2019 MDF Implementation Team

- Amanda Childress, Student Wellness Center
- Brian Joyce, Greek Life
- Caitlin Bartholmes, Student Wellness Center
- Dean Lacy, Assistant Provost for Faculty Recruitment, Gov Department
- Jeffery DeWitt, Residential Life
- Joe Castelot, Student Life
- Katharine Strong, Community Standards and Accountability
- Keysi Montas, Department of Safety & Security
- Kristi Clemens, Title IX
- Michael Wooten, Residential Life & Housing
- Renata Baptista, Leadership Project
- Steven King, Student Life

THANKS!

Greek Life

“all student organizations to eliminate the pledge or probationary periods during which members have a lesser status”

“require all Greek houses to have active faculty or staff sponsors (one male and one female) as well as active alumni boards”
Greek Life

• Eliminate pledge periods
  – Reviewed all new member education plans for any groups taking new members
  – Conducted hazing prevention meetings with all new member educators and all prospective new members
  – Incorporated assessment data and information on the spectrum of hazing into hazing prevention presentations

• Require active faculty/staff advisors
  – 5/27 organizations have at least one advisor
  – 22/27 have both advisors

Title IX

“First-responder training program for faculty and staff”

“Enhance our partnership with WISE”

*added post-MDF announcement:
Hire Title IX Coordinator, Unified Sexual Misconduct Policy, Campus-wide Website for sexual assault prevention & response
Title IX

• Full-time TIX Coordinator hired in summer 2014; position has been filled ever since
• Added Deputy TIXC for Training in August 2018; Added Deputy TIXC for Response in July 2019
• Website sexual-respect.dartmouth.edu serves as hub of information on resources and reporting options
• Added WISE Campus Advocate in winter 2016
• Launched UDP (Unified Disciplinary Procedures) in summer 2014; updated to Sexual and Gender-based Policy (SMP) on September 1, 2019

Faculty/Staff Training

Trained all A&S faculty members as responsible employees- in person training in AY 18-19

Implemented online Bridges training in January 2019- required of all faculty and staff every other year. 95% completion in 2019.

Sexual Violence Prevention Project

“a comprehensive and mandatory four-year sexual violence prevention and education program for students”

“create an online Consent Manual including realistic scenarios and potential sanctions, to reduce ambiguity about what is acceptable and what is not.”
Where We Are

- Phase 5: Launched SVPP & First-Year Experience (FYE)
  - 23s first class required to participate
  - 23s will participate in all four years
  - Providing make-ups, accommodations, and waivers
  - Standard IX violation for noncompliance

- Developing & Piloting for Sophomore-Year Experience (SYE)
  - Currently reaching 70% with bystander intervention, 40% with Positive Relationships
  - At capacity, unable to continue development without additional staff

- Building Longitudinal Evaluation & Web-Based Platform
  - Plan to launch both fall 2020
  - Evaluate from pre-matriculation to one year after graduation
  - Plan to connect SVPP platform with current web-based systems

- Consent Website Launched in 2016
  - Transitioned from manual to website based on student feedback
  - www.dartmouth.edu/consent
  - Includes scenarios and a page on sex, drugs, and alcohol

First-Year Experience

Student Engagement

73% Would recommend to a friend!

“Would recommend to a friend! It allows you to really understand how the resources work rather than just skimming a summary sheet”

“Made me more conscious about how my behavior in relationships can affect my partner or friends.”

“Useful tips for professional, platonic, and romantic relationships.”
Department of Safety & Security

• LiveSafe App Implemented in May 2015
• 3,133 Users
• 279 Tips Received
• 281 Emergency Tips Received (6 were 911)
• 695 SafeWalks

“Develop a Dartmouth-specific safety smartphone app”

Office of Community Standards & Accountability

Hard Alcohol Policy

“prohibit hard alcohol on campus, on the undergraduate residential experience and at undergraduate events”
Hard Alcohol Policy: Top Takeaways

• The policy effectively communicates a value and expectation of our community that was a significant shift
  – The policy is not a deterrent on its own
  – Student behaviors reflect an understanding likely response to alleged violations by CSA

• Successful cultural value shifts involve all constituents
  – Committees have been reluctant to suspend students in violation of the HAP when their own sense of egregiousness does not align with the policy
  – CSA response has been to change the conversation with the COS
  – In order to promote the core value of the policy some adjustments have had to be made over time
  – Language used to denote the level of accountability (Probation vs. Warning)
  – Signs of change:
    • removal of bars from organizational meeting spaces/houses
    • recanting/hiding hard alcohol

• Awareness of the policy promotes adherence to it
  – Continued marketing of the policy, the community value, and the health implications, and the response are key to continued efficacy
  – Good Samaritan conversations – students self-report intention to change behavior when directly confronted; low repeat rate

Hard Alcohol Policy Outcomes
June 16, 2015 – December 1, 2019

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Student Wellness Center

Continuation of other high-risk drinking prevention efforts

“Track and release data on high risk drinking on campus”

“Implement evidence-based strategies and innovations to increase the effectiveness of how Dartmouth addresses high risk drinking”

High-Risk Drinking Prevention Continued

• Track & Release HRD Data
  o Posted termly & annually on SWC website
  o “High-Risk Drinking Prevention Series” released spring/summer 2019; follow up discussions occurring
  o Exploring Tableau as more interactive way for stakeholders to engage with data

• Implement evidence-based strategies and innovations
  o Alcohol Prevention team meetings, working groups, & improvement projects
Alcohol Management Program

“require private security and bartenders for social events”

• The numbers of events have plateaued after a significant increase over the past few years, with Tier 3 events increasing

• All Tier 3 events have security present and non-members serving alcohol

• We have seen an increase in organizations asking for security at their events, including some dry events during big weekends or formals
## Alcohol Management Program

<table>
<thead>
<tr>
<th>Timeframe</th>
<th>Tier 1 (Members only)</th>
<th>Tier 2 (40-150 attendees)</th>
<th>Tier 3 (150+ attendees)</th>
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## Student Accountability and Organization Program

"an annual review to demonstrate that their structures (advisers, meetings, oversight, accountability, etc.) and programming enhance students' academic and personal development and contribute to the health and well-being of the members of the organization and the community as a whole and promote inclusivity."
SOAP Update

• Four-year cycle providing in-depth review of all recognized, undergraduate organizations (~300). 2019-2020 is the fourth year of the first cycle.

• Developed member survey to dig deeper than the in-person meetings with organization leadership; collecting information from all members who choose to engage.

• Created Award for Outstanding Organizational Achievement, awarded by the Student Organization Accountability Board each term to the most exceptional organizations from that term’s reviews.

Assistant Provost for Faculty Recruitment

"Hire a Vice Provost dedicated to expanding the diversity of the faculty"

"have designated significant funds to support hiring faculty who are underrepresented"
Faculty Recruitment Goals

• Develop and implement Dartmouth-wide procedures and standards
• Train search committee chairs before each new search
• Diversify Dartmouth faculty
• Fill Mellon Faculty Fellowships (Post-Doc-to-Tenure-Track, or MPT)
  – 10 two-year post-docs that become tenure-track appointments
• Fills Provost’s Fellowships (PROF):
  – 10 two-year pre-post or post-doctoral fellowships
  – 2 each in African and African American Studies; Native American Studies; Latin American, Latinx, and Caribbean Studies; Asian American Studies; and two at-large

Faculty Recruitment Outcomes

• Created Dartmouth hiring template with A&S, Geisel, Thayer, Tuck
• All department and search committee chairs attend training session with Assistant Provost, IDE, and C3I at start of hiring season
• Percentages of new hires from underrepresented minority groups met or exceeded benchmarks in national pool each of last three years
• Filled 6 of 10 MFF slots with several searches underway in FY20
• Filled all 10 PROF slots each year
  – 100% placement rate of PROF Fellows into tenure-track positions or other fellowships after end of term here
Residential Life & Housing

“six house communities with increased faculty involvement; organizing and hosting social and academic programs; dedicated space for study and social interaction”

“train Residential Life staff to enforce new policy and to include “rounds” on nights when students are likely to drink in the residence halls (Wed-Sat)”

Leadership Project
(Dartmouth Thrive)

“a transformational College-wide program that develops leadership skills and encourages every student to focus on his or her development as a total person—in and out of the classroom, at Dartmouth and beyond, in mind, body, and spirit”