuse Policy Survey

# Q10 Are there weaknesses in the current policy that need to be addressed?

Answered: 51 Skipped: 5



Answer Choices	Responses	Count
Yes	3.92%	2
No	96.08%	49
<b>TOTAL</b>		<b>51</b>

#	Other (please specify)	Date
1	Not sure	8/7/2017 7:23 AM
2	I think the policy covers everything needed for the DSPT community	8/2/2017 11:38 AM
3	The location in the website is not intuitive. One has to begin with a pull down menu to click Tuition and Fees, and then go to three more pages.	7/28/2017 9:33 AM
4	DSPT is a community of graduate students that conducts itself with high standards of personal behavior, and has not had a problem with illegal substances or alcohol that would require a more explicit policy.	7/27/2017 3:23 PM
5	I only have a version that I received in 2015 and I do not recall reviewing it then. I did review it now and it seems to cover all that is needed.	7/27/2017 2:23 PM
6	not sure as I haven't seen the policy	7/27/2017 2:22 PM
7	Better communication to the students. There are a lot of assumptions made of what is expected	7/27/2017 11:15 AM

DSPT Drug and Alcohol Abuse Policy Survey

**Q11 Please list any additional educational resources you feel DSPT should provide to its constituencies.**

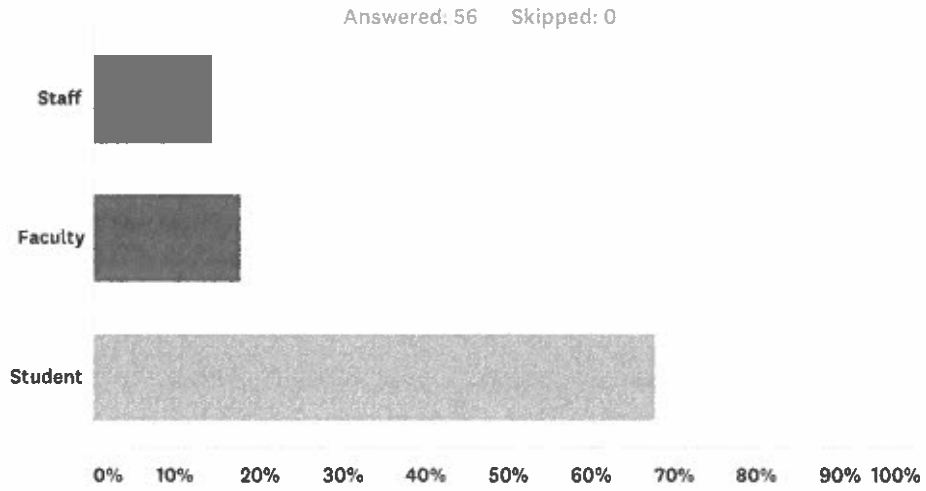
Answered: 27 Skipped: 29

#	Responses	Date
1	none	8/8/2017 4:28 PM
2	Maybe just make more visible or accessible on the site.	8/8/2017 4:06 PM
3	none obvious	8/5/2017 5:11 PM
4	None	8/5/2017 6:33 AM
5	I am not familiar with educational resources on this subject	8/4/2017 2:30 AM
6	None.	8/2/2017 3:49 PM
7	None	8/2/2017 11:38 AM
8	NA	8/2/2017 10:53 AM
9	none	8/1/2017 1:46 PM
10	DARE	7/31/2017 12:54 PM
11	I have never encountered any use of alcohol at the DSPT that I found to be inappropriate or problematic, nor have I encountered any use of controlled substances. In light of this, I do not know of any additional education resources that DSPT could provide to its constituencies, since I am not familiar with any purported lack of resources.	7/31/2017 12:15 PM
12	na	7/30/2017 12:45 PM
13	None needed	7/29/2017 3:19 PM
14	None	7/29/2017 3:02 PM
15	Pretty good really.	7/29/2017 3:06 AM
16	None	7/28/2017 12:51 PM
17	None	7/28/2017 9:33 AM
18	None, they do a great job.	7/27/2017 6:10 PM
19	None; it does a great job of explaining its missions and standard of conduct (by faculty, staff, and students).	7/27/2017 3:23 PM
20	Theological educated based on a Catholic anthropology, and perhaps integrated to the Twelve Step Program.	7/27/2017 3:03 PM
21	Perhaps a list of amounts of alcoholic beverages correlated with levels of BAC that would result from their consumption.	7/27/2017 2:23 PM
22	Please note that I was not enrolled at DSPT when the policy was distributed last year	7/27/2017 2:22 PM
23	None at this time	7/27/2017 2:09 PM
24	DSPT is doing a great job as is!	7/27/2017 12:49 PM
25	None. I feel that the institution is clear on this issue, and it is straightforward.	7/27/2017 12:29 PM
26	n/a	7/27/2017 11:56 AM
27	None that I know of.	7/27/2017 10:10 AM



DSPT Drug and Alcohol Abuse Policy Survey

**Q12 Please indicate the category which best describes you**



Answer Choices	Responses	
Staff	14.29%	8
Faculty	17.86%	10
Student	67.86%	38
<b>TOTAL</b>		<b>56</b>