

NJ
10
C697
1988a
U.1

PUBLIC MEETING

before

SPECIAL COMMITTEE ON COLLEGE ALCOHOL ABUSE AND HAZING

To discuss the policies of New Jersey institutions of higher education with regard to controlling underage drinking and dangerous hazing practices among students

March 10, 1988
Room 418
State House Annex
Trenton, New Jersey

MEMBERS OF COMMITTEE PRESENT:

- Assemblyman Anthony M. Villane, Jr., Chairman
- Assemblyman John A. Rocco, Vice Chairman
- Assemblyman Thomas J. Shusted
- Assemblyman Joseph V. Doria, Jr.
- Assemblyman George A. Spadaro
- Assemblyman Thomas J. Duch

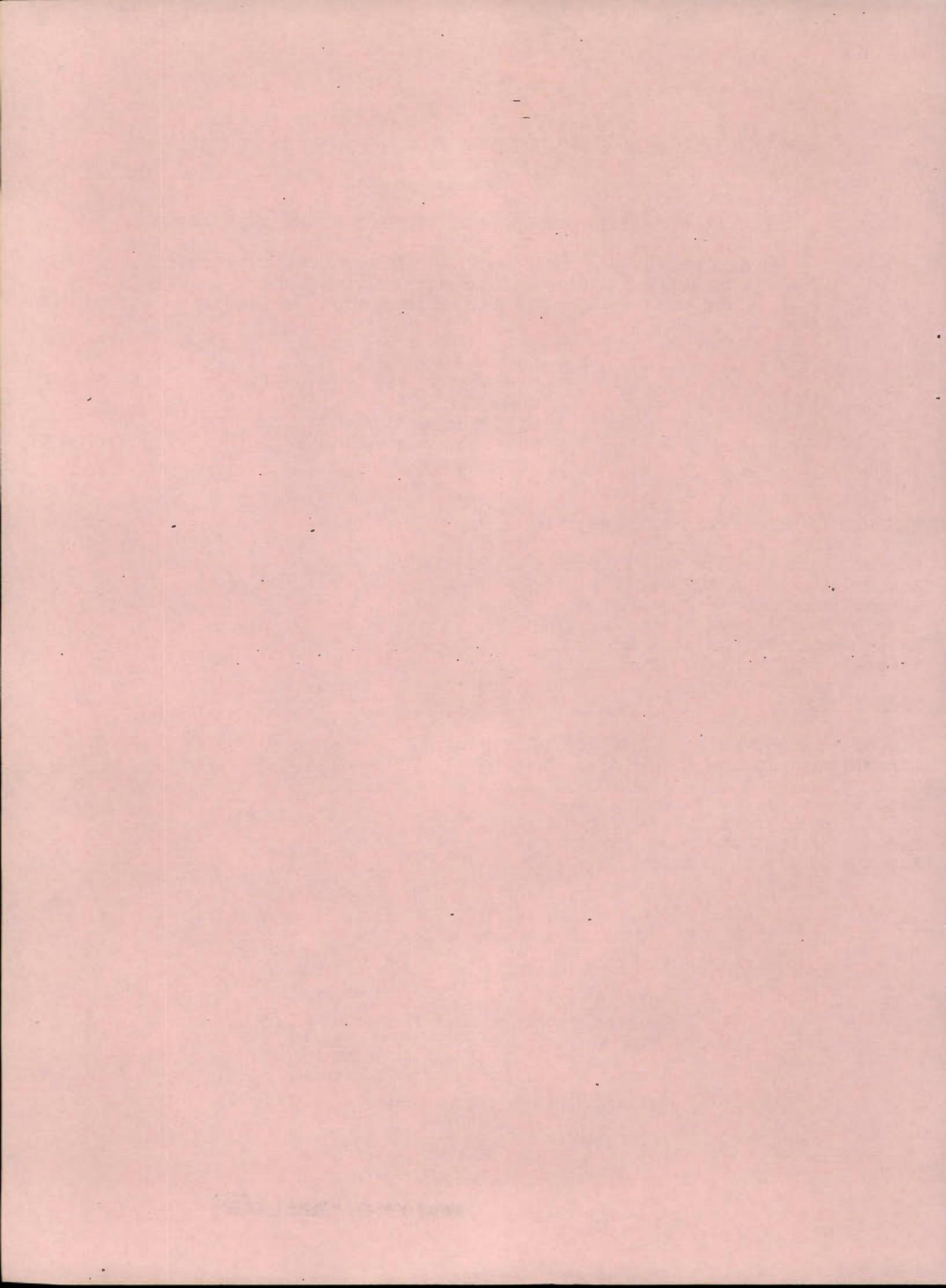
ALSO PRESENT:

- Assemblyman Nicholas R. Felice, District 40
- Assemblyman Joseph A. Palaia, District 11

Kathleen Fazzari
Office of Legislative Services
Aide, Special Committee on College Alcohol Abuse and Hazing

* * * * *

Meeting Recorded and Transcribed by
Office of Legislative Services
Public Information Office
Hearing Unit
State House Annex
CN 068
Trenton, New Jersey 08625





State of New Jersey
SPECIAL COMMITTEE ON COLLEGE
ALCOHOL ABUSE AND HAZING
STATE HOUSE ANNEX, ROOM 343, CN-068
TRENTON, NEW JERSEY 08625

(609)984-6843

ymen Anthony M. Villane, Jr.
ymen John A. Rocco
ymen Thomas J. Shusted
ymen Jeffrey W. Moran
ymen Joseph V. Doria, Jr.
ymen George A. Spadaro
ymen Thomas J. Duch

March 1, 1988

SPECIAL COMMITTEE ON COLLEGE
ALCOHOL ABUSE AND HAZING

NOTICE OF PUBLIC MEETING

The Special Committee on College Alcohol Abuse and Hazing will meet at 1:00 P.M. on Thursday, March 10, 1988 in Room 418 of the State House Annex, Trenton, New Jersey.

The committee will be meeting with a representative group of college and university presidents from institutions of higher education throughout the State to discuss the policies of their institutions in regard to controlling underage drinking and dangerous hazing practices among students.

Address comments and questions to Kathleen Fazzari, Aide to the Committee, at (609) 984-6843.



TABLE OF CONTENTS

	<u>Page</u>
Assembly Speaker Chuck Hardwick District 21	5
Dr. T. Edward Hollander Chancellor New Jersey Department of Higher Education	7
Dr. Harold W. Eickhoff President, Trenton State College	13
Dr. Nathan Weiss President, Kean College of New Jersey	15
Patrick Ippolito Vice President of Student Services Kean College of New Jersey	18
Dr. David Schramm President, Upsala College	22
Dr. Frank N. Elliott President, Rider College	23
Dr. Vera King Farris President, Stockton State College	26
Dr. Arnold Speert President, The William Paterson College	28
Dr. Herman D. James President, Glassboro State College	32
Wayne Hoffner Dean of Students Glassboro State College	34
Dean Eugene Lowe Dean of Students Princeton University	35
Donald B. Edwards Vice President for Public Affairs and Development Rutgers - The State University of New Jersey	40

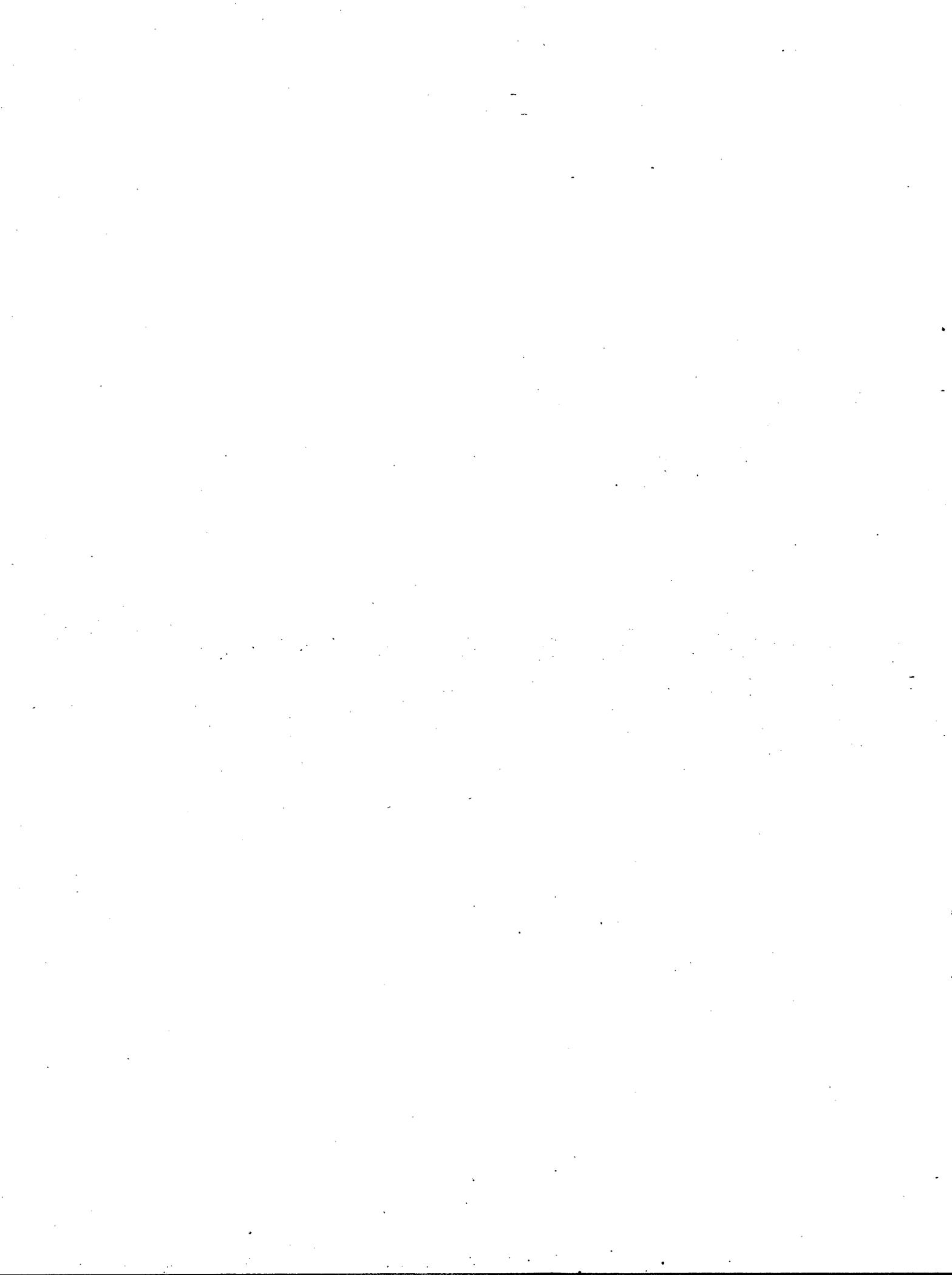


TABLE OF CONTENTS (continued)

	<u>Page</u>
Dean Richard E. Eversen Assistant Provost Dean for Student Affairs Stevens Institute of Technology	46
Dr. Dean Batt Vice President for Student Affairs Fairleigh Dickinson University	48
Dean Pamela M. Bischoff Dean of Students Ramapo College	53
Dr. Saul K. Fenster President, New Jersey Institute of Technology	58
Acting Dean Judith Valyo Dean of Students New Jersey Institute of Technology	61
Julian K. Robinson Vice President for Student Services Jersey City State College	62
Dr. Charles Courtney Acting Dean of Student Life Drew University	64
Dr. Gregory Brown Assistant Dean of Student Life Bloomfield College	66
Dean Edward Martin Dean of Students Montclair State College	69
Jeffrey Bartlett Director of Student Life Monmouth College	72
Dean Dominic Baccolo Dean of Students The William Paterson College	97

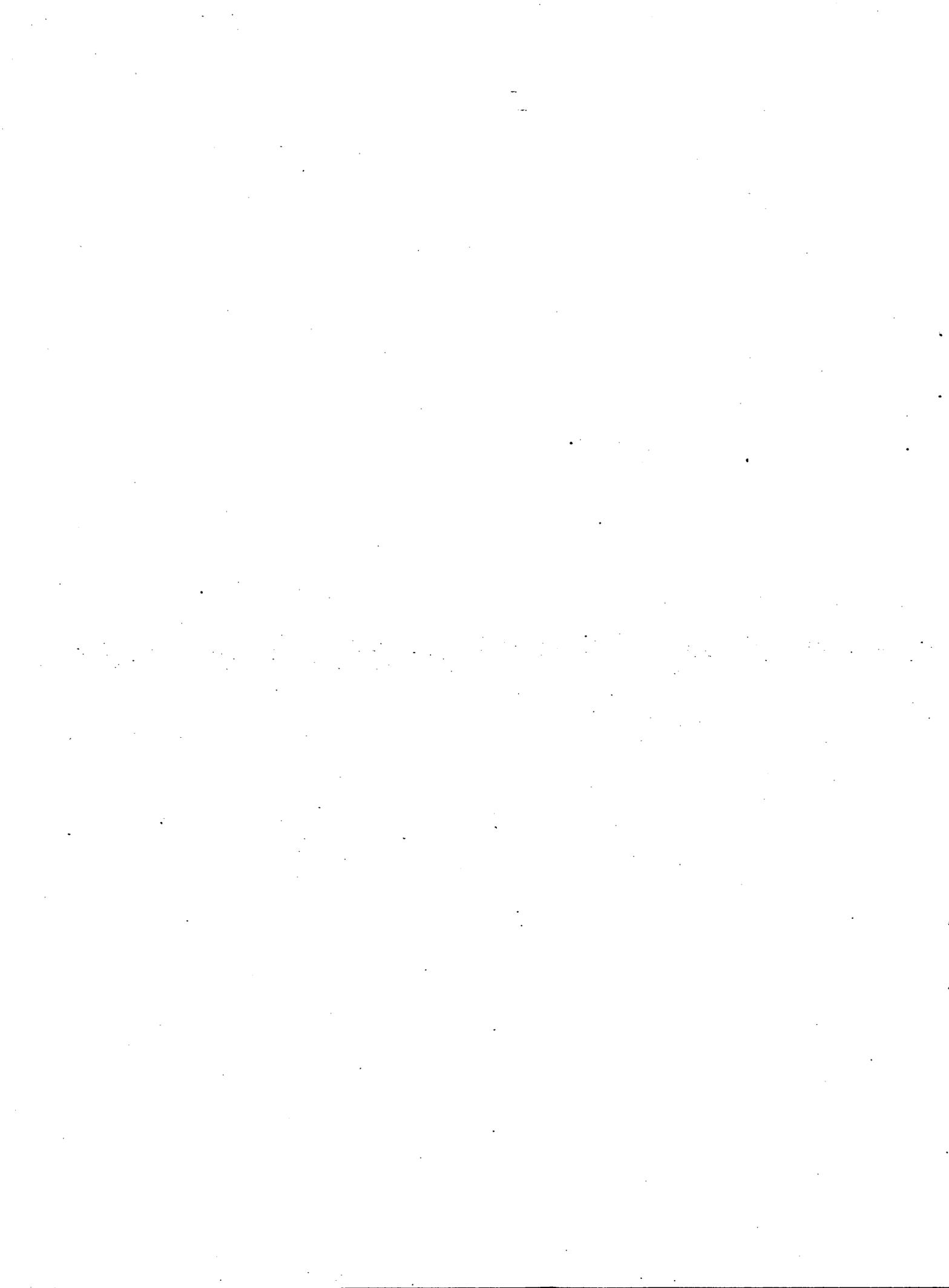


TABLE OF CONTENTS (continued)

	<u>Page</u>
APPENDIX:	
"Guidelines for Pledging Activities," plus attachments, from Trenton State College	1x
Copy of letter to Dr. Nathan Weiss from Assemblyman Anthony M. Villane, Jr., plus attachments	7x
Testimony by Dr. Frank N. Elliott, plus attachments	17x
"Declaration of Pledge and Chapter Responsibility," plus attachment, from The William Paterson College	30x
Testimony of Dr. Herman D. James, plus attachment	32x
"Fraternities/Sororities, President's and Pledgemaster's Handbook, 1987-88," Glassboro State College	35x
"Fraternities/Sororities Pledge's Handbook, 1987-88," Glassboro State College	52x
"What Every Student Should Know About Alcohol and Drug Use," Princeton University	67x
Statement by President Edward J. Bloustein Rutgers - The State University of New Jersey	69x
Sample letter welcoming students back to school, by Richard E. Eversen, Assistant Provost, Dean for Student Affairs Stevens Institute of Technology	71x
Memorandum to New Students and Their Families From Dr. Pamela M. Bischoff, Dean of Students Re: Ramapo College's Values and Standards	72x

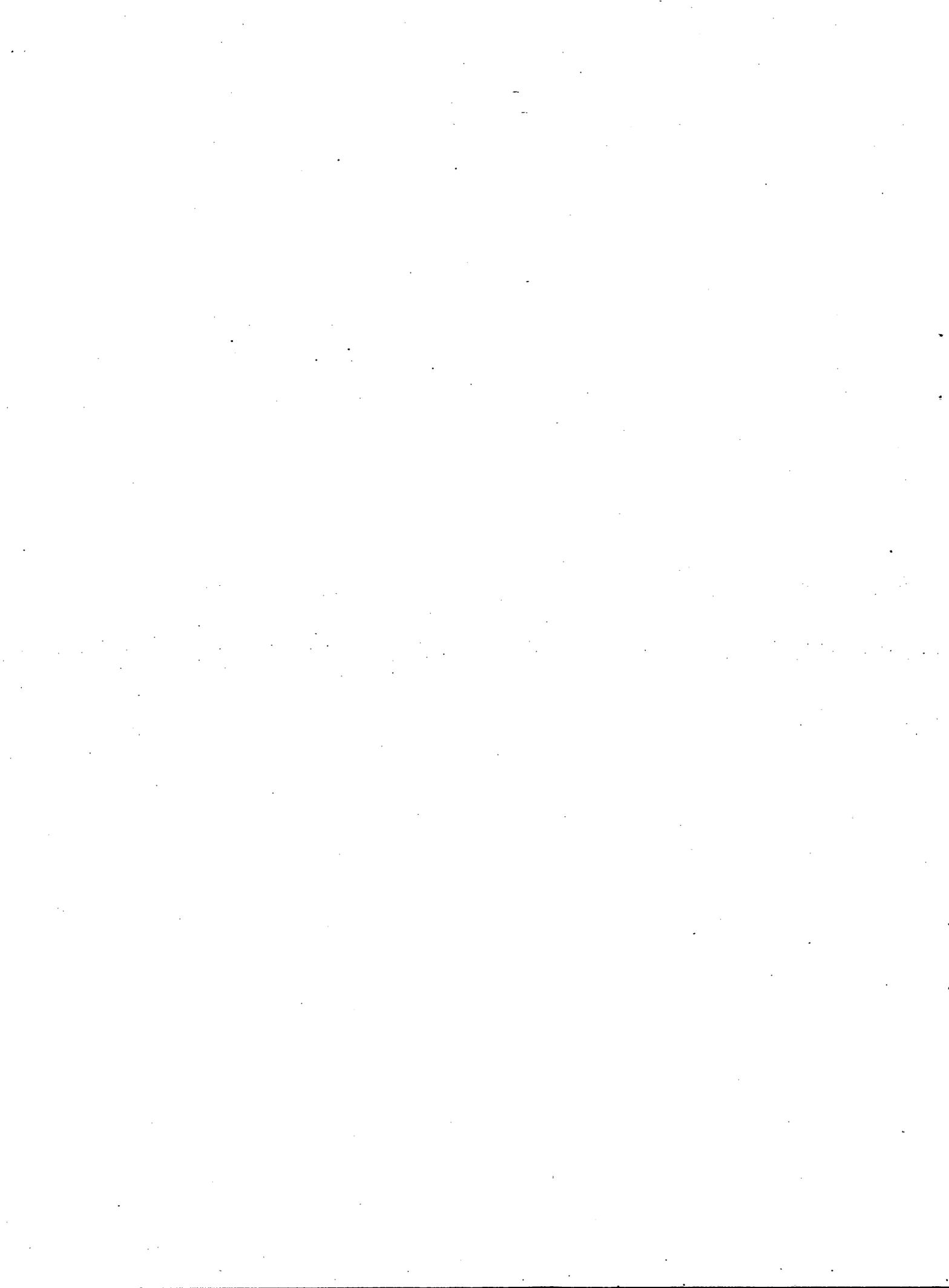


TABLE OF CONTENTS (continued)

	Page
APPENDIX (continued):	
"Alcohol Consumption Agreement," Ramapo College	73Ax
Comments submitted by Dr. Saul K. Fenster	74x
Alcoholic Beverage Policy, submitted by Drew University	77x

* * * * *

mjz: 1-103



ASSEMBLYMAN ANTHONY M. VILLANE, JR. (Chairman): May I please have your attention? I would like to introduce the Committee members to you -- those of you who do not recognize them. This is Mr. Thomas Duch, Mr. Georege Spadoro, Nick Felice, who is taking the place of the Chairman of the Education Committee, Assemblyman Moran, and there are several other Committee members who are on their way here. However, I do not feel it is fair to have you wait any longer.

I really want to thank you very, very much, and welcome you here to this meeting. I want to thank you for taking the time. I don't know any group of people as busy as you people are, with any more responsibilities. The Assembly, and myself personally, appreciate your being here to address this problem.

As you are aware, this Special Committee has been formed by resolution, and supported by the entire membership of the General Assembly. The Assembly's formation of this Committee was the result of its deep concern over the tragic and useless loss -- death of James Callahan, which was due to acute alcohol poisoning while attending a fraternity party on the Rutgers University New Brunswick Campus in February. The Committee's purpose is not to investigate that specific incident, but rather to study the situation on New Jersey's college and university campuses with regard to underage drinking and the abuse of alcohol, particularly in connection with fraternity and sorority initiation rights.

Statistics indicate that acute intoxication is the leading cause of death in hazing incidents all over America. Further, alcohol is somehow related to 97% of all the hazing deaths. These disturbing numbers indicate the very dangerous consequences which can accompany the abuse of alcohol, particularly in connection with the questionable rights of initiation.

I would like to make it clear from the very beginning that the focus of these hearings is not to indict or point fingers at the fraternity and sorority system. I, and other members of this Committee, realize that the Greek organizations have served, and continue to serve, a valuable function on campus and are, in fact, in a wide variety of charitable and community activities. Unfortunately, however, there have been a number of incidents in which the initiation practices of some of these organizations have resulted in injury and, unfortunately, even death of young people engaged in pledging activities. Alcohol, or rather the abuse of alcohol, has often figured prominently in these tragic events.

This Committee also realizes that underage drinking is not a problem which is confined solely to the fraternity and sorority system. The newspapers recently reported an incident at Princeton University, where more than 40 students, in one single evening, were treated at the campus infirmary and local hospital for alcohol overconsumption, and where one student evidently became dangerously ill of alcohol intoxication and, in fact, might have suffered the same fate as Mr. Callahan had it not been for the prompt emergency treatment of the local hospital. Also, underage drinking has been repeatedly reported within student dormitories and within on-campus student apartments.

The question with which this Committee must deal, and the issue on which we hope to be enlightened by the presidents and other officials is how our institutions of higher education are dealing with this situation. What are the policies of underage drinking and hazing, and even more importantly, how effectively are these policies being enforced.

Finally, just one other thought on behalf of the Committee. All of us realize that the vast majority of students on our campuses are really responsible, hard-working young people, earnestly engaged in the task of preparing for

their future. But obviously there is a problem here, too, in New Jersey and in other states, with the underage use of alcohol on college campuses. Even since the formation of this special Committee, I have had numerous contacts with parents and students and with various colleges all over our State. One 19-year-old woman told me that drinking in the dormitories by underage students is a common occurrence. I had another call, during which another woman told me that unmonitored parties at dormitories and student apartments range from 40 to 50, upwards of 100 young people, and are never monitored by the college. A mother told me that her high school students, visiting their friends at colleges, drink freely, and oftentimes become so inebriated that they cannot be taken home.

I have had reports on a hazing incident that resulted in physical injury to a student. The incident was reported to the college and the administration, only to have the administration look the other way and not act on a crime in the State of New Jersey. I heard from a young lady who told me that a good friend of hers gets drunk regularly at one of our colleges, and she has a good supply of alcohol stored up there. In fact, she is so drunk most of the time that she can't make school the next day because of her hangover. A pub manager just recently told me that the biggest problem he has is that he is presented false proof, and the false proof provided to him comes not only from the children -- the young people who go to his school, but people who are guests in the college pub. Another student told me how easy it is to get fake proof, and exactly how they do it; where they present it; how to get duplicate I.D.s from the college, fill in their own picture, and change the numbers and the dates.

The laws in this State are really clear. It is illegal for any person under the age of 21 to drink alcoholic beverages, and the practice of hazing is a criminal offense. It is eight years old in the State of New Jersey. And yet,

human tragedies such as the one that occurred on February 12 continue to happen.

The present laws are inadequate, and if there is more that the State needs to do in this regard, then we, as legislators, need to know. Hopefully, as a result of this and future meetings which the Committee will hold, any additional legislation which may be necessary can be formulated and implemented. We need to hear from you because, indeed, you really are the experts. You are involved on a daily basis with the students and their problems.

To summarize, I would like to just say something that has to be said: I have talked to a lot of people from the universities and the colleges, professors, parents, and reporters even, and they all tell me that it has always been done at the college level; that people just drink, regardless of what age you are. Part of the college rite is one that makes you acceptable if you go along with the idea that you ought to become inebriated. It is the "old boy" syndrome. It is time that we change that attitude. It really needs to be changed.

If we can prevent one parent from getting one phone call at four o'clock in the morning to say that his or her young person, who they entrusted to our universities and colleges, is dead-- If we can just stop that one time, I think you experts here at running colleges would be well-served, and you would be serving your State well.

I think we did save some lives when we implemented the hazing law. I think we can do some things with the control of alcohol and underage drinking if we all work together.

With that, I would like to announce some of the other members who have arrived: Tom Shusted, an Assemblyman from a close-by district; Joe Palaia, my colleague from the Eleventh Legislative District; and Mr. Doria, former Chairman of the Assembly Higher Education Committee. Dr. John Rocco is here, and he is Vice Chairman of this Committee.

With those remarks, I would like to introduce the Speaker of the General Assembly, who was good enough to put up this resolution at the last meeting and formulate this Committee in a very rapid fashion. Mr. Speaker?

A S S E M B L Y S P E A K E R C H U C K H A R D W I C K:
Thank you, Chairman Villane and members of this Special Committee. I would like to say that I am happy to be here today, but clearly I am not, because it is not a happy occasion.

I believe you are about to undertake a most serious review of the practice of hazing and the scope of underage drinking on college campuses in New Jersey -- the most serious review that we have ever had. It is unfortunate that such an examination is necessary, but clearly it is. It is overdue; it is called for. The recent fraternity party death of a teen-age Rutgers student offers tragic proof that existing laws are not working and that the problem needs a closer look by the Legislature.

There are two simple facts that must guide you in your review. Already, hazing is forbidden under State law. Assemblyman Villane, I remember well the leadership you showed on that issue, and I believe you have saved lives as a result of legislation which you sponsored eight or ten years ago on the hazing issue.

Secondly, this Legislature, with broad-based public support, raised the drinking age to 21, and a person only has to visit any of our college campuses to see that the drinking age is not being enforced. When you drive down the driveways and you look into the windows of the dorms, and you see empty liquor bottles and beer cans being displayed in the windows of the dorms, you know that the drinking age is being widely ignored.

But, why aren't these laws being enforced? Who should best enforce them, and what changes in the laws are necessary to discourage further hazing and underage drinking? What is

the proper role of fraternities in college life, and what can college and university presidents, along with the rest of us, do to educate students about the dangers associated with such illegal activities?

I think it is only fair to point out that when the students arrive on our State's college campuses, they came from our homes; they came from our communities. The colleges are inheriting them at a time in their lives where a lot of habits -- unfortunately, bad habits -- are already established. So, what can be done at the college level, and even sooner, to encourage and to educate them to avoid illegal campus activities?

The Assembly recognized the need to answer a lot of these basic questions, such as those which trouble parents and educators alike. That is why I expedited the Assembly's consideration of the resolution that you sponsored, a resolution that called on me, as the Speaker, to form this panel, and direct its inquiry into this most serious problem. Our students must realize that "Animal House" was just a movie. It is not the reality. Fraternity incidents with serious consequences are very real.

Chairman Villane, I chose you, because of the leadership you have shown in this area, and your interest over the years, to chair this important panel. I think you should be credited with spearheading this effort out of your deep concern for New Jersey's college students.

I am pleased that all of you have moved so promptly ahead to hold these hearings, and I know I speak on behalf of all members of the Legislature, and the parents, and the teachers, and the university officials, when I say that we await your results and your recommendations. Let me personally thank the other Assembly members who have taken time from their schedules and their business and personal lives to participate in these hearings. And I want to commend the college and

university presidents and officials who are here to testify and to work with you today. They, too, clearly have the students' best interests at heart, but only by working together can we in the Legislature and those who have the responsibility for running our State's schools find the proper answers. I think parents, students themselves, and educators are looking to this panel, are looking to you for some answers and guidance on what State policy should be.

The family of James Callahan has provided you your charge. As you know, they said they are hopeful that as a result of their son's tragic death, actions will be taken to ensure that a tragedy like that does not happen again. I don't think there are any better words to summarize your mission.

Thank you for your promptness and your thorough hearings -- I know you will do a very thorough job -- and for proceeding with the professionalism I know you have. I look forward very much to your recommendations. Thank you.

ASSEMBLYMAN VILLANE: Thank you very much, Mr. Speaker. We appreciate your being here. I know you have another engagement.

I would like to start by hearing from Chancellor Hollander, who has always been cooperative with this Committee. Chancellor?

CHANCELLOR T. EDWARD HOLLANDER: Thank you. Mr. Speaker and members of the Committee, friends and colleagues from the higher education community: We are here to deal with a sensitive and difficult problem, but let's admit up-front that there is a problem, and the problem is, indeed, a serious one for all of us joined together. I commend the Speaker and the Assembly for moving so quickly to begin gathering information in an effort to resolve these issues.

Let me state at the outset that the leadership at our colleges and universities takes seriously their responsibilities to protect their students, and to discipline

those who violate community rules and regulations. Rutgers University, in particular, before and since the death of Mr. Callahan, has acted laudably to put in place policies and procedures designed to prevent just such incidents related to hazing and alcohol abuse. As you will hear later today from other college presidents and institutional representatives, most, if not all, institutions have established policies in these areas.

The inability to prevent such occurrences emphasizes the need for increased institutional efforts and for students, themselves, to exercise individual and collective responsibility for their personal conduct, and that of others, when it is evident good judgment is not being used. Alcohol abuse, undoubtedly, impairs good judgment. Therefore, clear guidelines for alcohol use on campus are indicated, at every institution, that would prohibit alcohol use under circumstances such as the one reported in the Callahan hazing rite. Moreover, the institutions must face up to the inherent dangers present in inappropriate initiation rites required or imposed by any fraternity, sorority, or social group. As Chancellor, I cannot dictate answers; I should, and will, however, state unequivocally that educational and moral guidance are urgently needed and require the direct personal involvement of the college and university presidents, in consultation with the trustees, and of student governments. Institutions can best prevent abusive actions when students themselves are committed in the first instance to regulating their own behavior.

Since I believe these matters are best handled at each college, I will recommend that each institution that has not already done so develop and provide every student with a set of policies and procedures governing organized campus events, alcohol use, and fraternity/sorority activities. Every student should be supplied with clear expectations of responsible behavior.

I have considered the possibility of the Board of Higher Education's receiving and monitoring such plans from the institutions. If it is the Legislature's and Governor's desire, I am willing to accept that responsibility, and report periodically on such issues. In order to ensure that such activity is more than just a data gathering function, I would suggest that any such responsibility be set forth in legislation which grants the Board of Higher Education general authority in this area, and that funding be provided to allow for sufficient staff to carry out that function. Further, you could reinstitute expired legislation which had required the Chancellor to monitor the incidence of hazing and other violence on college campuses. I would suggest that the original statute be supplemented with a requirement that the colleges report to the Chancellor on their policies and programs to control alcohol abuse and hazing, as well as on the incidents on such campuses.

The potential for abuse of alcohol does not rest solely with students. It is also important for the college administrators and faculty to live up to standards expected of students. All colleges and universities should help create an environment that encourages ethical and responsible behavior by students, faculty, and staff on campus. To do so, the Department recommended, as part of the Governor's Drug and Alcohol Abuse Program, that an educational forum be offered on each campus to educate faculty, students, and staff about the use and abuse of alcohol. Rutgers' Center for Alcohol Studies is preparing to train two persons from each campus on these important issues. These individuals will then serve as resource persons on each campus, and assist each institution in the creation of the various alcohol-related policies and procedures previously mentioned. The goal is to create a more responsible attitude on campus toward alcohol use. I might point out that the total appropriation for that program is

\$55,000, out of the millions that are being appropriated in this area.

Beyond the issue of alcohol abuse, the role of fraternities and sororities on campus is again before us. No clear-thinking person can fail to see the larger tragedy that looms for our student population and society if we do not take conscientious, purposeful actions now to allow fraternities and sororities to become part of the solution, rather than part of the problem. While there are many such organizations involved with community service and social activism on and off campus, there are others which couldn't care less about the public weal. Many institutional leaders have declared their preference. It is time for the others to denounce the hedonism of those groups that promote partying and drinking as their preeminent mission, and entice students to join the crowd that makes the most noise or raises the most hell.

Institutional leaders, in particular, but student governments, too, should now reassert values that make more sense and that support and challenge, rather than denigrate and push students to conform with rituals that encourage or involve dangerous or demeaning behavior. Specifically, they can, through deeds as well as statements, affirm the importance of the college environment as a place for training in self-discipline, camaraderie, friendship, preservation of civil rights, and protection of human dignity. Fraternities and sororities, in particular, can commit themselves, as many did in earlier times, to helping young students make a successful transition to campus life and to lead productive lives after college. They can provide a network of friends and contacts for self-improvement, career advancement, and social relevance.

To foster such initiatives, the Department of Higher Education will convene a conference of student and fraternity leaders to reexamine the role, mission, and goals of student social organizations. I will meet next month with 20 student

and fraternity leaders from colleges and universities across the State to plan a larger meeting in the fall of 1988, as well as a series of dialogues on this issue. I will be asking the conferees to consider carefully the impact, both potential and realized, of fraternities and sororities on individual development and human relations and to assess honestly the ethical and educational implications of irresponsible conduct by members. I hope that this opportunity will serve to assist these organizations in their search for their priorities and appropriate activities.

The Greek-letter-type organizations need not be incompatible with the goals of higher education. The potential benefit which such organizations can provide to students, to the college community, and to the larger society can be substantial. To be so, however, the leaders of fraternities and sororities must lead the way. They must reorder their priorities in ways that commit their organizations to preparing young people for a society in which intolerance, bigotry, ignorance, and superstition are severe handicaps; a highly competitive, multi-cultural, multi-lingual society that requires people who have been trained to think for themselves and to respect cultural and social differences.

My own preeminent concern, and that of the institutions, is to protect human life, and to preserve and foster respect for individual rights and personal dignity. In this regard we can, and we will, condemn group irresponsibility, as we simultaneously ensure that students are protected from such inherently hazardous activities as hazing and alcohol abuse.

Hazing rites which hurt and injure should continue to be prohibited by law, and the institutions should take immediate steps to increase awareness of the law and to insist on compliance with it. However, current hazing statutes only prohibit conduct which presents physical endangerment and

potential bodily harm. That has been shown to be not enough; all hazing should be prohibited and fraternities or sororities that practice hazing should be prohibited from use of campus facilities.

I am, therefore, recommending that the Legislature adopt legislation that will complement the current criminal code prohibition of hazing. This legislation should broadly extend the definition of hazing on a civil basis. Then, by the way, our colleges and universities would be in a position to enforce it. It should prohibit the practice of hazing outright on our college campuses. It should grant the Board of Higher Education authority to supervise the public and private institutions of higher education with regard to hazing, including the delegation of such authority to colleges which now have, or adopt, approved programs. And, finally, it should provide for penalties, including the expulsion of fraternities, sororities, other groups, and individual students who engage in hazing practices, but under disciplinary procedures established by each college.

Prior to legislative action, fraternities and sororities could themselves ban hazing practices from pledging rituals, and instead establish collegiate and community service criteria for a pledge to join a fraternal organization. This spring, when I meet with college and fraternity/sorority leaders on these concerns, I will ask them to come up with an action agenda focused on immediate tasks and long-range commitments. The action plan should include strategies to reform the traditional "pledging" ritual.

In conclusion, I urge this Committee to trust the educational leadership in this State to find prompt and effective ways of encouraging our students to make intelligent choices, to recognize consequences, and act responsibly in a collegial environment where collaboration and cooperation are the best means of achieving desired ends.

Thank you very much.

ASSEMBLYMAN VILLANE: Thank you very much, Chancellor. We are making note of your recommendations. I think probably the framework of some of the new laws we will be suggesting will embody those recommendations you made about hazing and reporting.

I would like now, if I may, Chancellor, to go to Dr. Harold Eickhoff. I think the format, if we can do it, should be to talk about the policies and practices of what you do at your particular college or university and, in addition to your policies and practices, the effectiveness of those things. Any recommendations you have for this panel would be very much appreciated. Doctor?

D R. H A R O L D W. E I C K H O F F: Thank you, Mr. Chairman. Members of the Committee and colleagues: The subject under discussion is, indeed, a very serious one. I tend to think of it, really, as in two parts: One is alcohol abuse, and the other is hazing. Although they link together, as they did in the tragic instance that has brought us together, I would like, if I may, to just discuss them separately for a moment. I have testimony which is printed and available to your Committee, but I would like to simply expand on that testimony, if I may.

We at Trenton State College, as far as alcohol consumption is concerned, abide by the American Council on Education's White Paper on Student Alcohol Abuse, which was published, I think, in 1984. That policy is really based on four guidelines: The first is, our posture on alcoholic consumption is included in the Student Handbook, which is widely distributed. The policies in that handbook are based upon the philosophy that a student is a legal adult, and is responsible for the consequences of his or her actions. Disciplinary action -- and I underline that -- disciplinary action is the acknowledged response to the violation of campus policy. Finally, policies are strictly enforced.

We have, within our residence halls -- and we house 2500 students at Trenton State College -- a strict policy of enforcement. If an underage student is found with alcoholic beverage in his or her possession, they are warned, and the next time they are expelled from the residence hall.

We have an ongoing policy, or practice, of alcohol education. We use peer counseling. We have specialists in our counseling services who are skilled in providing advice to students who have alcohol problems. We think our policies and practices are in good order.

I would suggest, if I may, to the Committee, that as-- You know, you would expect a president, I think, to say this. I would say to you, though, that if the Committee has an interest, we would be most willing to invite you to the campus to interview students, to interview our staff, and to talk with the people who are on the campus about the problems, if any, we have with alcohol consumption and alcohol abuse.

Let me then, if I may, turn to the problem of hazing. We have a fraternity system that we have kept under very close supervision. We believe the fraternity system at Trenton State College is an asset. We also believe that the fraternity system at Trenton State College suffers from a particular concern; that is, the absence of fraternity housing on campus. We think it is important for us to plan for fraternity housing on the campus, and we are making plans to do that. Financing will be a problem. I would propose that an examination be given to the possibility of a partnership being created between national fraternities, the institution, and our own residents' units to explore the possibilities of fraternity housing.

I tend to think of fraternity systems in the same way I think of intercollegiate programs. When intercollegiate athletic programs are operated in a careless fashion, relatively independent of institutional responsibility, they can become an embarrassment, and occasionally they can result

in tragedy. I would like to recall for all of us the experience of the University of Maryland and the Len Bias case, when we talk about intercollegiate athletics. But, when intercollegiate athletic programs are appropriately affiliated and have responsibilities properly affixed, then they are assets, in my opinion, that cannot be replicated in any other way. And I feel the same way about fraternities; that an appropriate affiliation with an institution -- and I think it is necessary at our kind of a school to have that affiliation, a residential one -- can be, and I think will be, attractive, and a strength to the campus. I say this without my ever having been associated with any fraternal organization.

Mr. Chairman, I do have my testimony, which I would like to place on file with you, and I thank you for the opportunity to be here today.

ASSEMBLYMAN VILLANE: Thank you very much, Doctor. I know you left an important meeting to come here today, and we appreciate your doing that.

Just for the Committee's information -- I don't know if they know this yet, or if the college presidents know it -- we are having another hearing like this on March 25. At that meeting, we are inviting sororities, fraternities, eating clubs, and national fraternities to come in, as well as any other students who are interested. A number of students said they would like to testify, but they are afraid of some peer pressure, or whatever pressures. Some people are beginning to testify through letters to this Committee. But, we will have a meeting and invite some of the students to come together.

I would like now to turn it over to Dr. Nathan Weiss, President of Kean College. Dr. Weiss?

D R. N A T H A N W E I S S: Thank you very much, Mr. Chairman. First of all, I would like to say that we are also deeply concerned on the campuses about the care of our students, whether it is involving fraternities or in the area

of alcohol policy. I have with me the alcohol policies of Kean College. I think you will see that they are strictly in adherence to the New Jersey statutes. Rather than read or go through the policies, I have copies for you. We strictly enforce our policies. We closely monitor activities on campus. The campus is not a sanctuary for anybody, as far as law enforcement is concerned. We are in constant discussion with law enforcement agencies, whether it is drugs or alcohol, and no one is given any special protection merely because he or she is a student or, for that matter, a faculty member, an administrator, or anyone else.

Our policy, as in the case of Trenton State, is drafted pretty much based upon the American Council of Education program. So it is probably very close to that particular program, as you will see when you have a chance to examine it in more detail. We also have an Alcohol and Drug Awareness Committee on campus. That committee is making constant efforts to educate our students. I think one of the problems we face is that the drinking of alcohol and, to some extent, I think even increasingly the use of drugs, are so pervasive in our society, that people bring their habits with them from home, from the high schools, or from wherever they may be, to the campus. That is something we have to address.

We address that in classes. We have a very strong Alcohol and Substance Abuse Program, both in our health programs and in our residence halls. We also have a general program, and work very closely with our fraternities and our sororities. Our fraternities and sororities are generally not national fraternities and sororities. They do not have houses. So, whatever functions they carry on-- They carry on some of them on campus. Those which are carried on on campus are carefully monitored. They cannot have liquor. We watch them very closely as far as abuses of this nature are concerned. Sometimes, people do foolish things, but they get

caught. We do give summonses. We have our own campus police. We give out summonses, and no one is immune to that. If, indeed, they receive a summons-- That is not answerable, by the way, before a college and faculty committee. That is answerable in Municipal Court. That is where it should be answerable. We will not intervene for them. The burden of proof rests upon the student himself and his own counsel. So, we do not, in any way, coddle people in that regard. We think that is in the best interest of the students, because we surely would not want to have the same kind of terribly unfortunate accident which occurred, or event which occurred on the Rutgers campus.

Our fraternities and sororities are quite different, as I said. They are not national, and they do not have houses. In fact, if they do any kind of drinking of that nature that we don't know about, it is usually off campus. It is at some restaurant, or something of that sort. There, we can't control the situation. That is a subject of great concern. We have tried to take a very positive attitude, and an educational attitude and enforcement attitude, also, toward that.

People in the dormitories also. We don't have as many as some of the other schools -- we have 1200 students in the residence halls -- but we have apartments. Our residence assistants are instructed to carefully enforce the regulations. Now, sometimes there are slip-ups. If we find out that people who are underage are drinking, they are given a warning, and then they are expelled from the dorm. We do not, in any way, protect them.

ASSEMBLYMAN VILLANE: Doctor, for the benefit of the Committee, would you tell us the regulations in the student dormitories and the student apartments, just while you are on that subject?

DR. WEISS: Pat, can you answer that? This is Patrick Ippolito, Vice President of Student Services, who knows the details much better than I.

P A T R I C K I P P O L I T O: The college regulations in our freshmen dormitories prohibit the use of alcohol in any way, shape, or form. In our apartments, where we have a mix of legal drinking age and non-legal drinking age students, it is incumbent upon the students to understand and recognize the laws that prevail within those apartments themselves. In fact, a student who is 21 is not supposed to be able to provide alcohol to a student who is under the legal drinking age. We try to group students, as much as we can, by age, but they sometimes prefer to stay with the roommate they have had for a couple of years, and one has now turned 21, the other is still 20.

That is not to say that we know everything that goes on behind those closed doors. These are apartments; these are dormitories. We have certain restrictions, in terms of what we may do to enforce the regulations. What we have tried to do, and what President Weiss was indicating, is, through educational programs, not just through resident students, but through our Alcohol Awareness Week Program in the fall semester, and also Alcohol Awareness Programs just before spring break, when students are feeling they are going off to party again-- That is the current vogue among the student body, that spring break is a time to either go to Arizona or Florida, and there you drink until you drop. We try to focus in on those particular periods of time when that thinking is most prevalent.

We also have a Drug and Alcohol Education Program for our athletics. All are required -- required -- to attend these programs. They are doing this by sport, with consultants, and they work very closely in monitoring these activities.

We are doing, I think, quite a bit. I'm sure there are more things we can do. We would be only too happy to listen to other suggestions and ideas. We meet constantly with our students, to make them a part of the discussion, and to have them suggest changes and ideas they have. In fact, I must say that the majority of our students are quite responsible and law-abiding. They are interested in an education, and they are interested in being good citizens in this society. They are willing to help and work with us. I'm sure you will hear from some of those students on March 25, as well as I am sure you will hear from students who will come and tell you a number of horror stories they have experienced.

We try our best, through education, through policy, and through enforcement, and we will continue to try.

ASSEMBLYMAN VILLANE: There are a number of questions from the panel, but I don't want to open it up for questions. If, as we go through this, you could talk about pubs on your campuses, if all of the presidents could talk about the regulations that govern and what goes on in student apartments, we would appreciate it. Do you have a limit on the number of people allowed at a party? Is there a resident assistant available? If each one of the presidents could talk about that, and the security of those parties, that would be helpful.

The Committee does have a number of questions, so those of you who can stay, we really would appreciate it if we could have a good inter--

DR. WEISS: We do have a pub. The pub strictly enforces identification by age. They use, I think, drivers' licenses. Am I correct, Pat? (inaudible response) They don't only use the picture, because we know it is possible to reproduce that in some sort of way. No one under 21 can drink in the pub. Also, we have a food requirement in the pub itself, the idea being that when people are eating, they are much less likely to be affected, and less likely to drink as much in the area of alcohol.

As far as the residence halls-- Pat, can you expand a little bit on them? The residence halls themselves are apartments, as we said, at least most of them are. They have two bedrooms to each apartment, four students. As far as the number for a party, I guess that is pretty much up to the RAs.

MR. IPPOLITO: There is a party policy. A student, or an apartment, that wishes to have a party, must file, in advance, a permit to have a party. Only those apartments where all the occupants are 21 years of age or older may have a party. They must sign and agree that the alcohol they will have will only be available to those who are 21 years of age or older and, in addition, they must also monitor those who are drinking to ensure that no one goes overboard in terms of the drinking. There are limits in terms of the number of people. Between 16 and 20 is considered a fairly decent-sized party, but it is also not supposed to spill out into the hall.

We do have a system of resident assistants and head residents, as well as campus police, who monitor specifically the residence halls, but not specifically the parties themselves, although those who have filed permits will be checked. What we don't have, is a system to monitor the informal parties which take place without permits, or those that take place off-campus where students have now just returned. But the system we have for groups which go through our procedures does, indeed, cover those areas. In general, if there is a party going on without a permit, it is fairly obvious on that hall that something is going on, by virtue of noise or the number of people using that facility. In those situations, we will use a resident assistant to, in fact, go to the room, check to see what is happening, and then close the party down. That's it; it's over. Sometimes we have to use more enforcement than that, but they do follow through and check in on that.

Our pub was also established under the guidelines of the American Council on Education. We feel it is important to continue its operation, because we do have a number of students who are of legal drinking age. But we feel we must enforce those rules and regulations within the pub even better than the local taverns and bars enforce their rules and regulations. This past year, we instituted our own unique pub I.D. card. A student is only able to use the alcohol portion of the pub if he or she has that I.D. card. We find -- as I am sure all law enforcement agencies in the State have learned -- that all you need to do is drive into New York City, go down to one of those little print shops, and you can get any certificate you would like, that looks just as authentic, with whatever birth date you would like to have on it. So, we have had to go to something very distinctive to us. I hope they haven't begun making copies of that in New York City at this particular point.

ASSEMBLYMAN VILLANE: How do you handle guests in the pub?

MR. IPPOLITO: A guest also has to be I.D.'d, one guest per student. They must also meet the drinking age requirement -- the legal drinking age. They sign in, as well.

DR. WEISS: When they come into the building.

ASSEMBLYMAN VILLANE: Anything else, Dr. Weiss?

DR. WEISS: No. The only other area in terms of the fraternities and sororities which I would like to just mention is, we think that generally they are positive. In a sense, they are based upon the psychology of young people, who sort of want to get together in groups. However, hazing has not really been a big problem for us. We pretty well control the hazing, although off campus we don't know. I don't think any of our fraternities and sororities do that sort of thing off campus, but on campus, we control it. We open up our cafeteria and we let them carry on there. They have singing, dancing, and so on. We monitor it very closely to be sure that no one is humiliated, or anything of that nature.

I, myself, remember having been a student at Montclair State, as a freshman, leading a revolt against hazing. I remember the humiliation, and what it felt like to be hazed. I did not stand for it, and I would not want any of our students to have to stand for it. A human being is entitled to respect. Sure, you can have some fun, but there is a world of difference between having fun and humiliating another person. We watch that very, very carefully.

ASSEMBLYMAN VILLANE: Thank you very much, Dr. Weiss. We appreciate your input.

I would now like to hear from Dr. David Schramm, President of Upsala College. Dr. Schramm?

D R. D A V I D S C H R A M M: Thank you, Mr. Chairman and Committee members. You are going to hear a litany of similar responses to your question with regard to policies, I think. Our policies, if I were to describe them in detail -- I will leave copies of them for you -- would sound very much like the policies you just heard described at Kean College. We have a pledging guideline which specifically forbids hazing, and specifically forbids the forced consumption of alcohol. We have guidelines for parties on the campus.

ASSEMBLYMAN VILLANE: Forgive me for interrupting you, but there are a number of questions the panel would like to address to you specifically. If you could stay, I would appreciate it. I'm sorry, Doctor.

DR. SCHRAMM: We have guidelines for alcohol use on campus. We do have a pub. We control access to the pub to 21-year-old students. We serve beer and wine in that setting.

The policies, as you will see, are fairly similar to everyone else's policies. Nonetheless, I would have to say that alcohol abuse on our campus is a pervasive, serious, and continuing problem. Our concern with regard to that problem is not prompted by recent headlines and the recent tragedy. It is prompted by our experience on our own campus. In conversations

with my colleagues from other campuses, and in conversations with deans of students from other campuses, I realize that our problem is shared by other campuses as well.

Our concern lies in that experience. Our effort to deal with that is not merely an effort to look at our policies, which we are doing, and have done. I think our major effort has to do with the efforts we are making in Alcohol Awareness Programs, treatment of students who clearly exhibit signs of alcohol abuse, counseling, as well as efforts in enforcement. I suppose the first thing any college president has to say on this topic in the company of his colleagues is, "Make my words sweet and wholesome, because I may have to eat them tomorrow."

I am worried, and I am worried because the tragedy that happened at Rutgers is something that I could not promise would not happen on our campus. That is the basis of our concern and our attention. I will leave you copies of our policies.

ASSEMBLYMAN VILLANE: Do you have any recommendations for this panel?

DR. SCHRAMM: No. I am just grateful that you are taking a good look at what, in fact, the colleges are doing in terms of policy. I think that is an excellent starting point. I think the other factor you have to keep in mind is, with the best will in the world and all the effort that we can muster, we are confronting a problem that is not unique either to fraternities and sororities or to college campuses, but is a problem with young people, as well as throughout society everywhere. It is a very, very difficult thing to get at.

ASSEMBLYMAN VILLANE: Thank you very much, Dr. Schramm.

I would now like to hear from Dr. Frank Elliott, President of Rider College. Dr. Elliott?

D R. F R A N K N. E L L I O T T: Mr. Chairman, members of the Committee: I have some testimony here, which I will leave with you, along with copies of our regulations pertaining to alcohol, to campus life generally, and also to hazing.

I would have to concur that what you are going to hear is going to be much the same from many of us. You will discover very quickly that the deans of students and the students' support staffs meet quite regularly. There is considerable agreement, one, about the problem, and two, about the appropriate solutions to it.

ASSEMBLYMAN VILLANE: Excuse me, Doctor. This is for the back of the room: In order for all of us to hear what is being said, I think we should give our undivided attention to the speaker. Thank you.

DR. ELLIOTT: Alcohol, hazing -- both are serious problems. They have existed for some time. They have been treated seriously for quite some time. I think alcohol abuse is probably no more common on a college campus or in a Greek unit than it is in society generally. On the other hand, because you have a large resident population -- 2000 students living on campus in our case -- the evidence of it is a little more outstanding and a little more obvious than would be true otherwise. Then, when you have the congruence of hazing, on many occasions in conjunction with alcohol, it becomes a little bit more of a problem -- considerably more of a problem -- with considerably more publicity.

Rider College has very strong rules about underage drinking. We also have very strong rules contrary to hazing. We have a very carefully developed, very extensive policy -- program of education. We share the information about our rules with all of the students, with all of the pledges, so that there is no excuse for any student on our campus not to know what the rules are, and then to be able to abide by them.

ASSEMBLYMAN VILLANE: You don't just give them a book with the policy printed in it. I mean, there is more of an attempt to inform them of the policy. Lots of times, the policy is printed in a book that nobody ever gets to read.

DR. ELLIOTT: The book is published and it is shared. They all receive copies of it, and they are all expected to have it. There are additional ones given out to all of the students who are talking about pledging. But, in addition to that, there is a very substantial Alcohol Awareness Program, a Drug Awareness Program, conducted by the school each year, which has been very well attended. I think it has had a pretty good effect.

The college rules, frankly, have been considerably more effective than the enforcement of the laws -- the criminal laws -- in the criminal courts. One of the problems is, young adults are generally unwilling to bring charges against their compatriots and, as a result, under the criminal law, it is extremely difficult to get a conviction. The college rules have been much more effective in that sense. We have disciplined individuals. We have disciplined units. We have fined them; we have penalized them by the removal of certain social rights. In one case, we threw a chapter off campus.

The Greeks, in my judgment, can play a very important role on the campus. They can do so, however, only if they are responsible in their actions to the institution and to each other. A few will be irresponsible. They must be dealt with firmly, but it is a problem and I think it also has to be kept in perspective.

Now, you asked about pubs. We have a pub. We have rigid rules about underage drinking. We do not permit anyone in the pub who is not of proper age. The pub is carefully monitored.

ASSEMBLYMAN VILLANE: How often is it open, Doctor?

DR. ELLIOTT: The pub, presently, is open about two times a week. This is a change. It used to be open daily, but, partly because of the changes of the law, the difficulty of getting insurance, the difficulty of establishing adequate controls to keep people from going into the area, we have cut

it down to two times, and we have been able to monitor it much more carefully.

In terms of the residence halls, there is no drinking allowed by underage students in the residence halls. We do permit drinking by people who are of legitimate age in their apartments. We permit no drinking in the public areas; we permit no drinking in any public area of the institution, and we do enforce that carefully.

I do have one suggestion to make; that is, although the presidents are the titular heads of the colleges, although we do have a general awareness of what is going on, what the rules are, what the problems are, both of enforcement and the problems that are being dealt with, the deans of students, the Greek coordinators, are really much better qualified to give you specific advice concerning specific action that might be taken.

ASSEMBLYMAN VILLANE: We may be thinking of bringing them together, too, in a similar format.

DR. ELLIOTT: I would recommend that you do so. I think that would be very profitable.

ASSEMBLYMAN VILLANE: Thank you very much, Doctor. We appreciate your testimony.

I would now like to hear from Dr. Vera King Farris, President of Stockton State College. Dr. Farris?

D R. V E R A K I N G F A R R I S: Thank you very much, Dr. Villane, for having us here to discuss this important topic. I am deeply concerned about the topic and, of course, very saddened about what happened.

The program at Stockton is very similar to the one that Rider just described. We also ban drinking in all public areas, and drinking is only permitted in the apartment portion of our housing, not in the dormitory portion at all. We have very strictly enforced our regulations. We have a strong program of alcohol education, which occurs on the weekends.

The students volunteer. That has been led very, very strongly by the fraternity and sorority students on our campus. We average about 50 students a weekend coming to take the Alcohol Awareness and Drug Awareness Program, which we consider to be an important part of their education, because we have considered, for some time, that drug and alcohol abuse in our society in general is a very serious problem, and we educate our students not just for completion of college, but for life.

So, with respect to the things we do, in the event that students are found drinking, they are put through an additional alcohol education program. We have several counselors who are not only trained, but who hold certificates in alcohol education.

With respect to our pub, since our college is one that is growing, we have difficulty finding places to feed our students, so the pub is closed a good portion of the time because we must use it as additional cafeteria space. For the few hours it is open -- and we close it very early-- We are found, of course, in southern New Jersey, so we do not keep very late hours. During the short period it is open, the students are carded. They have to have several kinds of identification, including an ABC card. We constantly monitor that.

For the apartments, there is a keg registration policy, where students who are overage who wish to have alcohol, must register with us 24 hours prior to purchasing their keg -- the half keg. They are permitted no more than 20 students there. During that time, it is monitored. We have held extensive meetings with the alcoholic beverage carriers in our area, who have agreed to assist us in monitoring this situation for the last year, year and a half. I believe that is a very serious area that must be considered by your Committee; that is, those who would supply alcohol to students who are underage. I think any legislation that comes out must

have a severe policy and a severe penalty for those who are the perpetrators on those who surely are the victims of it.

So, in essence, we share your concern. We are more than anxious to help in any way we can. Thank you.

ASSEMBLYMAN VILLANE: Thank you very much, Dr. Farris.

I would now like to hear from Dr. Arnold Speert, President of William Paterson College. Dr. Speert?

D R. A R N O L D S P E E R T: Chairman Villane, members of the Special Committee on College Alcohol Abuse and Hazing: Thank you for inviting me here to address you.

As a college president and educator who has concerned himself with the subject of your inquiry, I welcome the opportunity to share with you my perspective. Certainly, the phenomena of the use of alcohol and hazing in connection with campuses are not new and have been receiving attention in many forms for many years. The entire topic, I believe, would benefit from some larger public attention, and I commend the Assembly and this Committee for facilitating a broad and open discussion.

William Paterson College has several active social fraternities and sororities, most with national affiliations, and a well-functioning Inter-Fraternity/Sorority Council, but no fraternity dwellings on or off campus. Consequently, we may differ somewhat from others you will hear from, but I am pleased to explain the features of our programs, in the hope that they can be instructive to others, and certainly stand ready to use whatever we may learn from the exchange of information that takes place here to improve our system.

In consonance with State law, hazing is forbidden at William Paterson College. To ensure that all who are concerned with this know and understand what that means, each fraternity or sorority pledge is required to read, and indicate understanding by his or her signature upon, a "Declaration of Pledge and Chapter Responsibility." The same form must bear

the signatures, as well, of the chapter president, pledge educator, and advisor. The form indicates the college and IFSC's position in opposition to hazing and support of constructive activities. It specifically defines, and gives examples of, forbidden hazing activities. Further, it specifies responsibilities of both pledges and chapter officers. Hazing is defined as any form of activity which is humiliating in any way. It is a broader definition.

We recognize that fraternal organizations are essentially social in nature. Within that context, we work very closely with the students to make them aware of the rules that apply to such organizations, and the role that they play in society. This often leads to an understanding of the benefits that their contributions to the community can bring to themselves and to others. Many of our fraternities and sororities, while still participating in float parades and talent shows for their enjoyment, embrace their own need to participate and contribute. They create fund-raising schemes and fund-raising events that they hold to garner support for worthwhile charities. They have held extremely successful blood drives and have raised money to fight disease and support the needy. The point is, fraternal fun and social activity coexist well with social responsibility. In fact, done responsibly, the former gives rise to the latter.

Recently, we recognized that while implied and enforced, as I will explain in a moment, specific campus rules with regard to the consumption of alcohol were not clearly delineated in the hazing rules. This is being corrected.

However, under the version currently in use, a fraternity was suspended for attempting to introduce an illegal and unauthorized drinking event into freshman orientation prior to the fall semester. The college learned, stopped the event, and took punitive action. Among its requirements for reinstatement, the fraternity was required to develop and

deliver educational programs. It has already presented a program on the dangers of drug abuse to campus residents and has another planned. In cooperation with our student services personnel, the fraternity is coordinating a Health and Drug Awareness Week as part of its requirement to perform hours of community service. Other fraternities have voluntarily joined the effort. A violation was discovered, and the punitive measures applied to the guilty fraternity emphasized educational activities related to its transgressions. As a result of this fitting punishment, not only are the fraternity's members learning a lesson, but they are contributing to the education of others, as well.

Educational, also, was a special program for all campus fraternities and sororities on "Risk Management." It informed them of the risks and responsibilities they incur whenever they hold a function which includes the use of alcohol. No student organization is permitted to include alcohol in any event it holds on the college's grounds. Some groups do, however, organize and run events off campus which include alcohol. We do not permit the promotion of these events by flyer or any other means in any way which suggests or connotes that alcohol is served. In fact, one fraternity is currently being disciplined for unauthorized use of a flyer which used the word "keg." At any rate, since we are aware that organizations do conduct such activities, we make certain they are very conversant with their responsibilities and the risks they assume when they do.

Drinking is only permitted in two campus locations. In the campus pub, beer and wine are permitted. Two forms of proof are required. Access is very carefully monitored, and is obviously restricted to only those who can prove they are of legal drinking age. Prudent and responsible use is assured by pub employees. Alcohol is also permitted in the campus apartments of students who are 21 years of age or older.

Intervisitation of students from the traditional dormitories is restricted, so that legally drinking students are dissuaded from serving underaged students. Kegs of beer are expressly forbidden even in the apartments. We have 1000 students living in the dormitories; 500 students living in the apartments.

Each year we hold an Alcohol Awareness Week, a most concentrated effort to educate our students about the dangers of alcohol. Among the featured activities last October were: A showing of the film entitled, "Drinking/Driving: The Toll, the Tears" -- a penetrating study of those caught driving while intoxicated; the dramatization of the dangers of drinking in a skit entitled, "Off the Cuff," by a theater improvization group; demonstrations of the use of a Breathalyzer in the pub; prominent display on campus of three vehicles badly damaged by intoxicated drivers; and continuous showings of educational films and information displays.

Recently, two members of our student services staff and two students attended a Washington, D.C. conference on drug and alcohol abuse. They returned with several suggestions for the improvement of our related programs. In direct response to information they gleaned, several members of the campus community, including faculty, students, and staff, are preparing a grant application to fund a four-week rehabilitation course for students who have committed alcohol-related offenses. The course is being designed to explore the personality factors that lead one to become reliant on alcohol, and to help offenders to determine if they have a problem. Students will help to teach the course.

Throughout my testimony to you, I have referred to all segments of the campus community -- students, faculty, and staff. It is our experience and belief that the most effective results emanate from the cooperative, integrated efforts of all three. We believe that relying strictly upon punitive measures is relatively ineffective. It is possible, preferable, and

wholly consistent with our democratic ideals to have people contribute to adherence to laws voluntarily.

As with most questions facing our society, the best answer lies in the fabric of the society itself. We must continue to impress upon all of us that we are mutually reliant and supportive members of the same community. By supporting and caring for others, we improve our own lives. Inappropriate hazing and drinking tear at that fabric and all of us suffer. Through educational programs in which all segments of the campus community participate, this truth becomes obvious, and people learn to make the right choices. Perhaps it is because I am first and foremost an educator that I believe that. In the final analysis, education is the ultimate answer.

Thank you for the opportunity to speak to you.

ASSEMBLYMAN VILLANE: Thank you very much, Doctor Speert.

I would now like to hear from Dr. Herman James, President of Glassboro State College. I want to thank you again, Dr. James, for hosting the Appropriations Committee a year or two ago.

D R. H E R M A N D. J A M E S: Yes, it was a pleasure.

ASSEMBLYMAN VILLANE: We appreciated it.

DR. JAMES: I am also pleased to have the opportunity, along with all of the other members of the higher education community, to address this Committee. I thank you very much for bringing attention to this very important matter. As you well know, I have written testimony, which has been submitted to the Committee. I believe you would like to focus on more specific things, so rather than reading my testimony, I will be pleased to share with you some of the activities -- programs we have at Glassboro to address both alcohol abuse and Greek organizations.

ASSEMBLYMAN VILLANE: In addition to your testimony, which is being recorded, we will make the typed up information

you submitted part of the official record, so it will be available.

DR. JAMES: First of all, in the area of alcohol abuse, our college adopted -- revised a policy about three years ago which was approved by the Board of Trustees. I did not bring copies, but will be pleased to forward copies of those policies to you. We brought copies of the handbook, because we thought the discussion was primarily focusing on Greek organizations. We do have copies of those.

Our alcohol abuse policy is, we do not, in our traditional dormitories, permit the use of alcohol. We do permit the use of alcohol in the apartment units, as you have heard before. In the apartment units, individuals can have parties. The parties are limited to 15 individuals. There must be advance approval for the party. Kegs are not permitted at those parties.

As far as our pub is concerned, our campus pub is only open two nights a week with alcohol use. A double I.D. check is used in that particular regard.

In terms of the whole issue of alcohol use on campus, for us it is not only an educational matter, but is as well the vigorous enforcement of the policy. For us, first, a violation leads to disciplinary action, in which the individual is asked to perform some kind of community service. For example, that may be working in the student cafeteria, or something like that. The second violation leads to suspension from the college, not suspension or eviction from residence halls. We suspend the students from the college.

The problem, as you well know--

ASSEMBLYMAN VILLANE: Doctor, I want to interrupt you just once, because this is a reoccurring thought. If someone is found drunk, or drinking underage, and you suspend him, is he reported to the local police for violating the law of drinking in the State of New Jersey?

DR. JAMES: Let me ask the Dean of Students if he can respond to that. Wayne Hoffner?

W A Y N E H O F F N E R (speaking from audience): Not normally. If it happens strictly on the campus, very seldom do we turn that individual over to the municipal police force.

ASSEMBLYMAN VILLANE: I'm sorry, they need your name for the record.

MR. HOFFNER: Wayne Hoffner.

ASSEMBLYMAN VILLANE: Wayne Hoffner, Dean of Students. I'm sorry to interrupt you, Doctor.

DR. JAMES: To continue on the issue of the use of alcohol and alcohol abuse, just for the Committee's information, it is interesting to note the survey that is done by an organization called the CIRP Survey. It is done on freshmen throughout the country. You will find, for example nationally, that 75% of the freshmen indicated that during their senior year, one of the major activities they engaged in in high school was drinking. So, clearly what we are faced with in college is not a problem that starts in college, as we are well aware. Therefore, we have to engage in a lot of educational programs, in addition to the disciplinary actions we may take. We run an Alcohol Awareness Program all year round, although, again, we may emphasize and concentrate during certain periods of time. But the program occurs all year round, not only in the Student Center, but we also have educational programs in the residence halls, since we do have 2200 residing on campus.

With regard to the Greek organizations, again, we had our policy revised and approved by the Board of Trustees three years ago. The policies are much more stringent than they were before. The handbooks will be made available to the Committee. The handbooks include not only the policies and procedures of the college, but they also include the State law on hazing. Individuals cannot pledge any Greek organizations

during the first semester at our college. Every student has to sign that he or she has received and read the handbook. Also, the chapter president of that Greek organization has to sign off on that form as well.

Beginning each pledge period, also, there is a meeting of the Greek organization and the pledges and the advisor and someone from the Student Affairs staff. We again try to enforce the policies as vigorously as we possibly can. For example, last year, two fraternities were suspended for hazing. One example is that they sent some students to Massachusetts to steal a sign and bring it back. We found out about it, and that fraternity was suspended from activities for a year.

So, it is an important set of problems we are facing here, and we are pleased that we are having this kind of attention focused on it. We look forward to working with this Committee in anything we can do to improve the situation.

Thank you very much.

ASSEMBLYMAN VILLANE: Thank you, Doctor. We appreciate your being here.

I would like to turn now to Dean Eugene Lowe, Dean of Students at Princeton University. Dean Lowe?

D E A N E U G E N E L O W E: You caught me a bit by surprise. I have been following your agenda. Let me just get my papers in order.

ASSEMBLYMAN VILLANE: Would you like me to come back to you, Dean?

DEAN LOWE: No.

ASSEMBLYMAN VILLANE: I saw your papers fall as I make the check mark on the paper. I thought it might be a way for a Rutgers guy to get back at Princeton. (laughter)

DEAN LOWE: Let me say that I have brought some materials for the Committee, which describe Princeton University's alcohol policy. These are materials that are made

available to students on an annual basis. I have also brought along some materials that describe the work of our specialist in alcohol and drug abuse, so at least it would be illustrated for you the two dimensions of the effort we have tried to take seriously in recent months.

I feel I should just explain a little bit, because I am told by people who are not familiar with our campus, that the structure of our residential life is idiosyncratic. I just want to first explain that we are an undergraduate college of approximately 4500 students. We have an arrangement that is different, I think, in some respects, particularly where the relationship between the university and the independent eating clubs is concerned.

ASSEMBLYMAN VILLANE: We are quite interested in that.

DEAN LOWE: I thought I might anticipate that question. I don't want to make too much of a historical digression, but I will just say that the eating clubs do represent a part, I think, of the tradition within the educational community at Princeton. They are -- and I think this is what distinguishes them from the relationship between many campuses and fraternities and sororities that have been described -- independent organizations. Each one has its own Board of Governors. They are, sometimes, corporately distinct entities, and each eating club has a Graduate Board and a corresponding Undergraduate Board, which is responsible for the program, the membership, and just the general management of that program.

In short, they have a kind of independence that is part, I think, of an important educational tradition at Princeton, which is really geared towards helping students to become more independent in a number of ways, but in the specific matter that is before us, make my life as Dean, and the lives of my colleagues in administration, more complicated, and not just because we are called now to try to explain it to

you. It is, I think, a fact that we have somewhat less leverage in a formal sense than some of our other institutions have in relation to their Greek letter organizations.

However, I take the view, and I take this strongly, that, you know, the campus community is an interdependent organism. We have been trying, and are still really trying to define better frameworks, particularly as regards the health and safety of students; to say that while there is this autonomy which we cherish, there are also, in some sense, some conditions that we need to establish as a community within which that autonomy is going to be exercised.

I hope that what we can learn as we talk together today, and what we can share notes about, will be consistent with the conviction I think we all have that, you know, our tasks in these institutions -- in our institutions -- are primarily to educate people, and I do take the view that the people we are educating are really capable of accepting responsibilities as adults. Thus, as one who has spent what seems to me an inordinate amount of time in the four and a half years I have served as Dean of Students trying to think about issues of alcohol policy, you know, I come, alas, to a sense of the limits that one can expect to accomplish from an educational point of view of increasing refinements of policy in and of itself.

I think it is a case, as one of our colleagues has said, where the problems we struggle with on campuses, some of which are formed there, many of which are brought there-- I think we have to continue to find better ways to educate, along with the counsel people, during a stage when I think, from at least from a psychological and emotional point of view, there is an extraordinary sense of invulnerability about the damage people can reap upon themselves, through the irresponsible use of alcohol.

We, in recent years, have been trying to emphasize that aspect of our program, helping individuals to come to a point where they can make responsible decisions in the context of a law, and in the context of their own growth as human beings.

ASSEMBLYMAN VILLANE: I understand, Dean Lowe, but, you know, there but for the grace of God, we would have had another young man dead in New Jersey at your school, with a blood alcohol level of .5, over four times what is legal in the State of New Jersey, and some 40 people in one evening. I think we have to talk about more than just policies and the education community. I think we have to do something about these things.

DEAN LOWE: May I make a comment, Mr. Chairman, in response to that? I think there is a sense in which one could understand the statistic of -- I think it was closer to 50 people who actually sought medical assistance, as being a sign that some of our educational efforts had borne fruit. That is to say, we do not approve, and we do not condone underage drinking. We make it very clear that we expect students to abide by the law. At the same time, I think it is the case that one of our own students is alive today because some people had the sense to get that individual to help in a very expeditious fashion.

We do not approve. We do not want to make it easy for people to violate the law. At the same time, I think it is important that individuals know when they need help. I guess I do read that statistic as a sign that at least some individuals who made that judgment knew what to do after that.

ASSEMBLYMAN VILLANE: You find the positive things, Dean Lowe, and I think that is admirable. But of the almost 50 people, as you designated, the university and the police force in Princeton didn't do anything until yesterday about charging people with illegal drinking. How do you respond to that?

DEAN LOWE: The police force -- and I am not really in a position to speak for them -- has been investigating this incident for quite some time. I have some sympathy for their plight, in that investigations in this area are not simple. Individuals, as has been pointed out, tend to be reluctant to cooperate. From the standpoint of one who works within a deanery, this puts us in a difficult position, because it puts us in an adversarial relationship to students who we feel we have a mission to educate. We also have a responsibility to maintain the standards of the university, and to institutionally respect the laws of the State.

I do not think it is a simple thing to follow up or to enforce these things. We do take that responsibility seriously, but it is, you know, from a technical point of view, not easy to accomplish. So, I wouldn't say that nothing has been done. The police in Princeton, I think, have been quite busy working on this investigation. Within the university, and with these materials I will share with you today, is the suggestion that we have made, I think, some quite important strides in communication about this.

I guess I would say, finally, that the day after this incident occurred, many of our own undergraduates, who were close to these events, found themselves horrified at what almost happened. I think, to their credit, they were in touch with our office, as well as with the Health Center, seeking to understand, seeking to find ways to avoid this in the future, and I think seeking to come to a deeper understanding of what they had come very close to.

So, this again suggests to me that while institutional policies are fundamental and we have a responsibility to provide educational and counseling resources, we really need to try to find, the best way we can, ways to get students to take responsibility, and to take responsibility in a fashion that does not cause them to feel as if sometimes another barrier, or

regulation, is being imposed on them by adults, whether in the State or in the administration. We have to find ways to get students to take more and more responsibility, within the framework of policy and support we can provide.

ASSEMBLYMAN VILLANE: Thank you very much, Dean. I think we can develop some things from that information and that incident at Princeton.

I would now like to hear from Mr. Donald B. Edwards, Vice President for Public Affairs and Development at Rutgers - The State University. Mr. Edwards?

D O N A L D B. E D W A R D S: Thank you, Mr. Chairman and members of the Committee. I am here representing Dr. Bloustein, who you may know is still recovering from injuries sustained in an auto accident two weeks ago. He would be happy to meet with the Committee at a future date, if you would like. I am here to try to provide some general background on this topic, and also to suggest some other sources of information. As you know, I believe, the university has a distinguished Center of Alcohol Studies, which has done a great deal of work on alcohol education and behavior for many, many years. We would be more than happy to provide the services of that center, if that would be helpful in your deliberations.

The death of James Callahan has had a profound impact on everybody at Rutgers University, in part for the reasons that have already been outlined by my colleagues. Adolescents have a tendency to believe that they are invulnerable, and the loss of a young life, in the bloom of life, is a profound shock to them; it was a profound shock to the fraternity and sorority system at Rutgers, and has resulted in a self-examination that is ongoing and very serious.

As you know, James Callahan, who was an 18-year-old pledge at Lambda Chi Alpha Fraternity, died on February 12, after an initiation party, or event, at which some extraordinary amounts of alcohol were consumed. The Middlesex

County Prosecutor is taking the matter to a grand jury later this month. They will be considering a variety of charges, including charges under the hazing law. But, until they complete their investigation, we are really not in a position to know, or to comment on that incident and the nature of it. The prosecutor has asked us not to do that, and to withhold disciplinary proceedings against individual students until he has completed his investigation.

Nevertheless, we have taken immediate action -- we took immediate action -- within 48 hours of the incident against the fraternity itself. We have initiated the process of removing the university's recognition of the fraternity. We have asked the national organization to revoke the charter of the Rutgers Chapter. The provost of our New Brunswick campus suspended all fraternity and sorority activities, and banned the use of alcohol at any fraternity event or in the houses. The president directed that we undertake a review of the fraternity and sorority system, in order, as he said, to determine whether there may be something intrinsic to the nature of these groups at the present time, which leads to the conditions which place their members and associate members at special risk.

I have copies of Dr. Bloustein's statement, outlining the steps we took, and I will leave them with the Committee.

Earlier this week, the provost of the New Brunswick campus, again, announced the appointment of the Review Committee, which will be chaired by Professor Alan Rosenthal, Director of the Eagleton Institute, whom some of you know. He has asked that committee to complete their report by May 2, and we will be more than happy to share the report of the committee with you. I hope it will provide a number of suggestions, not only for us, but for perhaps State-level action that would be helpful.

We have extended the ban on alcohol at all fraternity and sorority events, even for those of legal drinking age, at least until the end of this semester, while we complete this review. And we have allowed -- have announced that pledging and the induction of new members can resume, but under a very carefully monitored new system of supervision, which involves close monitoring by the alumni of the fraternities, as well as by our staff. I have copies of the provost's statement, also, on this.

Let me comment on the general matters we have been discussing, and try to put them in some context, at least for Rutgers. On the New Brunswick campus, we have 44 fraternities and sororities, with some 3000 members. Half of those fraternities and sororities are residential. They have houses. The houses are owned by alumni boards, and are on private property. At the Newark campus, we have nine fraternities and sororities. One of those is residential. We have seven Greek organizations on the Camden campus.

Let me first mention the hazing issue. As I said, we are not yet certain whether the Callahan case should be considered a hazing matter or not, but if it is determined to be that, it will be, by far, the most serious hazing incident that we have had at Rutgers in recent memory. We define hazing, as some of the other colleges do, far more broadly than does the State law. The State law, which you sponsored, Mr. Chairman, defines hazing as, "Conduct which places or may place another person in danger of bodily injury." Our regulations, about which our fraternities are educated very aggressively, define hazing as, "Any action taken, or situation created to produce mental or physical discomfort, embarrassment, harassment, or ridicule, including, but not limited to paddling in any form, kidnapping, creation of excessive fatigue, physical and psychological shocks, branding or tattooing, quests, treasure hunts, scavenger hunts, road trips, morally

degrading or humiliating games, and forced consumption of food and/or alcohol." Every pledge, educator, and chapter president signs a statement, individually, agreeing to abide by those regulations.

I have, with the assistance of our student affairs staff, reviewed the incidences of hazing under our regulations over the past five years in New Brunswick. I have not yet been able to do that in Newark and Camden. But, in New Brunswick, I have discovered that there have been only a very small number of violations of our regulations. Most of them involved things like denial of sleep to pledges, or forcing pledges to stand on a line for extended periods of time, or requiring pledges to drink a nonalcoholic concoction, or scavenger hunts. These kinds of offenses against our hazing regulations have been punished by a series of disciplinary actions ranging from social probation through charter probation and, in some cases, suspension of the fraternity.

The most serious incident we have had in the last five years was an incident involving paddling by a fraternity. The university withdrew its recognition of the charter of that fraternity, but the national fraternity did not support our decision, and did not revoke the charter of the local. That fraternity continues to exist at Rutgers, but outside our system. They cannot participate in fraternity councils nor in intramural athletics. They cannot use the Rutgers name. But they still own a house; they still pledge members; they are still in operation on private property, outside the system. We have absolutely no control over them whatsoever. The individual members of that fraternity were disciplined at the time by the university. They were also convicted in Municipal Court of disorderly persons offenses.

I would say, in response to your question, Mr. Chairman, about expanding the legal definition of hazing, that we would have no objection to that. But in our judgment, as

in, I think, the judgment of some of my colleagues, the group sanctions we can take against all the members of a fraternity tend to be far more effective than disorderly persons charges in a Municipal Court, that may bear a very small consequence for the individual, and which the court and the local jurisdictions may not welcome in the first place.

Let me turn to alcohol. Whether or not Callahan's death involved hazing, it clearly involved underage drinking -- he was 18 -- and underage drinking, as a number of speakers have said, is widespread in the United States, despite the changes in our drinking laws. National surveys indicate that two-thirds of high school students report that they have consumed an alcohol beverage in the past 30 days. In my son's high school in New Jersey, a recent survey showed that more than three-fourths of the members of his junior class -- all under 18, indeed -- had consumed alcohol in the past month. That proportion does not change significantly when students come to college. We show nationally about the same kind of statistic; about 75% of college students will report that they have had an alcoholic beverage in the past month.

So, students come to us with drinking habits and patterns that were established in junior high and high school, even while they were living at home under the supervision of their parents, and going to a much more disciplined school situation. Some of our students come to us already as recovering alcoholics, for whom we provide treatment and support. I think it is important, also, to note that at least in our case, we are not solely, or exclusively -- primarily an undergraduate institution. At the beginning of the fall semester at Rutgers, for example, only 35% of our students were under 21 years of age and, of course, that proportion declines through the year. So, our underage students are in a context where they are surrounded, two to one, by students who are of legal drinking age, and so the availability of alcohol, through

those other students, is even greater than it would be when they were in high school, and they didn't seem to have any trouble getting it then.

We have a set of alcohol policies that are very similar to the ones you heard described here. We make every reasonable attempt to encourage compliance with the State drinking age laws, but in doing so we, like others, rely very heavily on self-regulation and on education and on assistance programs. I would just note that we have, I think, one of the most comprehensive alcohol education and training programs at Rutgers; it has been recognized nationally. And we have started an Alcohol Assistance Program, as part of the State effort that the Chancellor referred to. Under the New Jersey College Substance Abuse Program, we will be initiating what we believe to be the first infirmary-based program for students suffering from alcohol and drug abuse, so they can undergo recovery programs and treatment programs without having to leave college if that is required.

We have also started a special dormitory section for students who have chosen to be alcohol and drug free. This is not so much a dry dorm, but a dorm for dry students.

We have banned kegs at dormitory parties and events like homecomings. We require parties, as do other colleges, to be registered. We hold their sponsors responsible for compliance with our regulations and for monitoring the consumption of alcohol. But our ability to control drinking directly is limited, and it is more limited now under the age 21 laws. Before that time, we had college-operated pubs, and a much greater proportion of student drinking took place in those situations, and we had a great deal more control over it. Drinking, for a variety of reasons -- and the law is not the only one -- has become, in recent years, more private and more out of sight. Indeed, our own enforcement and our bans on kegs, for example, have had a tendency -- an unfortunate

tendency -- to drive drinking underground and into the rooms. The Lambda Chi event was an unregistered event. We had no knowledge of it; we had no opportunity to control it in advance.

Unfortunately, before James Callahan's death, Mr. Chairman, I would have been able to report to you, I think, that our policies were working effectively. Now, we obviously must take a much longer and deeper and harder look at them. We welcome the initiatives of this Committee; we welcome the initiatives the Chancellor outlined; and we will be eager to share information from our own studies and reviews with you.

ASSEMBLYMAN VILLANE: Thank you, Mr. Edwards. I know you have to go away, but you are going to come back. There are some things we would like to know about. Among those are the monitoring techniques; you know, how do you physically monitor parties in the apartments? The new initiative I think you have of monitoring fraternity functions. There are a number of things that we would like to talk to you about, but I know you have an appointment. You will be back in, how long?

MR. EDWARDS: I hope I can get back in half an hour at the most.

ASSEMBLYMAN VILLANE: Good, thank you very much.

MR. EDWARDS: Will that be all right?

ASSEMBLYMAN VILLANE: Yes. There will be a number of questions from the panel for you. Thank you.

I would like to hear now from Dean Richard Eversen, Assistant Provost and Dean of Student Affairs, Stevens Institute of Technology. Dean Eversen?

DEAN RICHARD E. EVERSEN: Thank you, Mr. Chairman. At Stevens, there are 10 national fraternities, each of which have their own house where they house and feed their members. Of those 10 houses, six are privately owned by alumni corporations; the other four are owned by the institution and leased to the alumni corporations of the individual fraternities.

We have, for the last three years, been working very diligently to have a dry rush; no alcoholic beverages to be provided to freshmen in the rush and pledge period. We have met with the Alumni Inter-Fraternity Council. These are the men who are the corporation presidents or the alumni chapter advisors. We have stated, just recently, that it will be absolutely dry next September. I think we are about 80% dry this past September. There were some violations. If there are any violations next fall, they will be dealt with immediately and severely. They will not be permitted to continue any rushing or pledging for that academic year.

When fraternities have a party, they must register the party in the Student Affairs office by the Monday preceding the weekend when the party is to occur. We absolutely insist that the alcoholic beverages are in a separate area physically from where the party is; that any guests, or non-fraternity members, must be 21 to get into that party area -- into the alcoholic area.

It is very difficult, in fact, impossible, to keep brothers out of that area if they live in that fraternity house. That is one of the dilemmas we face. They live there; they look at themselves as an extended family, if you will, and they feel they can have their beer within their own fraternity house. We constantly point out that they are in violation of the State law, but that is an uphill battle. As far as parties in dormitories, we, too, have a ban on keg parties. We allow parties in individual rooms or apartments. Those are not preregistered with the Student Affairs office.

Any dance that is held at the college in any of our common rooms, they, too, if it is an alcoholic party-- The alcoholic beverages are in a separate area. Students are double proofed to get into that area; they are double proofed by people from the Student Affairs office. No one goes in there unless he or she is 21. No beverage comes out of that

area. That, we feel confident, is working. We are not as confident in the fraternity situation.

I have with me some materials which we would share with the Committee. Thank you.

ASSEMBLYMAN VILLANE: Thank you, Dean. We appreciate that. We will make it part of the record.

I would now like to hear from Dr. Dean Batt, Vice President of Student Affairs, Fairleigh Dickinson University. Dr. Batt?

D R. D E A N B A T T: Thank you. I will talk from my notes, as well, and will be getting you some of the documents to which I refer.

We, and I say that collectively, have a major problem. We have a herculean task. Some of the comments I will make, you will have heard before. The "UCLA Freshman Profile," which some of you may be familiar with, which examines 500 colleges and universities across the country, tells us that 68.5% of all incoming freshmen drink, which is consistent with what we know about our 21 and over population, where the report is that 70% of those individuals are drinking. As we look at our university populations, I look at an average student age of 25, I look at graduate and undergraduate students, I look at commuters, and I look at resident students. Each of these groups bring us a different problem to solve. Unifying it, is that there is alcohol abuse taking place on our campuses.

As with the other universities here, our guidelines, rules, and regulations, if you will, are clear, both in the area of alcohol abuse and hazing. They also reflect the New Jersey State law, as well as the American Council on Education. I brought our policies. You have heard many of these. I will just highlight a few that I think might be of interest to you, to get a feel for what we are doing. These policies are distributed widely, in a variety of manners, at

our campus. We state, clearly, the purpose of the policy is, alcohol can be used appropriately in a social setting. These policies are not intended to prevent the use of alcohol, but to encourage its responsible use. New Jersey State law states: "It is unlawful for a person under the legal drinking age of 21 to consume alcohol or have it in his or her possession. Two, it is unlawful to purchase alcohol for sale to, or to give alcohol to a person under the age of drinking." Then we get into the rules and regulations that go with this statement.

Again, a couple of the rules that might be of interest: At all events where alcohol is served, the procedure must be established to adhere to certifying those legally of age to drink at the event. I would add, in our freshmen and underclass residence halls, we do not allow drinking. We have apartments, as do some of the other campuses. We have some special regulations for those apartments. Alcohol, when it is served, nonalcoholic beverages, and food must be provided by the sponsor of the event in adequate proportion. The sponsors of events where alcohol is served must file a party registration at least 48 hours prior to the event. The party host must have the approval of all suite-mates for any party. Parties will be limited to Fridays after five p.m. and Saturdays. Parties must be no longer than five hours in duration, and all parties must end by 1:30 in the morning.

ASSEMBLYMAN VILLANE: How do you monitor those regulations when a party is authorized?

DR. BATT: The authorization form, if it is a resident party -- which is what I am referring to here -- is signed by the residence office. The RAs are required to go through the residence halls and spot check these. They go through at 1:30, which is very clear, and there should be no party taking place at that time. If there is, they close down any party that has gone beyond 1:30. If the resident assistant, who is, after all, a junior or senior, in most cases, is unwilling or unable

to resolve that, we have a professional staff member on duty, who is called... We also have the backup of our campus security.

ASSEMBLYMAN VILLANE: The one missing thing on which I am not clear in my own mind is, your RAs are regulating the parties in your apartments?

DR. BATT: Correct.

ASSEMBLYMAN VILLANE: Are they checking the ages of the participants of the party?

DR. BATT: When we have a party, a procedure is set up to identify individuals by age. Probably a better example of that is, when we have parties -- and there are very few of these -- where there are mixed ages, we require wrist bands. I would also add that we do have a pub on our campus. As some other individuals have indicated, we are very upset with the proofing -- or the availability of proof, so we have gotten into doing our own photo I.D.s of our students, and only our students are admitted to our pubs. They are allowed one guest, who must sign in, and the student must verify the age of the individual he is bringing with him, because he takes responsibility for that individual at our pub.

Another comment was made with relation to the pub. I have more control, frankly, in the pub, than I do in any other location on campus. It is clearly monitored. If we are expecting any kind of a reasonable crowd, we have not only a professional staffer from student affairs there, but we will also have university security there. We will always have an individual at the door checking these I.D. cards. I would add, also, that we close the pub down -- it is open four nights -- and have what we refer to as "virgin nights," where they are nonalcoholic, and we do programming in the pub for all students at the campus.

I guess after making a comment about the pub and our regulations in the residence halls, I would add that a part of the process is obviously discipline. Again, we have clear

guidelines on our processes, to ensure that violations, when reported, are followed up in all cases. In point of fact, we have removed students from the university for violations. We have removed RAs for failure to follow our procedures and, although not related to hazing, this past fall semester, I removed a fraternity from the university. We take our responsibilities seriously.

I think, more importantly, what we are looking at, again, is an almost impossible task, and the response we in higher education must make is in relation to what we should be best at, and that is education. So, specifically, some of the things we do in relation to educating our students of all ages-- Starting with the youngest -- not necessarily the youngest -- the incoming new students, we have, obviously, an orientation where we deal with the issues. We follow that by a required freshman seminar course. All freshmen at Fairleigh Dickinson University must take this course. Parts of that course include information on drug- and alcohol-related issues, as well as racial and cross-cultural issues. We feel it is a very important aspect of bringing them to the university.

We, like everyone else, have Alcohol Awareness Weeks; we have outreach programs; we have wellness programs, because we are interested in the overall health, both mental and physical, of our students. I think as we look at the problem, there are three levels we look at: One is a community-based one, where we try to educate the entire community, and I mean faculty, students, staff. We have a secondary level whereby we go after students, faculty, and staff which is specific. When we can identify groups or individuals with problems, we try to outreach them. Then, the third, is that area where we have a very significant problem, and deal with that significant problem in a variety of ways, including institutionalizing our students, when necessary.

We have programs for children of alcoholics at our university, and we regularly refer to Alcoholics Anonymous. The very fact that that is taking place gives you a feel for the type of population we are dealing with. Again, I don't want to overdue this, but we have 14,000 students who are a cross section of individual ideas, mores, values. They bring to us a great variety, which is the richness of the university. They also bring us some of their problems. Those problems, as I indicated when I started, come from long before they walked through our doors. It is an extremely difficult task to try to deal with those particular problems.

I think we make efforts, but we need to make more efforts, after it is all said and done. I sympathize with my colleagues from Rutgers. Unfortunately, I am the one who winds up calling parents, and telling them that something has happened to their son or daughter. I have had to do that on too many occasions, not here, not now with alcoholic deaths, but I have dealt with suicides, I have dealt with automobile accidents, I have dealt with almost anything imaginable. I do not relish the thought of calling parents and telling them what has happened. So, it has our undivided attention. We, again collectively -- and I compliment this group -- must try to find some answers that will help us along the road we have to travel.

I would, for your information, recommend -- if this is appropriate -- a brochure, a monograph series, actually, that deals with some of the things most of the people here have been speaking about in relation to State laws, policies in relation to hazing, fraternity issues, alcohol awareness programs. The interesting thing about it is, it cites what other states are doing as far as legislation is concerned, as well as some very interesting suggestions for all of us in the profession. It is the "Alcohol Policies and Practices on College and University Campuses," edited by Joan S. Sherwood, Monograph Series, Volume VII, out of the National Association of Student Affairs Administrators. I will gladly send you a copy of that, as well.

ASSEMBLYMAN VILLANE: Good. We will make it available to the entire Committee. We appreciate that recommendation. When we talk about education, it seems to be such a difficult thing to teach people at the college level that alcohol, consumed the way it has been consumed at some of these parties, is poisonous. I heard today from a student, who said that one of the fraternities at their school does a good job. They make sure that the students who get drunk don't drown in their own vomitus, because they lay them on their bellies; one of the sad, sad stories we are beginning to hear as a result of this investigation. Hopefully, we will make it better.

DR. BATT: If I may make one other comment, as we deal with alcohol-related problems-- In the memo. you sent our college presidents, you said serious. I started and made the comment that, 68.5% of the incoming freshmen are drinking, and my guess is that continues. As we deal with alcohol, we have to look at the demographics, but I think that we also, as we look at alcohol problems, have to look at three different levels of alcohol. One is, we have students underage and overage who are using alcohol. We know that. About 20% of our students, I think, have difficulty with alcohol. We have 5% -- maybe it is less -- who have extremely serious alcohol problems. I think as we look at education, we can't look at it from the broad perspective that we are going to give everything to this large group. I think we have to break it down in that notion, so that the students get the right message -- the right message goes to the right student, if you will.

Thank you.

ASSEMBLYMAN VILLANE: That is a very good point. Thank you, Dr. Batt.

I would now like to hear from Dean Pam Bischoff, Dean of Students, Ramapo College. Dean Bischoff?

D E A N P A M E L A M. B I S C H O F F: Thank you, again, for the opportunity to speak with you today about this issue, which certainly concerns all of us.

Ramapo is a college of about 4000 students, 900 of whom live in residence. We have no social fraternities or sororities, and we have no pub. But certainly within those residence halls, there are drinking problems. I think our problems are compounded, and I think others are, too, by the kinds of advertisements that are issued by bars and other social organizations in our area. I have brought a couple with me. This will give you a flavor of what we are competing against: "Fifty-cent shots of kamikazes." "Fifty-cent beer all night." "Crazy drink prices all night long." Fifty cents a drink is not a lot of money for an alcoholic beverage, and with that kind of advertising, we are asking for trouble.

ASSEMBLYMAN VILLANE: Before you go on, I would like to tell you that we are going to be working with the Department of Law and Public Safety, the ABC particularly, and we are also going to be working with the Division of Motor Vehicles about false and fictitious proofs. It is important that the ABC take a look at those pieces of evidence, because in years past, those were illegal to print and distribute.

DEAN BISCHOFF: Yes. Let me clarify and say that in our situation, most of them are coming across the border from New York. New Jersey enforcement is far superior to New York's, and the problem we have, being right on the border there, is that students are going across the border and taking up in these places.

I share the concern that President James and other people expressed, that students come to college with some of these problems. Our CIRP Survey, the same one they are referring to, showed that 58.6% of our incoming freshmen drank beer in the last year; 57.2% drank wine or liquor. So, there again, we are competing against a pattern of behavior that has been established early in high school, if not before. I think alcohol is too much part of the fabric of high school life.

In terms of the policies we have at Ramapo, they are very similar to those you have heard about, and I have brought copies, as well, and I will be happy to share them. We are quite restrictive in the way we go about making these policies and enforcing them. I think, in our case, we are perhaps the only college -- or one of the few -- which has only one place on campus where students can legally consume alcohol, in terms of the residence facilities. We have one dorm reserved for those who want to live in a place where they can drink, all of whom must be 21.

We have adjudicated approximately 150 to 200 alcohol-related cases a year. We impose the same kinds of punishments that other colleges do, including fines, probation, suspension of residence privileges. This week alone, I removed three people from our residence halls for repeated alcohol violations.

We are concerned about alcohol, but not for itself alone. We are concerned because we see that alcohol abuse is related to vandalism, to fighting, to the expression of racial epithets, to graffiti, to poor grades, to disruption in interpersonal relationships, and to abuse of relationships. Those are some of the concomitant problems the drinking problem brings about. They are also part of the focus of our efforts.

I don't think there are any magic bullets, or ways in which we are going to be able to get at this in some simple and all-encompassing manner, but I would like to describe for you some of the things we are doing, which I hope are small, incremental steps that might lead us somewhere.

We require all of our resident students to sign cards which highlight those aspects of our policies that we think they most need to know; to sign that they understand and comply with these regulations. Over the summer, we send the parents of incoming students copies of our Student Handbook, along with a letter which highlights some of the values that Ramapo

College holds important. That includes a statement about our alcohol policies and about our pride in our diverse student population. well and I will be happy to share them with you.

We are proud to have a peer counselor working in our residence halls, and I think she has been very effective in working with students who won't come to the professional staff, people who are embarrassed by their own behavior, perhaps, and need that trained peer counselor to make an intervention.

We do the same things other colleges do. We have a freshmen seminar; we have an Alcohol Awareness Week; we have drug education programs. We write letters to resident students which outline for them, very clearly, what the legal consequences are for alcohol abuse on the roads or in other aspects of society. Each semester we meet with neighboring police departments, so we can set up joint policies, if you will -- ways of enforcing our policies on the campus, as well as trying to stop the purchase of alcohol in the community by underage students. I think our meetings with the police departments have been very useful.

We are sending those ads to the alcohol enforcement agencies in the two states which we adjoin, so that hopefully their folks will then get after these people. We had a meeting with the New York State enforcement people, asking them specifically to take action on a couple of those places.

We do referrals for alcoholism treatment. We have extensive literature available. We have an on-campus AA group, as well as one for adult children of alcoholics, because we are aware that alcohol problems, of course, are often present through a family history. We do extensive RA training -- Resident Undergraduate Assistant Program training -- where we try to alert them to the symptoms and signs of alcoholism, of alcohol poisoning, and of other kinds of issues they might come into contact with as part of their work.

We have also publicized to our faculty, our staff, and our students host liability -- the host liability concept -- because we want students to recognize that that applies to them, too; that they may, in fact, be the subject of suits if they are serving underage students in the residence halls, or anywhere else.

We also tie some of our alcohol education into our career planning effort, trying to alert students to the increasingly hardened views, frankly, of employers about drug and alcohol abuse. We are trying to use that as a carrot to get them to look at their own behavior.

Last, I think one of the positive features of what is going on is, students seem increasingly to be using the designated driver system, informally. Even if they are going and doing illegal drinking off-campus, it appears to me, from what I hear through the residents and other people, that they do designate a driver who doesn't drink. I think that is one of the more positive aspects of the behavior of students we ought to be happy about.

There are a few suggestions I would like to make. One of them has to do with the fact that there is a constant tension on college campuses between students' rights to privacy and our desire to enforce these policies rather strictly. We may need to look at that. Where is it that probable cause comes into this, to enter someone's room, or to search someone's belongings? Can we redefine that more carefully?

I think someone else alluded to the fact that students kind of have a "no snitch" mentality. Certainly, when people are engaging in very dangerous behavior, we need to change that attitude. We need some suggestions, I think, that we can share, about how to go about getting better cooperation. But it goes against the laws of student behavior, if you will. And I think we need funding for comprehensive programs. Many of us, I think you can see, have tried hard to develop those kinds

of programs. Some of us could use help with funding, for example, for specialized personnel; for someone who has CAC certification, who could work in our counseling center, and really address that small group of people who have serious alcohol problems, but who cause the campuses a disproportionate number of the problems.

Thank you very much.

ASSEMBLYMAN VILLANE: Thank you very much. Thank you, especially, for your recommendations.

I want to thank Dr. Saul Fenster for coming. He has left his Board of Directors today to come down here to testify. We really appreciate it, Dr. Fenster. We have had a great meeting, just to bring you up-to-date. Just about everyone who has testified -- who has stayed on -- talked about their school, talked about their pub, talked about their policies and their monitoring. And they are going to stay with us to answer some questions from the panel. I appreciate your making that long trip today. Dr. Fenster.

D R. S A U L K. F E N S T E R: Thank you very much, Mr. Chairman.

I suspect that what we are going to say, you have already heard in the last two hours. I just want to review very briefly with you-- I have with me Dean Judith Valyo, our Dean of Students, who will provide some additional assistance to me. Basically, our alcohol policies relate to alcohol consumption in the pub, in the residence hall, of course on the campus outside of the pub and the residence hall and, to the extent we can influence it, in the fraternities and in the sororities. I should say that overall the alcohol consumption policies relate more to trying to create an educational climate than to anything else. There is rather active promulgation from the day they start and, indeed, before they start, of what our rules and regulations are with respect to alcohol consumption, through the official Student Handbook of NJIT, which I believe you have.

ASSEMBLYMAN VILLANE: Yes, you sent it to me. Thank you.

DR. FENSTER: I think the Dean has more copies of it. There she is, okay. Very good. This speaks about our attitude. It speaks about the State and municipal law with respect to alcohol consumption. It talks to how firmly the alcohol consumption laws will be monitored and enforced, and it talks about the fact that violations represent a legal problem for the student, which the university administration is not going to support; that is, it is not going to support a legal defense.

Beyond the Log NJIT, which you now have, you have the "Promulgation of University Alcohol Policy," to all members of the institute community. This is the vigorous enforcement of the alcohol policy on campus, including Christmas parties, Board of Trustees' meetings, social engagements at which there will be alcohol consumption, in the pub -- as Judy Valyo will speak on -- very vigorous enforcement with respect to identification, and a general knowledge that the students have, or should have that there will be rather vigorous enforcement.

I have some prepared remarks, Mr. Chairman, which I will not read, copies of which we have for distribution. I suspect you have already heard a good deal of this, this afternoon.

With respect to the residence halls, we have on each floor -- and Judy will speak to this -- a resident assistant. Rather than stinting, we spent quite a little bit to be sure that we have reasonably good monitoring of what happens on a floor-by-floor basis. It is not an absolute guarantee but, once again, the students are aware of the fact that we are concerned and we are there.

With respect to hazing, we are now dealing with the fraternities and sororities, over which we do not have direct control, but over which we can exercise some indirect control.

While not necessarily pulling their charters, because we do not charter the fraternities and sororities directly, we can prevent the fraternities and sororities from pledging on campus. We can deny them access to campus facilities. We can do that. We can make the campus itself off limits to their activities and this, over a very short period of time -- I think the Dean would agree -- is tantamount to putting them out of business. We had an unfortunate racial incident, in which this was the punishment meted out, and it turned out to be extremely effective.

They have asked the administration what our response would be to the finding of a violation of the alcohol policies and the alcohol consumption laws. We told them that our response would be as quick and as unmistakable as it was in the previous incident. They would, in effect, be put out of business, to the extent that we could do this. Now, of course, one of the things we would not want to do, would be to drive them too far from campus, where we would have no influence on them whatsoever. Here you have a fine line you walk between control-- If we were to have absolute control over those fraternities, we would also be legally liable for them. We have been found, in a case involving NJIT, in which NJIT was joined with a fraternity in an unlawful incident-- We were found not to be liable because, in fact, we did not have legal control of the fraternity. So, to have greater control is to make us possibly legally liable for their actions. To have no control whatsoever would not make it possible to enforce, to the degree we can, certain regulations. So we walk this very fine line, Mr. Chairman.

Perhaps if Judy could just give us a few more minutes on residence halls and the pub, it would further enhance my testimony before the Committee.

ASSEMBLYMAN VILLANE: Please give her the microphone, so she can announce her name and position.

A C T I N G D E A N J U D I T H V A L Y O: I am Judy Valyo, Acting Dean of Students, NJIT. We have a pub on campus. Half of our student body is over 21. That is the reason why we chose to keep the pub on the campus. However, within the pub itself, there is a limited area in which drinks can be served, sold, and consumed. That is about a quarter of the pub. The other three-quarters are where the students eat. It is a place where students eat, and where the entertainment takes place. We found that very helpful in order to not have the pub only be the alcohol place on campus. You can, if you are of legal age, drink there, but there are also activities and events that go on. And there are certain times that the pub is totally dry. We do not serve drinks until after two o'clock in the afternoon each day. That is for faculty staff.

ASSEMBLYMAN VILLANE: How many days are you open, Dean?

ACTING DEAN VALYO: Five -- Monday through Friday -- and for special events, depending on the event. If there is a mixer on campus, alcohol is served through the pub only, and it is only beer and wine. The mixer will occur in the lounge of the Student Center; however, the pub is attached to the Student Center. The students who are of legal drinking age must go through the proofing line to get into the pub, but they drink there. They cannot bring the drinks out. And the entertainment is not in the pub. It is outside. We also clearly have nonalcoholic beverages and food as a requirement, in addition, wherever alcohol is going to be served.

Within the residence halls-- We do not program with alcohol at all, any residents' life activities we have. We have only had residence halls for eight years. We have 500 students. Kegs have never been allowed in the residence halls. We are staffed 24 hours a day at the desk, so we can clearly see if someone is bringing in a keg or not. Even in our upper-class graduate hall, we do not allow kegs, and we do not program with alcohol, although students who live in

apartments, if they are over 21, have beer and wine. Clearly with the residence students, if there are parties, the RA's monitor those very, very closely, and we know about them before they are going to happen. We have a small system.

I share everyone's concern with the alcohol abuse and with the notion that students come to us with a history of using alcohol. We've got to change that somehow, or counteract against that.

With the IFSC -- the Inter-Fraternity/Sorority Council -- they have chosen this year to focus on hazing, so we have had five programs for the fraternities and sororities on hazing and hazing abuses. We have them about once a month, once every six weeks. Most fraternities and sororities have attended. We clearly let the students know what the law is and what their responsibilities are.

ASSEMBLYMAN VILLANE: Thank you very much, Dean, and thank you, Dr. Fenster.

I would now like to hear from Mr. Julian K. Hoffman, Vice president for Student Services, Jersey City State College. Mr. Hoffman?

JULIAN K. ROBINSON: It's Robinson.

ASSEMBLYMAN VILLANE: Excuse me, Julian Robinson. I should know.

MR. ROBINSON: Julian Hoffman lives in Long Branch.

ASSEMBLYMAN VILLANE: He is a former Commissioner of the Highway Authority.

MR. ROBINSON: Yes, a member of the Highway Authority.

Good afternoon, Chairman. We are very happy to be here. I am here with Dr. Marco Cerincion, Dean of Students, Jersey City State College. I am a native of Jersey City, and therefore may take the liberty of offering a view that we both share this afternoon. We hope we are setting a precedent today, in that, within my knowledge, this may be the first time in a long time that a group has gotten together in Trenton to

talk about a statewide problem of serious proportions, and two people can come here representing an institution in Jersey City, and say, "We do not have the problem," or at least we do not perceive it as such.

Possibly the reason for this may be two main sources: One, we are an institution of some 4800 students, most of whom work at a full- or part-time job. Our students essentially come to us on a commuting basis. They come for an education, and in-between the securing of that education, they must, in fact, work. Therefore, social activities, as evidenced at parties at which alcoholic beverages are important, receive a very low priority on our campus.

Add to that, we have accommodations for only 100 students in residence -- 167; 100 in a campus dormitory, and 67 in an apartment building, which we own, across the street from the campus. Drinking is not allowed in the dormitory, and is very closely controlled in the apartment building. We do not see the problem that our colleagues at sister institutions see. This rather simplistic answer is underscored by the fact that a pub that operated for some nine years, closed three years ago on our campus for lack of patronage.

We are happy to be here; happy to share with you at least that part of the sunshine that comes from Hudson County. Thank you.

ASSEMBLYMAN VILLANE: Those of us in the Legislature do a great deal of business with Hudson County.

UNIDENTIFIED MEMBER OF COMMITTEE: Fortunately.

ASSEMBLYMAN VILLANE: Fortunately. Thank you very much. We appreciate it, Mr. Robinson.

I would like to invite Dean Lowe to take a front-row seat here again.

DEAN LOWE: Thank you so much.

ASSEMBLYMAN VILLANE: And I would like to move on to Dr. Charles Courtney, Acting Dean of Student Life, Drew University. Dr. Courtney?

D R. C H A R L E S C O U R T N E Y: Mr. Chairman, members of the Committee: I applaud what you are doing, and am glad to be participating, along with my colleagues, in this event today.

Some people regret the current New Jersey law on the consumption of alcohol because it splits college populations into two kinds of people. That is especially evident on a campus such as Drew's, where we have a total of 2200 students -- 1400 undergraduates, and the rest are in a theological undergraduate school. But I do not regret the law. I think there are very good social reasons for the law we have. I am proud that New Jersey is among the most advanced states in this area.

It is a challenge, then, to those of us in higher education to break that link between adulthood, leaving home, and substance abuse. We need to find ways to challenge our students to take the high road with respect to their social life, the same as we are challenging them in their performance intellectually and artistically, etc.

Our policy is not in a handbook; it is on a separate sheet, because we changed it September 1, when I started my interim year as Dean of Student Life. We sharply restricted the kinds of parties that can be held in residence halls, instituting a thorough system of I.D. checking, or proofing, and restricting the numbers of students who can gather in certain spaces, and defining the spaces that are open for parties.

The second thing we changed in the policy, was to ban kegs from residence halls. Now, kegs, as such, are not illegal, but there is a factual aspect to kegs and there is a symbolic aspect. In fact, kegs are the center for a lot of underage drinking. They are the certain for a lot of alcohol abuse. So we have to take account of that fact. But there is also the symbolic aspect, and by banning kegs, we were trying to send a signal that we want behavior to change.

With this new policy, people are required to gather in different places, at different times, and in different ways. Naturally enough, in the first few weeks after the new policy went into effect, there were attempts to test our resolve, and I had to have a roomful of young men in my office. In the course of that conversation, one guy said to me, "When you banned kegs, you destroyed my world." That was a very sad statement but, unfortunately, it reflected the state of affairs that had been. It also indicated the task that is before us to help students -- to work with them to recreate another world, a more healthy world, one consonant with our educational mission.

As others have said -- and I want to reenforce this -- there are extreme cases of alcohol abuse, but this year I have seen that overwhelmingly the problems that come to my office are alcohol related -- disciplinary problems, problems of destruction of property, emotional problems, academic problems, interpersonal relations. That needs to be stressed, as well as the extreme events that make the headlines.

We are doing the normal things as far as alcohol education is concerned. We are in connection with this new policy of entering into a training program for hosts and hostesses, those students who step forward to take the responsibility to put on a party. They must follow certain regulations. We put them through a training program, so they can do mock parties, and get a feel for what is really required in saying no to their peers; not an easy thing to do.

Related to that, is the importance of thorough training of RAs and RDs. They are the people who monitor in the hallways. If you do not have their complete support, then you are in serious trouble.

The pub at Drew is open three days a week -- three evenings a week -- Thursday, Friday, and Saturday. Checking age is a difficult task. What we have done is generate a master list from the university registrar's office. We take

the dates from the official transcripts, and those, then, are the way in which we check age for those who would enter the pub. We have a pub membership card. There is a single entrance to the pub. Though it is located in the University Center, there is only one way of getting there, and that membership card is strictly checked.

We need help from the State, I think, to be able to carry on a sustained and thorough educational program. My colleague from Ramapo said we have all made efforts, but we could benefit very much from a coordinated effort that you might support. Education is a piece of it. There is a kind of head learning that you can do, but it is not enough. When I participated in some of these host and hostess training programs, I went over a number of the basic facts, and they were nodding. They knew all those things. They said, "We had to answer those questions and show that we knew them when we got our New Jersey driver's license."

So, there is a whole other cut deeper that we have to go to address this. I think that sound policies, vigorously enforced, are very good ways of introducing another kind of learning. Thank you.

ASSEMBLYMAN VILLANE: Very good. We appreciate that, Dr. Courtney.

I would now like to hear from Dr. Gregory Brown, Assistant Dean of Student Life, Bloomfield College. Dr. Brown?
D R. G R E G O R Y B R O W N: I would just like to say good afternoon to everyone. I am representing Dr. John Noonan, who is our President at Bloomfield College, today.

I believe, in examining our alcohol policy, and in listening to the comments from our colleagues here, we are probably pretty much up to standard in most of the specifications and items that have been expressed. The area we are trying to focus on at Bloomfield is in the implementation and execution and facilitation of these different

specifications -- the monitoring, the tracking, the verification. That is the frontier for us at Bloomfield.

We have various vehicles on the drawing board. Some have been recently implemented; some will be implemented in the near future. These items would include computer rosters of students 21 years of age and over, which would be updated biweekly, every month, or whenever would be appropriate, for use by campus security and by the clubs and organizations as the students come into the parties; color-coded I.D. cards that would reflect, instantaneously, someone who is 21 or over. That may cut down on the computation factor somewhat. It could be updated each month when someone turned 21.

We are trying to develop a-- Well, we have developed a heightened relationship with the police and fire departments. They provide for us a very important underpinning at our parties and at our dances. Their mere presence in the cars just rolling by non-obtrusively, just maybe parking for five or ten minutes across the street, in support of our activities, helps us.

Student government will not fund alcohol -- the purchase of alcohol as a line item on budget request forms. If you desire to purchase a keg of alcohol, you've got to do that from moneys that you have generated through fund raising, not through the allocation of student activity fee money.

There is no drinking in the residence halls at all. That is an area we are hearing some commentary on from resident students who live in the dorms, who say, "Well, we pay the same amount of money to live in the dormitories as fraternity students or students who live in other small frame houses, yet we do not have the privilege of consuming alcohol as they do." We are examining that and trying to come up with a way to address that possibly legitimate concern of theirs.

Our hazing policy is incorporated within our "Standards of Student Conduct." That, I think, is a deficit we

would admit to. We need to devise a more specific and more concrete hazing policy. We have not had tremendous problems with that, possibly because of the smallness of our institution. We are able to eyeball, if you will, more students, and track their activities in the pledging process.

We have a Freshman Focus Program that assigns an incoming freshman to a small group, not exceeding six freshmen. That group is then assigned to a faculty or administrative entity -- person -- "a significant other," who can help to determine whether a freshman is experiencing a problem, or is succumbing to peer pressure, or has something on his mind.

Within the hazing policy and the "Standards of Student Conduct," another area we are going to be addressing which we do not have written, and that we have experienced some difficulty with, is the area of verbal and psychological abuse. That pertains to verbal abuse of administrators and faculty, as well. We have had some difficulty in that area, where you could strike an individual and become subject to the judiciary process. But, if you cuss that same individual out, you can virtually escape, and that could be a faculty member or an administrator.

We would like to say also that-- I took note of Dean Lowe's comment about interdependency. We at Bloomfield feel that we are a member of a consortium of schools, if you will, sister schools, which we are proud to be in the midst of. I, on occasion, have consulted with members of Dean Martin's staff at Montclair State, or Dr. Schramm's staff at Upsala -- Dave Anderson -- and with Dean Ippolito at Kean College. I would like to state that that is a strength for me as a new dean. It is a strength to be able to pick up a phone and to network and problem solve with other student affairs officials, who may be experiencing similar problems, and maybe coming up with strategies and ways to impact upon things. So, we would like to encourage that.

I think that is probably all I have to say. I do have copies of our Student Handbook available for you. I would like to thank you so very much for initiating this very important task. It is a shame that we have to do so, but it is something that needs to be done. I am sure we will do a good job of it.

Thank you very much.

ASSEMBLYMAN VILLANE: Thank you very much, Dr. Brown.

We are almost finished, and I want to thank everyone for their intense cooperation and attention to the speakers.

The next speaker will be Dean Edward Martin, Dean of Students, Monclair State College.

D E A N E D W A R D M A R T I N: Assemblyman Villane, thank you very much.

As you are aware, we now have an Acting President at the college, Dr. Richard Lynde, and it is on his behalf that I have been asked to come today.

Montclair is a relatively large institution, with about 10,000 full-time and part-time students. Only about 2000 to 2200 of those students live on campus, and most of them live in residence halls in which alcoholic beverages are prohibited. We have a concern about the misuse of alcohol, in all segments.

I listened with real interest to Dean Batt, when he spoke about getting phone calls, and I recalled, with terror, the call I got just last April from our police, indicating that I should try to get down to the New Jersey Trauma Center, because two of our students were not expected to live. Both of those individuals were involved in an accident, from which they did survive, but which was caused by the alcohol abuse of one student, and probably a little bit of alcohol abuse by the second student, which was just enough to impair his judgment, so that instead of saying no to a ride, he got into a vehicle with someone who could not navigate a sharp turn.

We have worked over the years to try to limit hazing on campus. We have been called together, believe it or not, by any number of agencies in New Jersey in the past -- one I think that deserves a lot of credit is Rutgers -- to try to take a look at the hazing problems in New Jersey. Over those years, we have discovered that alcohol, secrecy, and darkness are three of the key ingredients that contribute to problems all over our college campuses.

We have worked diligently to try to make sure that those ingredients do not get mixed together with our students. We have cut back alcohol at the campus. We have a pub which used to be open seven days a week; it is now open one day a week from about five in the evening until 12:30, one o'clock in the evening. We have cut out all drinking at our football games. We have tried to limit the bringing of alcohol onto our campuses. We have prohibited kegs. We have done everything else I think all of you have tried to do, in terms of monitoring that aspect of the environment.

Also, like all of you, we have tried to conduct any number of educational activities, and we hope that they will work.

When it comes to fraternities and hazing, we have had some very good support from our local fraternities and sororities, because we have very few nationals. One of the things we are looking toward, if we do grow with our fraternity and sorority system, is a little bit more support from the nationals, which have legal counsel, which have more written rules and regulations, and which, quite honestly, have faced the issue of liability much more sincerely and directly than those locals that might take their pledging rituals from "Animal House."

So, we are looking for some real support from this Committee in terms of helping us with issues we have dealt with over the years, which still keep coming back to hound us, to

cause us concern, and really to threaten the lives of the youngsters we care about.

Thank you.

ASSEMBLYMAN VILLANE: Would you just touch on your policy about alcohol in the dormitories and the apartments on your campus?

DEAN MARTIN: We prohibit alcohol in all of the dormitories. In the off-campus Clove Road Apartments, we permit it in the apartments where all of the residents are 21.

ASSEMBLYMAN VILLANE: You mentioned that you try to prohibit bringing alcohol onto the campus. How do you do that?

DEAN MARTIN: Well, the first step was to make sure that we banned the kegs, because they were the easiest to find as they came in. We have also conducted conversations with the various alcoholic beverage pervaders in the area, and asked them not to deliver. So, deliveries are not permitted to the campus. I think different colleges may have different problem times. One of our biggest problems is Thursday nights. What we do then is mass, if you will, a little bit more of our efforts on those particular evenings at the main desks, to try to keep out people who are bringing in large bags and gigantic overnight types of items.

Another aspect about our college that, you know, is helpful in some control, is that we now have 24-hour-a-day security in all of our large dormitories. After 12 o'clock, it is paid security from a private entrepreneur.

ASSEMBLYMAN VILLANE: Thank you. They were nice enough yesterday to host the Appropriations Committee at Montclair State. They were very hospitable to the Appropriations Committee, which we appreciate very much.

The last speaker from the college in Monmouth County, is Mr. Jeff Bartlett, Director of Student Life at Monmouth College. Mr. Bartlett?

J E F F R E Y B A R T L E T T: Thank you, Mr. Chairman. I think Monmouth College has the infamous reputation of being the impetus behind the original law that was passed in New Jersey. We had an unfortunate hazing death in 1974, and I think because of that incident, the college is very much aware, maybe even more so in terms of expanding on the original law in our policies. We have researched around the country and have contacted a lot of major campuses and universities, and adopted their little clauses and little statements they have made, labeling exactly what is hazing and what is not hazing in a fraternity or sorority ritual.

One thing I noticed today from most of the people who have spoken, was that fraternities were constantly brought up in terms of hazing. Recently -- last year -- I had two incidents with two different sororities. I think some of the Committee members would be embarrassed to find out that women are involved in these types of incidents. I think the psychological and the verbal and mental hazing that goes on in the women's organizations is often more detrimental and long-lasting than a lot of the physical abuse that goes on with fraternities.

In my position as Director of Student Activities on campus, I am representing President McGill, who could not be here today. My representation here is what I think the Committee needs to deal with, even more so, at their March 25 meeting, the people involved in student activities -- the assistant deans of students, the directors of Greek affairs. These are the people who are working a lot closer, directly, with the fraternities and sororities. I meet with fraternity members and sorority members in my office everyday, every night. I get calls on the weekend. We see the things; we hear the little details that are going on. I think those are the people who can really help you to find out the little things to implement in your policy.

Some of the programs we have worked on with our groups on campus involve contacting the national fraternities and sororities. We have incorporated the National Inter-Fraternity Conference, the Fraternity Executives Association, and the National Pan Atlantic Council resolutions on alcohol and hazing, and have incorporated those into our programs with the students. We have incorporated a Dry Rush Program. That includes weekly meetings with all the pledge masters from the various organizations with myself. We hold mandatory Pledge Forums that deal with hazing and alcohol abuse, where we bring in local law enforcement officials who answer the questions from the students. All of these students must sign a pledge form that they are aware of what can and cannot be done to a student, and what the consequences are.

We have instituted, through our Student Leadership Program, programs dealing with ethics on campus, what is ethically right and wrong, and moral beliefs in students. I think a lot of the students need to get back to good ethical behavior. Because of getting away from good ethical behavior, alcohol and hazing, and things of that sort typically then evolve, because the students are just used to crazy, unethical, "Animal House" behavior on our campuses.

We do not allow alcohol events that are held off campus to be advertised in any manner. I empathize with the advertisements that were passed around, and things of that sort. We used to have banners hanging across our Student Center, advertising off-campus parties in local bars and establishments, over which we had no control. They caused me a major headache when trying to do any type of programming on campus that did not involve alcohol.

We used to have a full-time, on-campus pub seven days a week. It was closed five years ago, and now we are limited to one night a month, where alcohol is served, but it is not the main emphasis. We average at least \$2000 in entertainment,

and another \$1000 in nonalcoholic beverages and food at those events that the alcohol is being served at. So, the alcohol is there somewhat as a mental drawing card, I think, to some of the students, but it is not there as the emphasis of the event.

Our campus program, the "Life and Advise and Career Center," has an extensive program on counseling that deals with alcohol abuse, and we also have a freshmen seminar program that deals with alcohol abuse, race relations, and things of that sort.

I think a lot of what we do is very much educationally based. I think if we want to find more of these little types of programs, I think contacting the student activities people is really going to help the Committee out. One request I would have of the Committee, and of the Assembly, would be to try to enact stronger legislation dealing with the local bars and off-campus facilities. On any given evening during the week, which is usually Wednesday or Thursday nights, when our students go out partying, I can walk into any local establishment, stand there at the door, and point out two dozen underage students, many of them 17 or 18 years old. It is these same establishments that continue to abuse the law and seem to get away with it. They are closed down for two days, and then are suddenly back in business again. These are the types of things that I think all of the universities and colleges are having trouble dealing with. I have less problems on campus with alcohol than I do with students returning from off campus.

Thank you very much.

ASSEMBLYMAN VILLANE: Thank you very much, Mr. Bartlett. The Assembly -- and not just because of recent occurrences -- last week passed a piece of legislation that would take the license away from anyone who provides alcohol to someone underage. It also provides that where someone presents false proof to get alcohol for themselves or for other people,

they would lose their license for six months also. I think that is going to be an important piece of legislation.

We are very much concerned -- and I mentioned this earlier -- about how easy it is to get duplicate licenses. I learned in my conversations with students this week, that the favorite mode of getting a duplicate license is to present someone else's birth certificate at a Motor Vehicle agency, some other student's identification card, which is also false, and get a duplicate I.D. from someone else. I have had preliminary talks with the Attorney General about this this week, and we are going to be addressing that problem.

I think if you can all tighten up what you do about identification on the campuses, that would also be handy. One student told me just recently that the identification cards for the colleges are readily available, and all they do is affix their pictures to them and laminate them. So, I think that is something we can look at.

I am going to turn the meeting over to my colleagues for their questions. But, the best policies and the best written programs to combat the problems of alcohol abuse and hazing on campuses will not work unless we implement them, and implement them strenuously. We want to work with you; we want to help you. I can't tell you how impressed I am with all of you staying here and giving us your expertise. We have never had the opportunity to do this, and I want to thank you before I give you over to the members.

They have a number of questions. I would ask the members to be cooperative, in that they should share the time with the others. There are seven of us here. I would like to start with the Chairman of the Education Committee in the Assembly, my colleague from the Eleventh Legislative District, Assemblyman Joseph Palaia.

ASSEMBLYMAN PALAIA: Thank you, Dr. Villane. Ladies and gentlemen, it is really a pleasure, as the Doctor said, to

see all of you here. It is impressive, it really is.

I have one question, and then a statement I would like to make. -- I would like any of you to answer this. When you give out your permit, you say on a Monday previous to something that is going to happen -- a party later on -- do they have to have insurance of any kind submitted with that application? I would ask any of you.

ASSEMBLYMAN VILLANE: Whoever responds, if you would--

ASSEMBLYMAN PALAIA: Yeah, would you give your names for the record?

ASSEMBLYMAN VILLANE: What we will need is the--

ASSEMBLYMAN PALAIA: Is there any liability insurance, or any kind of insurance that is needed, because it seems to me that you are leaving yourselves wide open if they can't provide insurance? If they can't get the insurance, so be it.

DEAN EVERSEN: Liability insurance for fraternity houses is very difficult to get, and very expensive. We do require it at Stevens. Almost every policy has an alcohol exclusion.

ASSEMBLYMAN PALAIA: Exclusion?

DEAN EVERSEN: Exclusion.

ASSEMBLYMAN PALAIA: You see, that is one of the problems. But the thing is, you know, if they are going to get this insurance, I think it has to include alcohol, or serving minors, or something to that effect. If they can't abide by it, then the fault lies with them.

I know there are other members who wish to ask questions, Doc Villane, but I just want to make a statement. It may be a direction, possibly, that the Committee can go. One thing that came through loud and clear to me was the fact that almost all of you said the same thing; that the drinking problems carried over from high school into the colleges. I totally agree with you; that is probably so. Maybe, Mr. Chairman, a direction would be to bring in some of these high

school principals and superintendents, and find out what is happening on that level, and maybe get to the root of the problem. It might be a direction to go. It just seems to me that if they are coming in with a drinking habit, it is going to be difficult to address it when they get up on the college level. It seems to me that we need some answers from the high school people, also. I think it has to be a cooperative effort. The blame isn't on one end or on the other end. The problem is, we have to find direction from both the 17- and 18-year-olds, as well as those who go on to college.

Again, Mr. Chairman, I thank you for giving me the time to speak.

ASSEMBLYMAN ROCCO: You're welcome, Joe. I will pick it up from here. Again, I would also like to thank everyone for being here and spending so much time with us today on this very critical question.

It seems to me that many of us in this room in the Legislature were here when we changed the drinking age from 18 to 21, and that certainly compounded the problems of working with alcohol on campuses. Just trying to calculate where we are, basically, with the campus population, it would seem that 20%, or 25% I would guess, would be of drinking age. I am not sure what the actual data is, but just roughly that would seem to be relatively accurate. That being the case, I think the Committee here should view some of the things we do in light of that percentage and the impact of it. Certainly, drinking in the pub is one thing and, from what I can gather, and being familiar with the circumstances, the pub is much easier to control in terms of entree, capturing, so to speak, the false identifications, and things of that sort. It wouldn't seem too rigid to me if this Committee were to look at the possibility of the pub being the one and only place on campus at which alcoholic beverages could be served. If we could all -- presidents and members of this Committee -- give that some

thought, it may help the circumstances overall. This would include fraternities and sororities, as I said, in light of that 20% population we are discussing.

At institutions such as Princeton, where you have eating establishments and a history of other locations, other than a pub, you might have to look at that carefully as well, but my guess is that the institution still owns the property upon which the eating establishments are located. Is that correct? Do they own the actual property and location and land? (negative response from audience) That is not correct? You're saying that the institution owns the land?

DEAN LOWE: I'm saying that the eating clubs are independent corporations. They own their own buildings; they own their own land.

ASSEMBLYMAN ROCCO: They own their own land. Well, the fraternities don't own the land, though.

DEAN LOWE: Ours do.

ASSEMBLYMAN ROCCO: Okay. Some fraternities own the land on the grounds of the institution; some do not. I don't think they do at Rider, do they? (inaudible response) So, we have a mixed bag there, in terms of actual regulations. I think this Committee would have to work that out. I certainly see that as one way to go; to have the pub the central focus of serving any alcoholic beverage. That would give us much greater control and utilization.

The only other thing I can see is, the exposure for the institutions is enormous in terms of insurance, as Joe pointed out. I don't know what the costs would be for insurance for the pub and exposure to the institution, but it would have to be significant. Do any of the presidents have any information on that, in terms of costs and potential exposure to the institution?

DEAN EVERSEN: Richard Eversen, from Stevens. We did a survey of the independent colleges about two years ago and

the cost of insurance for pubs. It appeared that the insurance was somewhere -- the maximum amount of the premium -- around \$3000.

ASSEMBLYMAN PALAIA: That's cheap.

ASSEMBLYMAN ROCCO: Very cheap.

DEAN EVERSEN: There is recent legislation-- (inaudible comment from unidentified witness near Dean Eversen) Yes, for a million dollar liability.

MR. EDWARDS: It is much more than that now.

DEAN EVERSEN: Is it? As I said, this was about two years ago.

UNIDENTIFIED WITNESS FROM AUDIENCE: It is closer to \$20,000.

DEAN EVERSEN: There is legislation that was passed and signed by the Governor last June, that restricts the liability of licensed beverage servers to suit under two circumstances only; that being intoxicated -- obviously intoxicated, or serving a minor.

ASSEMBLYMAN ROCCO: Yeah, that's Shusted's bill.

ASSEMBLYMAN VILLANE: Thank you very much. If you would give the mike to the President of Rider, maybe he would like to comment on his experience with insurance. Dr. Elliott?

DR. ELLIOTT: I can't give you an exact quote, but I know the cost of insurance is much greater than that now. We were pricing insurance for our pub in the fall. My recollection is -- and this is only recollection, so I don't trust it -- that it was somewhere around \$20,000 a year for \$500,000 worth of coverage.

ASSEMBLYMAN ROCCO: What is the exposure, and then I will finish, Doc?

ASSEMBLYMAN VILLANE: Dr. Rocco?

ASSEMBLYMAN ROCCO: This will be my last question. What is the exposure now when the pub is not utilized, and just the dormitory is utilized, and we have a problem -- an

insurance claim, either for an auto accident, or whatever? Is the institution the exposed in that situation?

DR. ELLIOTT: My impression is that the institution is not vulnerable as long as it is an unauthorized party, and the institution makes a legitimate effort to enforce the rules.

ASSEMBLYMAN ROCCO: If it is authorized, then you are saying--

DR. ELLIOTT: If it is authorized, then we clearly are responsible, and our insurance would cover that. Incidentally, I do have a figure here. It is \$3000 buys a million dollar coverage for one chapter.

ASSEMBLYMAN VILLANE: Thank you, Doctor. It is a good area for us to look into. You know, since the change in the law that has been passed by the Legislature and signed by the Governor limiting the liability, insurance premiums have changed significantly. We should take a look at that as a Committee and see how it applies to dormitories, apartments, and pubs. I think that would be a good project for our staff and for ourselves.

ASSEMBLYMAN ROCCO: Doc, I just want to say while you're here, since you were gone-- Doc Villane has championed this whole hazing situation since way back when we had the Monmouth College circumstance, and has put this together, as well. Doc, I want to thank you on behalf of the legislators.

ASSEMBLYMAN VILLANE: Thank you very much, Dr. Rocco.

I would like now to turn the questioning over to Mr. Joseph Doria -- Assemblyman Doria.

ASSEMBLYMAN DORIA: Thank you very much, Assemblyman Villane. I would like to begin by thanking the gathered educators here from all the institutions of higher education in the State. Thank you for coming forward and making your presentations. I think we found them all very interesting. I also want to thank Dr. Villane for giving us the opportunity to get together with you. I think the issue we are dealing with

today is an issue that is prevalent beyond just the higher education community. It is obviously a major societal problem. As was pointed out by a number of the speakers, and also by Assemblyman Palaia, the problem begins in high school, and then continues on into college.

One of the questions I would address to you generally, and ask for a response on, would be, do you feel that one of the reasons the problem seems to be more prevalent in certain situations is a lack of proper enforcement? That is my concern. It is directly involved in, how much enforcement is actually going on on college campuses in dormitories by, number one, the resident advisors -- the RAs? I know that is a problem, because sometimes they party with the students they are supposedly watching. And, number two, how much enforcement is going on by the actual college administration? I don't think any of us can expect one or two deans of students to be able to be in every dormitory room in every dormitory and every fraternity house.

My question is, is one of the reason that there is a problem the fact that enforcement is difficult?

ASSEMBLYMAN VILLANE: Joe, ask it to a specific person.

ASSEMBLYMAN DORIA: Okay, I will ask specifically Don Edwards.

MR. EDWARDS: Joe, we have thought about that a lot, and that is clearly one of the areas that we are going to be studying in the review of our policies, which we are doing right now. Dr. Bloustein said, when he called for the review, that he wanted to look at all of our alcohol policies, but with a particular eye to the enforcement of them. I suspect we can do a better job, but I also suspect that there are very severe limits on how far that can go, because the enforcement of any regulation or law has got to be seen as fair and equitable by those for whom it is enforced. Unless we are able to enforce the regulations we have, or new regulations that we might put

into place, consistently and fairly across campuses, colleges, and so forth, then that enforcement will not be respected, and it will not be effective.

I did a calculation. We have almost 8000 students. For those who are resident anyway, they are on campus 24 hours a day, 34 weeks, etc. If you add it all up, they have about 272 million hours of student life. If we took all of our faculty staff, administrators, everybody times a 50-hour week -- if they all worked that long -- we would only have about 16 million hours of supervision to match, even if we did it full-time.

Now, I don't mean to be funny. The problem is, it is easy to get around virtually any enforcement mechanism we put into place, unless it is consistent and fair and equitable and it can be properly staffed. That is a very big item to try to do.

ASSEMBLYMAN DORIA: Let me just follow up on that.

ASSEMBLYMAN VILLANE: Excuse me, Assemblyman Doria. Chancellor Hollander?

CHANCELLOR HOLLANDER: I would just like to make a comment on that. I happen to be serving on the Impaired Physicians Committee of the Medical Board, and roughly 5% to 15% of physicians nationally and in New Jersey suffer from drug and alcohol abuse. In an effort to get us adequate information to protect the public from drunken licensed physicians, we passed a law which requires reporting by hospitals. That law is widely circumvented by institutions. Physicians do not want to turn in their colleagues. These are mature adults -- licensed professionals -- who are in life-threatening situations day after day. So, when you ask, or expect students to deal with those kinds of issues, you can understand why it is so very, very difficult.

I think what I heard here -- and I'm sure you did, too -- is that our colleges have significant policies in place.

They have taken their leadership from the Legislature, because they all seem to publish the laws as you pass them, and make them available to students. The need to change student behavior is a very complex issue, that everyone in higher education faces. I have to say, in my heart of hearts, that despite everything we do, and we will do everything we need to do, we need to work on changing student behavior, and that is a very difficult task. However, it is one that obviously everyone is trying to undertake.

ASSEMBLYMAN VILLANE: Thank you, Chancellor. But, to reenforce what Mr. Doria said, I have been told that apartment parties that are, in some cases, limited to 40, get to be 100, and they are not really monitored by an RA, or anybody else. Oftentimes, as Mr. Doria has suggested, RAs join in the party with 18- and 19-year-olds. So, what we're saying is, the policies are great, but unless we do something about enforcement of the policies-- If it is the Legislature that has to provide you with the wherewithal to do that, then it is our responsibility. But, just to have the policy, to have it tucked into a manual, or to have someone sign off on that manual, is not adequate. It is not enough.

Do you want to respond to me, and then Mr. Doria is going to get the questioning right back?

MR. EDWARDS: I don't think any of us are suggesting, in our remarks, that that is, in fact, what happens. Our deans of students, our deans for fraternity life, our RAs, I believe for the most part, are very active in trying to enforce the regulations we have. And, where there are violations, we take action against them. I think there is a good record.

At the same time, there are exceptions. There are, as in any group, people who are going to work around the regulations. I think we can do a better job. We are going to try to do a better job on it. I am only suggesting that there are some severe limits, as there are for us as parents with our

own children, in terms of guiding and controlling and directing their behavior.

DR. SCHRAMM: Dave Schramm, from Upsala College. I just want to echo the same thing. The fact that abuses of that kind can occur, does not mean that the institution is necessarily not paying any attention to the task of enforcement, and are not working very hard at it. I can tell you that there is no area of student life on our campus at which our resident housing staff and our dean of students work harder or spend more hours on. It is not for lack of attention or lack of enforcement effort that we still have the abuses on our campus that we have. I think in that situation I am speaking on behalf of all of my colleagues, as well. The two don't jibe. The fact that there are abuses does not mean that there is merely a paper policy and no enforcement.

On the other hand, the fact that there is serious effort at enforcement does not guarantee that there are no clear and obvious violations of policy, as well.

ASSEMBLYMAN VILLANE: An important point.

ASSEMBLYMAN DORIA: Let me just follow up on that, because I think what was said by the various speakers just now, and what you said, Chairman Villane, is very important. I think the emphasis here is that there are policies and that there are attempts to enforce those policies. But if those policies cannot be effectively enforced because of problems such as Mr. Edwards brought out -- the number of hours the students are on campus -- maybe there is a necessity to review those policies and come up with policies that could be more easily enforced. For example: No drinking on campus at all. It would be much easier to enforce a policy of strict prohibition than selective prohibition.

Now, I see some people shaking their heads, and I would probably agree. I mean, obviously we had a noble experiment with prohibition in this country, and it didn't

work. I know that is absurd. Well, I am going to the extreme now, okay? I do not necessarily agree with that, but what I'm saying is-- Obviously, you are not going to say no drinking on campus at all. But I think maybe you could begin to be more specific and much more identifiable in the enforcement of policies and the creation of policy. I think it is difficult to say that in one building those under 21 can't drink, but those over 21 can drink. I think that is an absurdity. You can't do it. I mean, if I were under 21, and someone two doors down was 21, and he was having a beer and I walked in the room and grabbed a beer out of the refrigerator, who is going to stop me? There is no enforcement -- no possible enforcement. I think it would be absurd to even expect enforcement in that situation.

So I think that what we have to look at then, is some means by which we can make the rules and regulations much more, if you will, realistic, and how they will be realistic. I was one of those, probably with a few others, like maybe Dr. Rocco -- and I can't remember where he was -- on the 18- to 21-year-old. I realized a problem was going to happen when we went from 18 to 21, and how difficult it was going to be for the colleges to have one group that could drink and another group that could not drink.

The next question I am going to ask is-- Obviously, it seems like the problem that existed at Rutgers can exist at any school. Do you see a means by which you can begin to effectively discriminate, or create discriminatory policies at your institutions, that would begin to help solve the problem through some more, let's say, effective enforcement within specific guidelines? Or, do you think the Legislature has to get involved in that type of enforcement -- no, first, legislation, and then enforcement? I will throw that out to Dean Lowe.

DEAN LOWE: I can imagine it. In fact, we are, and have been, working this year toward reformulating the policy that we developed four years ago when the law changed in the first place. So, I am not here to make any representation that I believe we have achieved the best policy that can be achieved. I guess at another level, though, I think that you in the State, and we in many of the institutions of higher education, are similarly situated. I think, you know, that what we continue to confront is the fact that a significant number of people in our undergraduate constituencies do not want -- and I guess this is the way I have to put it -- to accept the fact that the law is the law, where one confronts, I think, in some sense, the widespread character of a desire, in some sense, to circumvent the law. You know, we in administration are in a very difficult situation, because, in some sense, it is the community that is affected by the law, that does not really believe that the law makes sense.

I would just have to say I think there are considerable numbers of adults in the community who question the wisdom of this law, as it applies to communities. I think we are in a position there where our only alternative is to get increased enforcement mechanisms, to such an extent that they begin to alter the character of the communities we want to have. I do think we verge, at moments, on jeopardizing what I would consider the educational mission of the place, because of a desire, and a necessity to maintain, in some sense, a consistent attitude about a law.

So I guess I would say that policies can be made better. I think enforcement can be improved. I think it gets back to the ambivalence of so many people in the community about the law itself, which is, I think, another way of saying, how does one change behavior? How does one accept the fact that there are some things you may not agree with, that one has to abide by? And when you recognize that people in the age

bracket of 18 to 21, you know, in addition to a sense of chronic invulnerability, are also involved in testing the limits, I think one simply has to say, this is a devilishly difficult problem.

So, sure, we can do better, and we are trying to do better. I, myself, think there is a kind of intractability about the problem that the lessons of, you know, recent history speak rather clearly to us about.

ASSEMBLYMAN VILLANE: We ought to speak briefly to the question of whether we did the right thing or the wrong thing in changing the law. In the first place moving it back to 18, and in the second place, to 19, and then to 21. There are some people in the Legislature who felt there was a response by the Legislature to the pressure of certain groups -- pressure groups -- because of the accidents and because of the overuse of alcohol, to raise the age. Well, some of us thought that by raising the age, you kind of took care of your own conscience, and the fact that people were abusing alcohol at younger ages. Some of us thought you ought to treat the problem of abuse of alcohol one way, and the non-abuse of alcohol another way. So that the 19-year-old could have two beers and not get in trouble, he ought to have the right to drink. If a 21-year-old abused the right to drink, then he ought to be taken care of under the law.

There was a great feeling and a great discussion in the Legislature at that point, but the pressures that were put on the Legislature almost forced the Legislature to raise that drinking age. I think on the horns of the dilemma, are the universities and the colleges, where you are mixing these groups of 18-, 19-, and 21-year-olds. So, that is historic. It doesn't make it any easier for us, but we do have a problem now.

Mr. Doria?

ASSEMBLYMAN DORIA: Yeah, I want to take off on that. I think my last question really follows that. I think all of us were on the horns of that dilemma, and I voted very reluctantly to raise the drinking age, because of the dilemma. I think the question is not drinking per se. I mean, maybe we are trying to be too finite about it. But I think the question is drinking responsibly. I'm sure that if I asked for a show of hands in this room, how many of us did not have a drink before we were age 21, or the legal drinking age-- You know, I don't think there would be many hands up here. Okay? Let's be realistic.

ASSEMBLYMAN ROCCO: Only Shusted. (laughter)

ASSEMBLYMAN DORIA: Tom is the only straight one here. But, I think that is important. I think, realistically, every one of us, I'm sure, if we were to examine our own history, are realistic to say that we did drink before it was legal for us to drink. The question is not the legality; the question is the responsibility. The question is the ability to drink responsibly, which is educational, number one, and which you are trying to do. I know there are programs educationally. We have programs in elementary and secondary schools. Assemblyman Palaia is aware and has been working very hard in this area.

My final question is, do you have any suggestions, other than the traditional educational answer? How can we begin to ask people to develop responsibility, so that-- Okay, 21 is the legal drinking age. If you drink before 21, well, that's-- It's not okay, but if it is done responsibly within a framework that is responsible-- Some cultures-- Doc Villane and myself come from an Italian culture, where drinking at a young age -- eight, nine, ten -- in Italy is common -- drinking wine. And yet there is no problem in those countries with severe drunkenness, because it is an accepted part of the culture. There are other cultures, the Jewish culture, the

French culture. The question is, how can we get to the problem of creating responsibility and an intelligent approach to the use of alcohol, other than what we are doing right now? I will ask the Chancellor that, since he had his hand up.

CHANCELLOR HOLLANDER: When you exclude education, you really exclude a heck of a lot, if you are talking about helping people to learn to drink responsibly, because that is what education does. But we are talking about a separable issue here, too, which is a subset of the broader issue; that is the problem of extreme alcoholic abuse, where the abuse of alcohol is a forced ritual upon students either by social peer pressure, or by a form of hazing or other initiation ceremony.

Now, despite the fact that everyone is trying to deal with it, it continues, it seems to me, to happen from time to time. I would again go back to a suggestion I had made originally, although I want to think about it, and you probably want to think about it, too, because it really steps into the civil liberty issue; that is, to give the institutions, through the civil code, rather than the criminal code, the ability to take action against groups -- fraternities, sororities -- on campus, that use hazing or, if you like, abuse alcohol, as a part of their processes. That would make it appropriately easy for presidents with a full understanding of the campus to take action, because the law says they have to take action and, in fact, the actions that colleges have taken, in large measure, or in part anyway, are responses to statutory requirements.

ASSEMBLYMAN VILLANE: Thank you very much, Chancellor. Yes, Dean?

DEAN LOWE: Thank you. I have only been a dean at Princeton under the current dispensation, in terms of the drinking law, but as I have thought about this issue and talked with others who have served in these capacities longer, I am aware -- and I am sure you appreciate this -- that one of the things that is taken away from us right now as faculty and

administrators of colleges, is the ability in the context of working with students to distinguish responsible and irresponsible use of alcohol, because by definition, with 75% of them, drinking is illegal. So even the issues about alcohol education are complicated for us, because to try to encourage responsible drinking in a community that is 75% underage, is potentially an ambivalent message. And what I think happens to us now, is that we have lost, sometimes, the opportunity to have at least some kind of social drinking in the public life of our institutions. So it is not really given to me to sit down and have, as it were, a beer with a student in a pub, and sometimes to model, in some sense, a kind of behavior in a kind of social and intellectual conversation, in which, in some sense, we are not dealing with a substance that is illegal or contraband.

I think one of the unfortunate effects of our current situation, is that drinking, you know, the drive towards which has an inexorable quality to it, is driven into private areas, in some sense, out of the sight and out of the perception, you know, of adults, who among other things can teach and, in some sense, mediate their own experience for students. I think that is an educational loss. There may be social reasons why this is an important project for us to continue to worry about, but I think just speaking from the narrow vantage of an educator, I think a 21-year-old drinking law takes something away from us that we can teach about, and I think have some positive results concerning.

ASSEMBLYMAN VILLANE: Thank you very much, Dean Lowe.

ASSEMBLYMAN SPADORO: Mr. Chairman, may I have an opportunity to comment?

ASSEMBLYMAN VILLANE: I am going to give you a chance to ask questions, but before I do, Assemblyman Shusted, who is the Chairman of the Judiciary Committee, and a former prosecutor, has a question or two to ask. Assemblyman Shusted?

ASSEMBLYMAN SHUSTED: I have just one question and one observation. First, I will make the observation. I believe it was Dean Martin who indicated that Thursday night is party night. I am wondering why whoever affixes the schedules doesn't-- Why don't we make Friday a little heavier on scheduling, and have the students have class on Friday? That is my observation. My question would be perhaps better addressed to Chancellor Hollander.

What would your reaction be to legislation that would prohibit alcoholic beverages totally, absolutely, on any campus of higher education that receives State funds?

CHANCELLOR HOLLANDER: I suspect you would see a tremendous increase in the value of liquor licenses within the proximity of colleges and universities. The students would end up drinking off campus. To the extent that there is any control now exercised on campus, both in educational programs and in discipline, that would all be lost. It would absolve the institutions of responsibility, but I am not sure it would solve the at-risk circumstances to which students are put.

ASSEMBLYMAN SHUSTED: Most of the testimony here has been about the problem on campuses -- drinking on campuses. You talked about the pubs, closing the pubs or limiting their hours.

CHANCELLOR HOLLANDER: Well, if I might, it seems to me from what I heard -- and the presidents are more expert than I, because I am not on the campuses -- that drinking at pubs does not seem to be a problem; that that drinking is reasonably controlled, adequately monitored, and fairly responsible. To the extent that drinking occurs in campus facilities legally, that is, under permit from the institutions, that does not seem to be a problem either. What seems to be the problem is where students in violation of the college regulation or the law engage in unsupervised drinking. Now, they can do that on campus or they can do that off campus. If they do it off

campus, they are under no control whatsoever. I suspect, as a parent, that if I knew a college had control on campus and there was drinking on campus, I would be less concerned than if I thought my child would have to go off campus with friends, driving somewhere, and drinking. I would find that much more fearful.

ASSEMBLYMAN SHUSTED: Okay. Thank you.

ASSEMBLYMAN VILLANE: An interesting question. In a phone conversation I had today with a student at Rutgers, she said that now that they have closed the fraternities, the parties have moved into the apartments and the dormitories. I said, "What about underage drinkers?" and she said, "Well, on weekends what they do, is go to town with their false proof." And that is a problem, when we are putting them on the road like that. You know, it's a problem when they drink in the confines of the university, but it is a problem to put young people on the road in their quest for alcohol. Yes, Doctor?

DR. SCHRAMM: One thing is that you are dealing with a wide variety of institutions. Upsala is quite different from Princeton, in terms of living situations, and so forth, and Princeton is quite different from Paterson, Kean, and so forth. One of the problems is to impose one workable resolution on everybody. It is not going to be, by definition, workable as well in one institution as it might be in another. To some degree, a word needs to be said on behalf of all of us, that says, "Make sure you leave us some room within which to deal with our own versions and variations of the problems, and our own differing resources for dealing with them." That has to be kept in mind.

ASSEMBLYMAN VILLANE: Thank you, Doctor. We have some questions from Assemblyman Spadoro.

ASSEMBLYMAN SPADORO: Thank you, Chairman. First of all, I want to thank you all for coming. Your presentations were excellent. One thing that is very clear to me is that you

all take the job seriously of regulating the drinking of alcohol on campuses. I graduated from college, I believe, about 18 years ago, and I have to say that in thinking back myself, I don't remember any regulatory schemes even close, or similar to what is in place in most of your institutions.

It seems to me that we should not brush aside the issue of education so quickly. The problem that happened at Rutgers -- that specific problem-- It seems to me that that problem itself would not have occurred had that individual been properly educated on the serious health risks, I think, of alcohol. I think this Committee, before we move forward to attempt to deal with enforcement -- or further legislation on enforcement, should seriously look at what educational programs are part of the mandatory curriculum, if any, at your various institutions. You should answer the question of whether that is not another approach that should be taken.

I think Assemblyman Palaia mentioned an interesting point. He said that by the time they are freshmen, they are already drinking anyway. So maybe we should also look at what sort of mandatory program should be in place in the high schools.

The question I would ask, at this point-- I would ask the Chancellor, because he talked about some legislative initiatives, would you want further intervention in the undergraduate system, i.e., tougher enforcement mandated legislatively, because we do have two statutes in place? We have a statute in place that makes hazing under specific situations illegal.

CHANCELLOR HOLLANDER: Certain kinds of hazing are illegal.

ASSEMBLYMAN SPADORO: Right, illegal. We also have a statute in place which mandates that there will be some monitoring out of your office of hazing on the various campuses. Do we need anything more?

CHANCELLOR HOLLANDER: That expired.

ASSEMBLYMAN VILLANE: If I may clear that up. The original legislation that was written in 1978, and became a law in 1980, was a companion bill that required reporting from the colleges and the universities for a three-year period. At the end of three years, there was a sunset provision in that bill. Earlier, before you got here, the Chancellor recommended that we re-implement that.

CHANCELLOR HOLLANDER: Consider re-implementing it.

ASSEMBLYMAN VILLANE: To consider re-implementing it is a recommendation for us to look at, along with some expansion of that. Those recommendations were made by the Chancellor.

CHANCELLOR HOLLANDER: Let me be very candid. I carefully worded my testimony to say, if you felt there was further legislation necessary, we would be happy to play that role, and I think we are the ones who ought to. Quite frankly, that would be most useful if colleges had not been paying attention to the issue. That kind of requirement that trustees look at the issue, develop plans and programs, and so forth, is a way of getting the college to pay attention to an issue they are not paying attention to. They are paying attention to this issue. It is obvious they are paying attention to the issue, and I would guess that there are very few exceptions. I don't know of any exceptions in this State.

So, I wouldn't press that upon you as a solution, but if you felt, in terms of your responsibility and our responsibility, that it was appropriate, all I was saying is that we should do that.

With respect to the reporting of incidents, I think that is useful. I think it is useful because it requires all of us to look at the data periodically and monitor it, and tells us something about trends. It is almost a voluntary reporting system, in the sense that we do not send audit teams

out to verify the facts. We rely upon the good will of the institutions.

The other thing, by the way, that statute did, was put us in touch with all the security people on the campuses, and they have developed some very, very fine programs. I would suggest you consider the possibility, if you are willing to talk about money, of funding, through us, that organization of law enforcement people on the campuses, that is, the campus law enforcement people, because they have some very, very excellent and sensitive people and some good educational programs that they could develop with respect to the monitoring process, which seems to be a problem.

ASSEMBLYMAN VILLANE: Chancellor, for your information -- and I haven't really consulted with the Committee yet -- our third meeting is to be held with the campus police directors, and we are going to be talking to them about what they experience and what the reporting has been in the past. That will be the third meeting of this Committee.

CHANCELLOR HOLLANDER: Yeah. The other suggestion about civil penalty I think is something worth looking at very seriously.

ASSEMBLYMAN VILLANE: A good idea. Yes, Dr. Weiss? Thank you for staying, Doctor. I really appreciate it.

DR. WEISS: That's okay. I would just like to say, I think we should not, as Assemblyman Spadaro says, undersell the idea of education. It may seem like a traditional thing, but I think that probably in the long run it is the most effective. I think it might not be a bad idea if the Legislature could establish some kind of a program which would help us -- give us guidance and help us to bring together expertise and consultants, which would assist all of the colleges to develop programs, perhaps a model program of some kind. Certainly in other states and in other countries, there is a great deal of expertise on this particular matter, and we ought not reinvent

the wheel, but find out what is going on. I think that would be a very, very valuable and useful thing, which the colleges could then respond to and utilize to carry this a further step.

ASSEMBLYMAN VILLANE: Thank you, Dr. Weiss.

ASSEMBLYMAN SPADORO: Mr. Chairman, just one additional point. Today, I didn't get any real information on education per se, and that is an area I think I would like to know more about, because I think any broad brush -- speaking for myself now; we have a seven-member Committee-- Any broad-brush attempt at trying to legislate away drinking at university campuses in this State, would be an absolute waste of time, and would probably be the wrong direction to go. We are dealing with young adults. Hearing from Dean Lowe about the schizophrenic environment that has been caused by the change in drinking age on campuses-- You know, I can see how the problem exists and how it can be propagated by the coexistence of 18-year-olds and 21-year-olds in the same building on the same street. If, in fact, the Chancellor's suggestion-- I didn't realize that bill had expired. I guess that was Assemblyman Villane's legislation. That was good legislation, because it required that your office be kept on top of the problem of hazing. We were dealing with Rutgers, I believe with one specific situation.

CHANCELLOR HOLLANDER: That was all crimes on campus.

ASSEMBLYMAN SPADORO: All crimes on campus. I think that is a good idea. But when you are dealing with alcohol abuse, you know, you are going to run into the same problems with legislation there as you had with prohibition. I have a feeling about universities, that they are a somewhat protected environment. That is one of the great things about universities, that they are able to operate somewhat quasi-independently from over-regulation and control. I have a feeling that trying to drop the hammer to deal with this problem would not get the results that I would like to get.

But, I would invite you to communicate with the Chairman and this Committee regarding the issue of education, ways that we can satisfy ourselves that young people, like this fellow Callahan, would be fully cognizant of the risks they personally would be incurring by doing the activities they were involved in. I have some confidence, as the President from Trenton State said, that this--

DR. WEISS: Kean College.

ASSEMBLYMAN SPADORO: Kean College, I'm sorry -- that education can work in the long term. Thank you, Mr. Chairman.

ASSEMBLYMAN VILLANE: Thank you very much. There is a comment from the Dean of Students of William Paterson College, Dominic Baccolo.

DEAN DOMINIC BACCULO: I just want to point out that we do still maintain, I think, a reporting structure. I think it is presently to the Attorney General's office on a yearly basis -- any major incidents on campus. That is done through the Security Office.

I want to point out that I believe there are several levels to the problem, and that the title, "College Alcohol Abuse" and alcohol abuse are separate issues. We can deal with education, and we are dealing with educational programs. In fact, one of the instructors in our School of Education has a program, in cooperation with the Paterson Archdiocese, which goes into all of the Catholic schools at the elementary level. It deals with alcohol abuse at the elementary level.

A number of my colleagues mentioned the fact that we are dealing with the history of alcohol abuse within the family and we're dealing with an illness. I don't think any degree of education will be sufficient in dealing with that serious problem. I don't have any answers, though.

ASSEMBLYMAN VILLANE: Chancellor Hollander?

CHANCELLOR HOLLANDER: I keep saying this, and I am going to say it one more time. I do it in response to your

most immediate-- I don't know what the courts will find, and I don't want to anticipate in the situation at Rutgers. But I have a feeling that education was not the issue there. Again, the issue that brings us together is the use of ritual and hazing to compel students to do something they would not otherwise do. That, I think, can be dealt with.

ASSEMBLYMAN VILLANE: Thank you, Chancellor.
Assemblyman Thomas Duch?

ASSEMBLYMAN DUCH: Mr. Chairman, members of the Committee: I would like to make similar comments to those my colleagues made. I would thank Chancellor Hollander and I would thank all of the educators from our State for being here today. Your presentations were certainly enlightening. I think it is very clear to us in the Legislature now that each and every school in this State does have some kind of comprehensive policy. Whether or not the policy is working is another issue, and perhaps is a reason for some legislative proposals.

Based upon what you gentlemen and ladies said this afternoon, I would like to make a couple of suggestions -- proposals -- for some follow-up to our Committee. I am going to mention some of the schools. Now, because I mention one school and not another does not mean that I think one policy -- that something is wrong with a policy. We have not received a copy of everyone's policy today, and certainly throughout the meeting, to look at the policies and to try to listen at the same time-- It would be rude to the speaker at hand to ignore him.

There were some things that were given out this afternoon that are very, very important.

ASSEMBLYMAN VILLANE: We are going to evaluate those things and, as a Committee, we are going to have a workshop session, in order to develop the initiatives we think will work best.

ASSEMBLYMAN DUCH: Well, I would like to make a comment.

ASSEMBLYMAN VILLANE: Sure.

ASSEMBLYMAN DUCH: I would like to start with the idea that the hazing law, as we have it -- as handed out -- is certainly good. I have a suggestion on some language, but rather than give that suggestion now, I will give it at our workshop. In conjunction with the definition of hazing, I believe that a declaration of pledge's rights and a pledge's bill of rights and responsibilities are very, very important. This is done at Kean College. This document is absolutely excellent. If I were to pledge in a fraternity or sorority, this document outlines all of the rights and responsibilities I have, not only as a human being, but under State law -- under presently existing State law. The policy of Kean College in having everyone -- the pledge himself or herself, the pledgemaster, the president of the fraternity or sorority-- The policy of having them all sign and perhaps an administrator of each particular college and university, is a very, very good one, because it tells us that every student is aware of what would constitute hazing and what would constitute a violation under presently existing, or to-be-revised State law.

This perhaps can be a model for that kind of a document. That document could be done through the Department of Higher Education and could be distributed throughout the State, through all State and public colleges.

I would then like to address the issue of perhaps mandating, statewide, an annual Alcohol Awareness Week, very similar to what is done at Paterson State College -- an Alcohol Awareness Week, not only limited to colleges and universities, but also applying to each and every high school in this State. I think that is very important.

That brings me to my next comment. I'm sorry that Assemblyman Palaia had to leave. My next comment is, the State

of New Jersey, Department of Education, instituted a very, very excellent program, and that was a substance abuse counselor in the high schools, not throughout the State, but for some reason it applies in some circumstances and not in others. I happen to be the mayor of a city where we do have a substance abuse counselor in our high school. She is doing a wonderful job. I happened to serve on the Substance Abuse Advisory Council, and I find that because of her young age, because she is from the community, the students are going to this young woman and telling her their problems. We have just had the opportunity of going back to our local Jaycees and getting them to sponsor a poor student who was brought to the attention of this substance abuse counselor, to sponsor that person to go for appropriate treatment. I think that is something that is very important.

The problem was discussed that it is not just in colleges and universities, but it is also in the high schools. So, if the problem is in the high schools, why can't we talk about the expansion of the substance abuse counselor position throughout the high schools in the State, and appropriate the funds needed so that the kind of education to prevent this kind of a problem is started at the right age. I think that is very, very important.

Finally, Rutgers. Mr. Edwards mentioned that they have a more comprehensive definition of hazing. I would like that to be submitted to the Committee, so the Committee could consider that, and include that in the hazing law. This is very, very important, too.

The last item, on which I have no idea-- I am going to throw this out to the educators, because I have no knowledge on this particular item, and perhaps you would have a recommendation. How do we regulate off-campus, unrecognized fraternities or sororities? Is there anything at all that can be done, any recommendation that can be made? The statement was made before that there was a fraternity or sorority off

campus, and that it is unrecognized, and the charter has been revoked, but yet it continues to function. Is there any suggestion from the educators on how we can deal with it? If there is not, certainly we will have to consult the appropriate legislative counsel and get some kind of a legal opinion.

Can anyone-- I guess it is a legal problem.

ASSEMBLYMAN VILLANE: Dr. Saul Fenster?

DR. FENSTER: Just as we indicated earlier, if you, in fact, bar use of campus facilities -- prohibit use of campus facilities -- by off-campus fraternities and sororities which violate the law, or violate the university regulations, you can effectively put them out of business, because they are perpetuated by activity on the campus. Now, you can do that, even if they are off campus, ostensibly unrelated. That has worked in our case, but I don't know how general that application might be.

ASSEMBLYMAN DORIA: Mr. Chairman?

ASSEMBLYMAN VILLANE: Is there another response? Mr. Doria?

ASSEMBLYMAN DORIA: There is a State law right now in the State of New Jersey that covers high schools, that does not allow high school students to belong to any secret fraternity or sorority or association, and that outlaws the existence of those associations at the high school level. That might be something, to see whether that could be continued on into the college situation, since the law is already on the books at the high school level.

ASSEMBLYMAN VILLANE: Thank you very much. One other thing, Mr. Duch?

ASSEMBLYMAN DUCH: One more comment, Mr. Chairman. When I spoke about the bill of rights -- the pledge's bill of rights -- earlier, what I was thinking of in my mind, so it is clear in the minds of the Committee, was something very similar to the Miranda warning, where if you are arrested, you get your

written Miranda warning and you sign off. Okay? What I am suggesting is, if you pledge a fraternity or sorority or any other fraternal organization, perhaps we should consider the idea of fully advising them of their rights under the law, similar to-- Princeton also has a policy statement, which is very, very well done. We could have the students sign off very similar to the Miranda warning, so that the student is fully aware, fully cognizant, and perhaps this kind of thing would not happen again.

I thank everyone for their indulgence. It has been a long afternoon.

ASSEMBLYMAN VILLANE: Thank you, Mr. Duch.

It is the hardest thing for any adult to remember what it is like to be 18. It is a most difficult thing to do. In my experience, even in the Legislature, it is difficult to get people to read things. That is a difficult problem, whether it be college freshmen or freshmen Assemblymen or veteran Assemblymen. The kind of guarantee you think you get from somebody signing off on a piece of literature is different in actuality than what you hoped to get philosophically. So, that's a problem.

There is an Alliance for Drug Free New Jersey, that has been sponsored by the Governor and promoted by the Governor. Hopefully, we can tie in some of the things we are talking about here. It is going to be taking large infusions of money to be put at community-based levels, and it ought to include the community of college and higher education. It is going to involve civic leaders, school leaders, and everybody throughout New Jersey. The Governor, the Attorney General, the Speaker, and the President of the Senate are really concerned about drug abuses and, as far as I am concerned, the abuse of alcohol is the abuse of a lethal drug. If we can teach one thing to kids, maybe that ought to be the thing we teach them.

Our education programs, which we have talked so much about today, and the policies we have in our colleges and universities, and the supervision and the monitoring are only as good as they are effective. I think that is where we have to work. I think of the 20 colleges and universities we have heard from today, I guess there are some that work better than others. I don't mean that in any way to be demeaning, but we ought to be taking a look at some of those things to see what works best.

In the series of meetings we will have in the future, I really would appreciate any input at all. I know the Chancellor and I stay very close in his recommendations for higher ed, and we are lucky to have him in New Jersey. But, if there is anything you need to do to communicate with this Committee, I would certainly appreciate any input at all. We will keep you in touch with all the progress, and we will keep you on our mailing list.

We had one college that did not respond. Of the 20 colleges in the State of New Jersey, every single one of those colleges-- We only took the larger ones. We have had a good response from every single one of them. So, as a Committee, and as an old-time legislator who has worked with many of you, I really do appreciate your dedication and the courteousness you have shown to each other and to us.

Thank you very much.

CHANCELLOR HOLLANDER: On behalf of my colleagues, Mr. Chairman, I want to thank the Committee and you for your sensitivity and the time you have spent listening to us. That is not easy either.

ASSEMBLYMAN VILLANE: Thank you very much.

(MEETING CONCLUDED)



APPENDIX



GUIDELINES FOR PLEDGING ACTIVITIES
TRENTON STATE COLLEGE
SPRING SEMESTER 1988

1. All rush and pledge dates must be approved in advance by the Inter-Greek Council.
2. At least seven days prior to initiating pledge activities:
 - a. The organization's president, dean of pledges and assistant dean of pledges must attend an orientation session on pledge guidelines conducted by the Office of Campus Life.
 - b. A written copy of the organization's pledge program must be signed by the advisor and submitted to the Graduate Assistant for Greek Affairs.
 - c. A completed Pledge Information Sheet indicating the name, ID number, number of credits attempted, cumulative grade point average, local address and phone number of each pledge must be submitted to the Graduate Assistant for Greek Affairs.
3. Prior to engaging in pledge activities all prospective pledges are required to attend an orientation session on pledge guidelines conducted by the Office of Campus Life. The session will be offered three to six times each semester to accommodate students' class schedules.
4. State law and college policy strictly prohibits actions which in any way cause mental or physical discomfort, embarrassment, harassment or ridicule; that endangers the physical well-being of a pledge, or that requires a menial task of a pledge. Violations of these policies by members of fraternities, sororities or social clubs may result in the withdrawal of the organization's charter.
5. Organizations are prohibited from engaging pledges in activities which are not included in the approved version of their written pledge programs. Changes in accepted programs may be made only with the advance approval of the Program Coordinator for Campus Life.
6. With the exception of community service projects and outings which are approved in advance by the organization's faculty/staff advisor, off-campus pledge activities are prohibited.
The state laws and college policies governing pledge activities and prohibiting any form of hazing apply to all on and off-campus activities sponsored by Greek organizations and social clubs.
7. Each pledge shall be provided a minimum of eight hours rest prior to the resumption of his/her pledging activities or first scheduled class whichever comes first.
8. Pledging activities must be conducted in areas that will not cause a disturbance for any member of the campus or off-campus community. All such activities should be in good taste.

9. Pledging activities are not permitted during the last three weeks of any semester in order to provide each student sufficient time to prepare for final examinations.
10. First semester students, including transfers, are not eligible to pledge Greek organizations or social clubs.
11. Prospective pledges must have at least a 2.00 cumulative grade point average and must have completed a minimum of twelve credits at Trenton State College.
12. Pledge programs may be conducted in the fall and spring semesters.
13. Chapters of Greek organizations and social clubs chartered by Trenton State College are strictly prohibited from conducting pledge programs at other colleges, universities or similar institutions.
14. Fraternities, sororities and social clubs are prohibited from requiring or coercing pledges to participate in any form of physical activity. Organizations may include marching, stepping and walking in unison in their pledge programs if conducted on a voluntary basis only, provided that such activities do not cause mental or physical discomfort, embarrassment or in any way endanger the physical well-being of participants. Contact sports, calisthenics, running and similar training activities are strictly prohibited.

***2C:40-3. Hazing.**

a. A person is guilty of hazing, a disorderly persons offense, if, in connection with initiation of applicants to or members of a student or fraternal organization, he knowingly or recklessly organizes, promotes, facilitates or engages in any conduct, other than competitive athletic events, which places or may place another person in danger of bodily injury.

b. A person is guilty of aggravated hazing; a crime of the fourth degree, if he commits an act prohibited in subsection a. which results in serious bodily injury to another person.

2C:40-4. Consent.

Notwithstanding any other provision of Title 2C of the New Jersey Statutes to the contrary, consent shall not be available as a defense to a prosecution under this Act. *(Added by L.1980, chap. 169(2); eff. 12/18/80.)*

2C:40-5. Prosecution.

Conduct constituting an offense under this Act may, at the discretion of the prosecuting attorney, be prosecuted under any other applicable provision of Title 2C of the New Jersey Statutes. *(Added by L.1980, chap. 169(3); eff. 12/18/80.)*

**(Added by L.1980, c.169(1); eff. 12/18/80.)*
(rev.34)

141-a



E.O.F. GUIDELINES

In accordance with the Educational Opportunity Fund Program's regulation 9:12-1.2, which stresses that the program's primary purpose is to improve the participants academic performance, increase student retention, promote the students' progress toward graduation and to provide effective administration support, the following guide for E.O.F. student pledging activities shall apply:

1. All students must meet the established institutional or Greek organization (whichever is higher) academic requirements.
2. All freshmen shall meet existing institutional requirements.
3. All applications for E.O.F. students to pledge will be reviewed by the E.O.F. Director (or Assistant Director) and said organization.
4. All Greek organizations will place their organization's pledge requirements on file in the E.O.F. Office.

Approved Sept. 1986





TRENTON STATE COLLEGE

The Social Contract

Welcome to Trenton State College. We, the housing and residence life staff, a division of Student Life, believe that living in a residence hall will contribute greatly to your personal growth. As a resident, you will be living, eating and studying with other students. This community way of life can yield many benefits, assistance in times of need, close friendships and good times, but it requires the commitment, consideration and cooperation of all to make it work.

You will be meeting with your fellow floor members and residence life staff during the first few weeks of the semester. As a first step toward building your community, you will discuss expectations and develop guidelines that

will insure your personal freedom while protecting your rights and those of others. The Social Contract is designed to help you understand procedures that have been developed in accordance with state laws and college policies (listed in the Non-Negotiable Section) and to design and implement guidelines which will suit your residential community (listed in the Negotiable Section). Your signature on this contract indicates your understanding and willingness to abide by these guidelines.

Again, welcome, and we hope your stay in the residence halls will be an enjoyable and rewarding experience for you.

Social Contract

(non-negotiable)

1987-88

Part I

For my own safety, that of others and of the building, I will refrain from tampering with fire and/or safety equipment in all the residence halls. I realize that tampering with fire safety equipment, pulling a false alarm, or initiating a bomb scare will minimally result in my removal from residence. In addition when the fire alarm sounds, I will immediately leave the building and not re-enter until I have been so told by a member of the residence life staff or campus police.

According to the college and state regulations, the use, possession, and/or distribution of illegal substances, i.e., marijuana, drugs, etc., are prohibited. The possession and/or distribution of weapons (i.e., any object whose main purpose is to inflict harm upon others) is also prohibited. Therefore, for this reason and for the safety of others, I will refrain from engaging in such activity.

No one under the age of 21 will be permitted to consume alcoholic beverages in the residence halls. Those 21 or older are allowed to consume alcohol in the privacy of their rooms, with the door closed, and with no minors present. They will be held responsible for minors in their presence. I understand that no alcohol shall be consumed nor carried in open containers, in any public area of the residence halls, and no kegs or beer containers over 32 oz. will be permitted in rooms or public areas. Staff may make requests for the inspection of packages being carried in the residence halls.

Leaving my outside door key or leaving exit doors propped open or unlocked causes an extreme security hazard for myself and other hall residents. Such action allows anyone open access to my home, my belongings and my person. Realizing this, I will always close the door after myself and whenever I see it open.

For my safety, the safety of my property and that of the other students, I will cooperate with the security program in all of the residence halls according to the established procedures as posted in the hall offices. This may include showing my I.D. card and/or room key when asked by staff.

6. My room is my domain and should not be used by others without my permission and that of my roommate(s). I understand that I will be held accountable for any activities happening in my room, or common areas of my suite in my presence.
7. Because of the potential hazard of an electrical fire, I will not use cooking appliances in my room, e.g., heating coils, hot pots, broiler ovens, hot plates, toasters, popcorn poppers, space heaters, microwaves, etc. Use of appliances with enclosed heating elements is permitted in the common areas (kitchens and lounges). In addition, I agree not to endanger anyone's safety by hanging objects, e.g., plants or mobiles, on the heat and/or fire sensors in my room.
8. Realizing that the common areas (bathrooms, laundry rooms, halls, lounges, kitchens) are for the use of all, I will leave them in a clean and orderly condition.
9. I will not initiate or participate in waterfights.
10. The college secures the residence halls through locks and/or hall security officers from 8 p.m. to 6 a.m. I understand that during these closing hours only myself, my invited, escorted guests and other residents may be in the hall. Residents are responsible and accountable for their guests and their guests' behavior. (I also understand that I will be held liable if I or any of my guests are caught destroying or vandalizing residence hall property.)
11. Throwing objects out of windows and the possession and/or use of fireworks is dangerous to individuals, their property and the surrounding environment; therefore, I will not engage in such activity and I know that I will be subject to removal from residence if I participate in such activities. Removal of the cables on the windows in Travers/Wolfe will result in a \$50.00 fine. Furthermore, I will also refrain from entering or exiting residence halls through a window.
12. Realizing that the dining halls are part of the total residential program, I understand that any inappropriate behavior will not be tolerated, i.e., stealing food, throwing food, etc. In addition, I must bus my tray before leaving the dining hall.
13. Because dining hall equipment is for the common use of all residents, I will not remove any dining hall equipment (trays, plates, utensils, flatware, etc.) for my private use or the use of someone else. A \$25.00 fine will be charged to anyone caught removing and/or possessing dining hall equipment.

ment for large animals, cats, dogs, etc., and because these animals in residence halls disturb other residents, damage property and present health problems, animals are prohibited from residence halls. Some small contained animals (fish, hamsters, small birds, etc.) are allowed with the written permission (pet permit) of the area director and your roommate(s). Pet permits can be obtained in your residence hall office.

Because lounge furnishings are for the common use of all, I will not remove any of the lounge furniture for my private use or the use of someone else. A \$25.00 fine will be charged per day/per item to anyone caught removing and/or possessing furniture. Furnishings brought into the halls must be removed when moving out. Items left in the rooms or hallways will result in a \$50.00 fine.

Recognizing that floor areas are defined primarily as areas of study, I will not play hallway games, not play stereo too loudly nor play any instrument so that it can be heard outside any room.

I agree to cooperate fully with my roommate(s) in completing the roommate contract and/or suitemate contract (if applicable) to avoid later discrepancies.

Social Contract

(negotiable)

This is the part of the contract where there is room for discussion. During the first few weeks of the semester you will meet the floor members to discuss and alter any of the following. As a community member, you must consider the safety and comfort not only of your floor but the floors above and below, as well. Once guidelines have been created and approved by the area director, you will be expected to abide by them.

1. Specific study hours may be determined by the floor members.
2. I will not have private parties in the floor lounge without the consent of the floor members and approval of the floor community advisor (C.A.).

This Social Contract is designed to make you aware of the policies and help you to understand the reasons for *our rights and the rights of other students.*

Residents' Rights

In agreement with the aforementioned contract I understand and that:

1. Housing and residence life staff are charged with the responsibility of maintaining the residence hall. This includes making sure the money collected for damages is used for the correction of these damages or for predesignated use.
2. The college has the responsibility to make the residence halls secure by means of establishing hall security guidelines and procedures.

and will not erect bunkbeds or tents higher than _____ within my room.

19. I will not discriminate against an individual because of race, color or any of the generic categories defined in the Affirmative Action Statement in the Student Handbook.
20. Damage assessment/costs for vandalism and misappropriation of property, and excess cleaning fines due to damage to both floor and hall assessments, are a shared responsibility of all residents.
21. At semester break the housing service staff will inspect rooms for maintenance and extermination purposes. I will remove all food from my room and leave my room in an orderly fashion or may be subject to a \$50.00 cleaning charge/fine.
22. I understand that the residence halls should at all times be conducive to study and that I should be considerate of other community members with respect to the noise level in my room and in common areas.
23. Any behavior deemed inappropriate by the residence life/residence life staff will result in disciplinary action.

I agree to adhere to the above behavioral expectations as well as the stipulations in my roommate contract, housing contract, the *Student Handbook* and the *Guide to Residence Hall Living*. I understand that if I do not, I may be dismissed from the residence and be denied the privilege of returning to on-campus housing in the future. It is understood that prior to dismissal for a violation of the Social Contract, full due process will be afforded me as outlined in the *Student Handbook*.

Since it is impossible to have a written rule to deal with every situation, *I understand that I will be expected to follow any reasonable request from a residence hall staff member, such as a request to show my I.D., a request to lower the noise level, a request to discontinue an activity, etc.* It is also understood that the intent of these requests would be in keeping with the floor-established community norms.

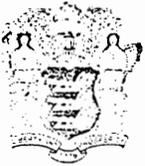
3. Housing is expected to supply each room with appropriate furniture and each floor with appropriate cleaning materials such as brooms, mops, toilet paper, etc. Cleaning maintenance workers (BMW's) are assigned to clean floors and common areas Monday-Friday. Additionally the college is responsible for supplying physical necessities of each building.
4. It is the responsibility of the housing and residence life staff to monitor the dining service contract and make sure the contractor abides by the dining service specifications.

SIGNATURE OF STUDENT _____

College Campus Address _____

6X

Date _____



THE ASSEMBLY
STATE OF NEW JERSEY
TRENTON

MAR 3 1988

OFFICE OF THE PRESIDENT
KEAN COLLEGE OF NEW JERSEY

ANTHONY M. VILLANE, JR., D.D.S
ASSEMBLYMAN 11TH DISTRICT
MONMOUTH COUNTY
15 WHITE STREET
EATONTOWN, NJ 07724
201-531-1306

CHAIRMAN
APPROPRIATIONS COMMITTEE

March 1, 1988

Dr. Nathan Weiss
President
Kean College of New Jersey
Morris Avenue
Union, New Jersey 07083

Dear Dr. Weiss:

As you are most likely aware, the New Jersey General Assembly through its unanimous adoption of Assembly Resolution No. 70 on February 18, 1988, approved the appointment of a Special Committee on College Alcohol Abuse and Hazing. The Assembly's formation of the committee stemmed from its deep concern over the tragic alcohol-related death of James Callahan on February 12, 1988 while attending a party at the Lambda Chi Alpha fraternity on the Rutgers University New Brunswick campus. The Assembly and its Speaker, the Honorable Chuck Hardwick, charged the commission with investigating the current situation on this State's college and university campuses in regard to underage drinking and hazing practices, to issue a report of its findings, and to formulate new legislation which may be needed to control abuses and to stimulate awareness in these areas.

As chairman of the committee, I have scheduled its first meeting for Thursday, March 10, 1988 at 1:00 P.M. in Room 418 of the State House Annex. At that time, the committee plans to meet with a representative group of college and university presidents from the public and independent sectors to discuss the policies of their institutions in regard to controlling underage drinking and dangerous hazing practices, as well as in stimulating awareness among the student body, in particular members of fraternities and sororities, in regard to the dangers of such practices.

I would like to invite you to meet with the committee on March 10th to share with its members the policies of your institution in regard to the above issues. Also, the committee would be most interested in hearing your views on the extent of the problems of dangerous drinking and hazing practices on college and university campuses across the State.

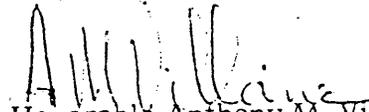
March 1, 1988

Page 2

While the committee's meeting will of course be a public one, I am hoping that the format of the meeting will be that of a seminar or roundtable discussion. Following the presentation of your remarks to the committee, I hope that you will remain with us to engage in a dialogue and exchange of ideas as to what actions the State and its institutions of higher education can take to avoid a repeat of the tragedy which recently occurred.

Please contact Kathleen Fazzari, Aide to the Committee, at (609) 984-6843, to let the committee know if you will be able to attend on March 10th.

Very truly yours,



Honorable Anthony M. Villane, Jr.
Chairman, Special Committee on Alcohol
Abuse and Hazing

KEAN COLLEGE OF NEW JERSEY
UNION, NEW JERSEY 07083

ALCOHOL BEVERAGE POLICY

The New Jersey legislature has established the legal drinking age to be twenty-one (21) years or older. Kean College is a public college and as such is public property of the State of New Jersey governed by State and local laws and College regulations.

Consumption, sale or possession of alcoholic beverages are strictly forbidden on College property except under the following circumstances:

1. Individuals twenty-one (21) years of age and older may purchase and consume alcoholic beverages at the College Pub, and/or College Cougar's Den (formerly Squire Room).
2. A picture County identification or a driver's license with a photograph will be the only identification accepted where alcohol is served.
3. Alcohol Permit - A recognized College organization may apply for a permit at the Office of Student Development and Activities to serve alcoholic beverages at an approved social function. The individual requesting the permit must be of legal drinking age. An alcohol permit may be granted for social functions in the College Center Cafeteria/Grill Room, Downs Hall, and the Browsing Room, under the following conditions:
 - a. All food/beverage for events shall be provided and served by the sponsoring organization.
 - b. Whenever alcoholic beverages are present, high protein food such as cheese or meat must be served in appropriate quantity for all participants.
 - c. Events (parties, dances, etc.) where alcohol is served must include a prescribed location for the distribution and consumption of alcoholic beverages. That area should be clearly separated from the primary social activity.
 - d. Guests are to be proofed for age at time of individual service for alcohol.
 - e. Sponsoring organization's faculty advisor or other staff representative must be present for the duration of the event.

- f. Parties/dances where alcohol is served, must include arrangements for security. Those arrangements should be coordinated with the Office of Student Development and Activities.
 - g. Non-alcoholic beverages must be provided at approved function.
 - h. Guests are not permitted to bring alcoholic beverages to campus social events.
 - i. The program must not be a social event designed to induct, or initiate the involvement of students under twenty-one (21) years of age.
 - j. Alcoholic beverages are not permitted in any student office without a permit.
- 4. Any disruptive and/or inappropriate behavior resulting from the use of alcoholic beverages will be considered a serious violation of College Policy.
 - 5. Alcohol in any form is prohibited from being brought into the athletic events of the College.
 - 6. The consumption, sale, and possession of alcoholic beverages must be confined to the area specified on the alcohol permit. Anyone carrying open containers of alcohol and/or consuming alcohol outside of the specified location will be in violation of College policy and Township ordinance and subject to legal and/or to disciplinary action.
 - 7. Residence Halls - Alcoholic beverages may be consumed in the College apartments by those students who are of legal drinking age.

Any disruptive and/or inappropriate behavior resulting from the use of alcoholic beverages will be considered a serious violation of contract and will subject the resident to disciplinary action.

Alcohol is not allowed in any unit where all occupants are under the legal drinking age.

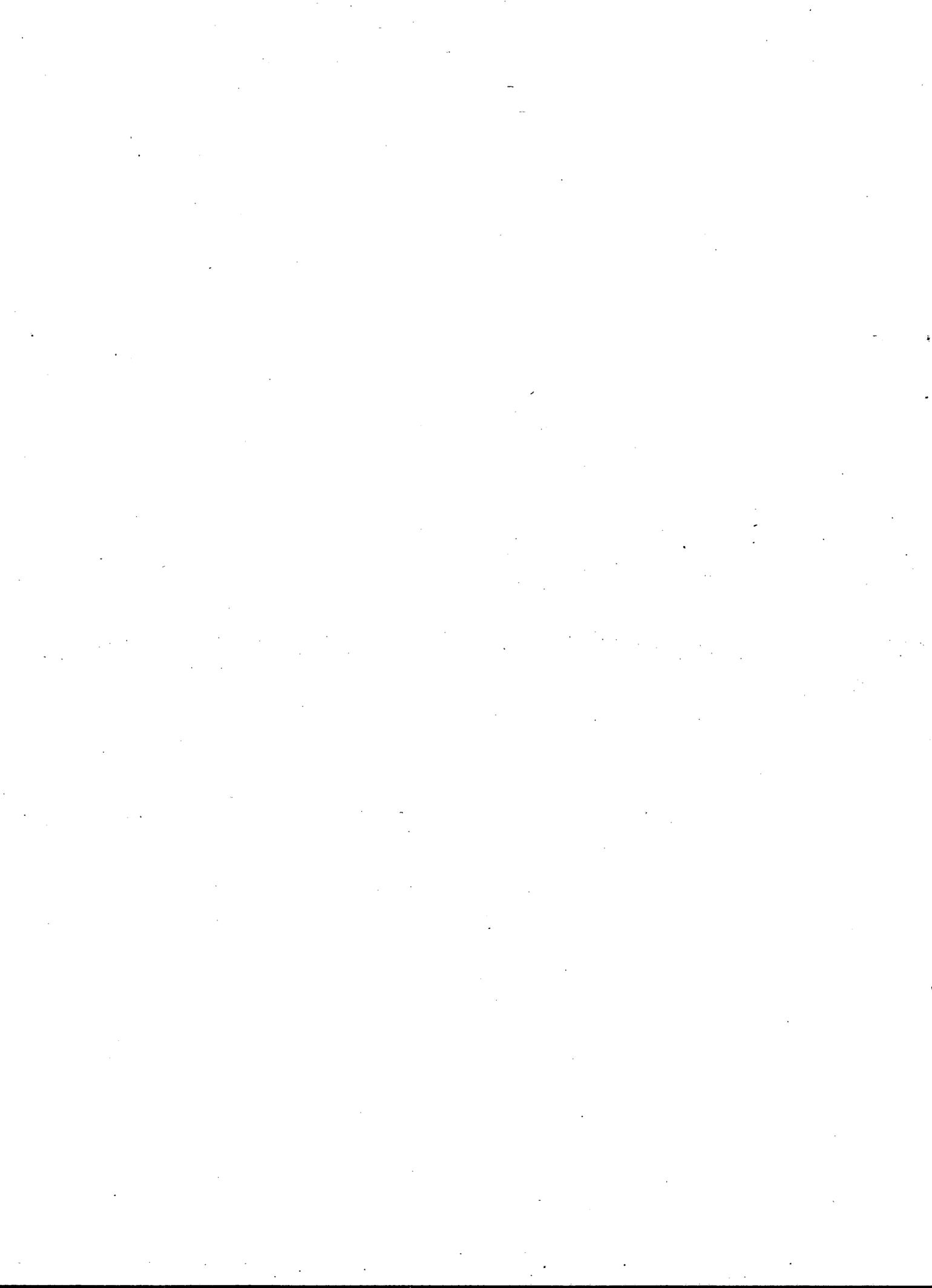
No kegs or balls of beer are allowed in any of the residence halls or dormitory buildings.

Alcoholic beverages are not allowed in Whiteman and Dougall Halls.

This Policy applies to the entire College Community as well as all individuals visiting the campus. Any individual or organization in violation of the Alcohol Beverage Policy may be subject to suspension of scheduling privileges for a minimum of one (1) semester and/or legal and/or disciplinary action.

ms

4/16/85



KEAN COLLEGE OF NEW JERSEY
UNION, NEW JERSEY 07083

ALL GREEK SORORITIES AND FRATERNITIES
GREEK COOPERATIVE COUNCIL
PLEDGING ACTIVITIES
FALL 1983/84

regulations listed below are taken from the Residence Hall Handbook/Contract and in effect for all Residence Hall Students.

Violations of these regulations occur as a result of pledging activities, participants as well as those directing the activities will be held responsible and will be subject to disciplinary action.

STS

Overnight guests are permitted on a limited basis. It is expected that residents will consult with and be considerate of their roommate and apartment when inviting guests. Overnight guests will be limited to weekend nights unless special permission is obtained from the Building Director. Residents abusing the guest policy will be referred to the Building Director and/or the Housing Office. Residents are responsible for their guests behavior while they are visiting the campus.

SE

The residential complex, while providing an apartment living experience, also an experience in group living and as such, individual students must be aware of the ways in which their behavior affects others. This is particularly true after 10:00 p.m., residents will turn down stereos, radios, etc. so that no noise is discernible outside of the apartments.

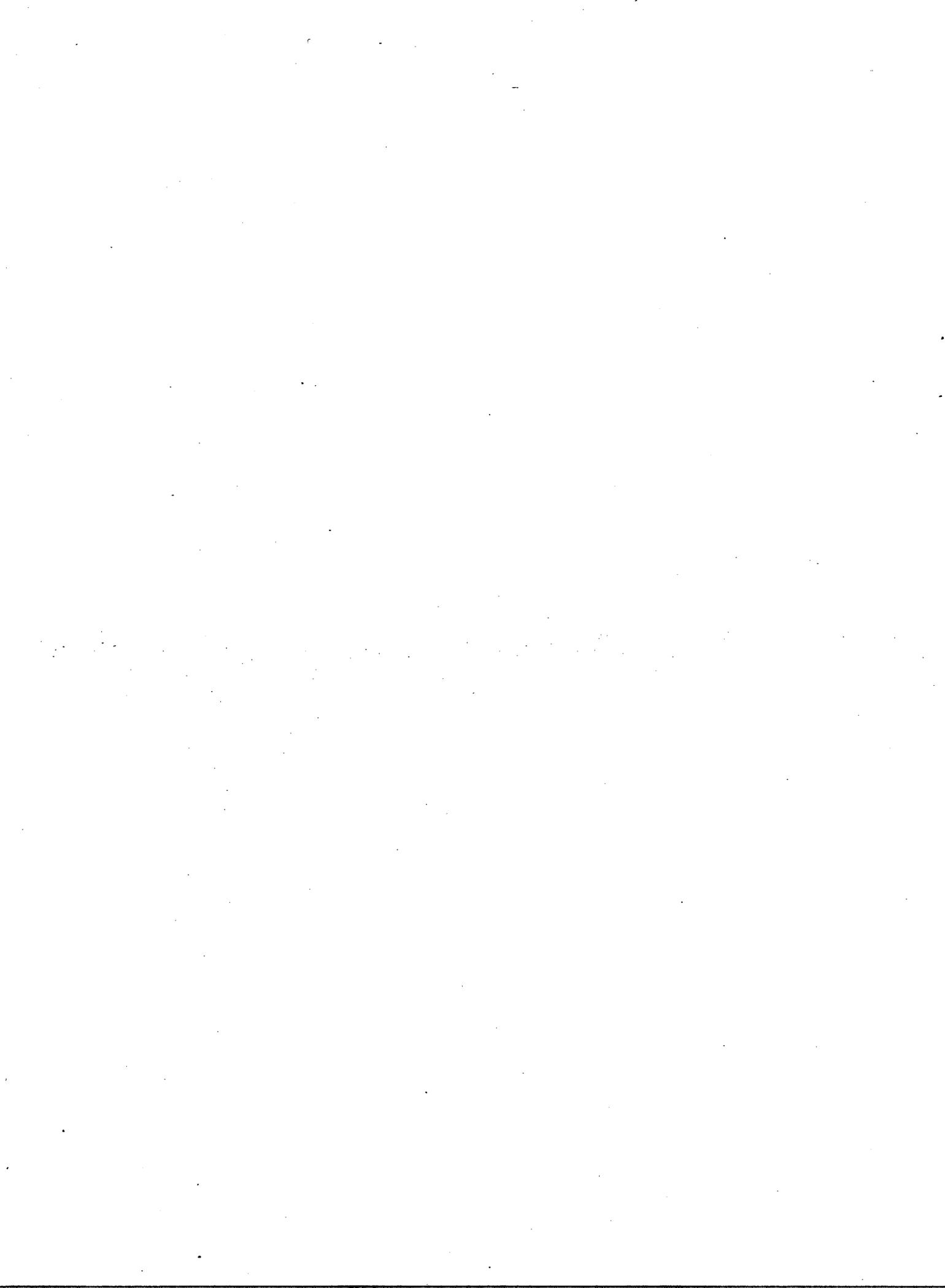
It should also be apparent that with different class schedules, exam schedules, etc. it may be necessary to accommodate others so far as the level upon which music should emanate outside into the Quad or rear of the buildings.

Occupants are also considered residents of the Township of Union and as such, subject to its ordinances. Disturbances by an individual or group can result in disciplinary action as outlined in the Residence Hall contract and/or municipal ordinance if applicable.

TY POLICY

Residents are encouraged to socialize within the halls and at approved college functions. However, it is expected that socialization or "partying" does not interfere with the rights of other residents.

It is against School and Housing Policy to have any kind of pledging activities that are open to the public to see (for instance, dinners, parties, etc. are allowed). No "Stepping" or loud voices are allowed in or near the Quad (Residence Halls). Disciplinary action will be taken against those and responsible parties if these violations occur.



DECLARATION OF PLEDGE AND CHAPTER RESPONSIBILITIES

Pledges in the Kean College Fraternity/Sorority System and Chapter Officers have the following responsibilities. This statement is to be read, understood and practiced during the pledging period of one's fraternity/sorority.

PLEDGE BILL OF RIGHTS

The following shall serve as a Bill of Rights for all students who shall elect to pledge a Fraternity or Sorority at Kean College of New Jersey. These shall be construed as the minimum rights to be afforded to each and every pledge. It is assumed that a Bill of Rights is a basic document in which free men and women are guaranteed freedom from any type of irresponsible action on the part of individuals or organizations. It is also assumed that such a document will serve to reassure the pledges and to enhance rather than hinder the initiating organization.

Therefore each pledge shall know that he or she is not required to submit to any form of activity or requirement which may endanger his or her life or health, physical or psychological well being. Activities which are strictly forbidden are:

1. Dietaries in any form. A dietary to be defined as any food, non-alcoholic drink, any mixture of food or non-alcoholic drinks, or amounts of the same that would cause illness.
2. Introduction of alcoholic beverages or other intoxicants will be limited so it does not cause danger to the pledge or the people around the pledge.
3. Paddling in the form that endangers the pledge's physical well being.
4. Stroking or physical touching in any manner that may be construed as indecent.
5. Malicious beating or physical abuse of any kind.
6. Any indecent acts against the pledge or any indecent acts required of the pledge.
7. Physical activities that may endanger the safety of the pledge or others.
8. Any extended activity that may interfere with the pledge's scholastic work.
9. Any type of activity that may be in violation of legal statutes or policies of the College.
10. A pledge's religious beliefs will be respected during pledging.

By agreement, each Fraternity and Sorority will set up a committee to hear the grievance of a pledge. If the pledge does not feel that he or she is satisfied, the pledge next should see the Dean of Students, who will meet with the group to discuss the possible infraction. If the pledge and the Dean of Students feel that they are not satisfied, then a meeting of all Greeks will be called, with each group required to send either its President, or a designate, to hear and rule upon the grievance. A meeting of this nature may be convened only during pledging.

The undersigned pledge understands that he/she has the following responsibilities:

- A. To understand and abide, in fact and in spirit by the above Bill of Rights;
- B. To maintain his/her satisfactory academic standing with the College while pledging;
- C. To refrain from questionable activities that may jeopardize or demean the image of fraternities/sororities in the Kean College Community;
- D. To make a constructive contribution to his/her chapter and to its pledge program while pledging.

The undersigned chapter officers understand that they each have the following responsibilities:

- A. To understand and abide, in fact and in spirit, by the above Bill of Rights;
- B. To maintain his/her satisfactory academic standing with the University while pledging;
- C. To refrain from questionable activities that may jeopardize or demean the image of fraternities/sororities in the Kean College Community;
- D. To make a constructive contribution to his/her chapter and to its pledge program while pledging.

The undersigned chapter officers understand that they each have the following responsibilities:

- A. To understand and abide, in fact and in spirit, by the above Bill of Rights;
- B. To conduct a pledge program that is a positive, educationally sound, developmental growth experience that is adapted to the needs of each individual pledge.

Name of Pledge

Name of Pledge Master

Signature of Pledge

Signature of Pledge Master

Date

Name of President

Signature of President

PLEDGE REGISTRATION FORM

NAME _____ STUDENT I.D.# _____
Last First Middle

FRATERNITY/SORORITY NAME _____

CLASS YEAR _____ MAJOR OR INTENDED MAJOR _____ SEX _____

HOME ADDRESS: _____

City State Zip Code

HOME TELEPHONE # _____

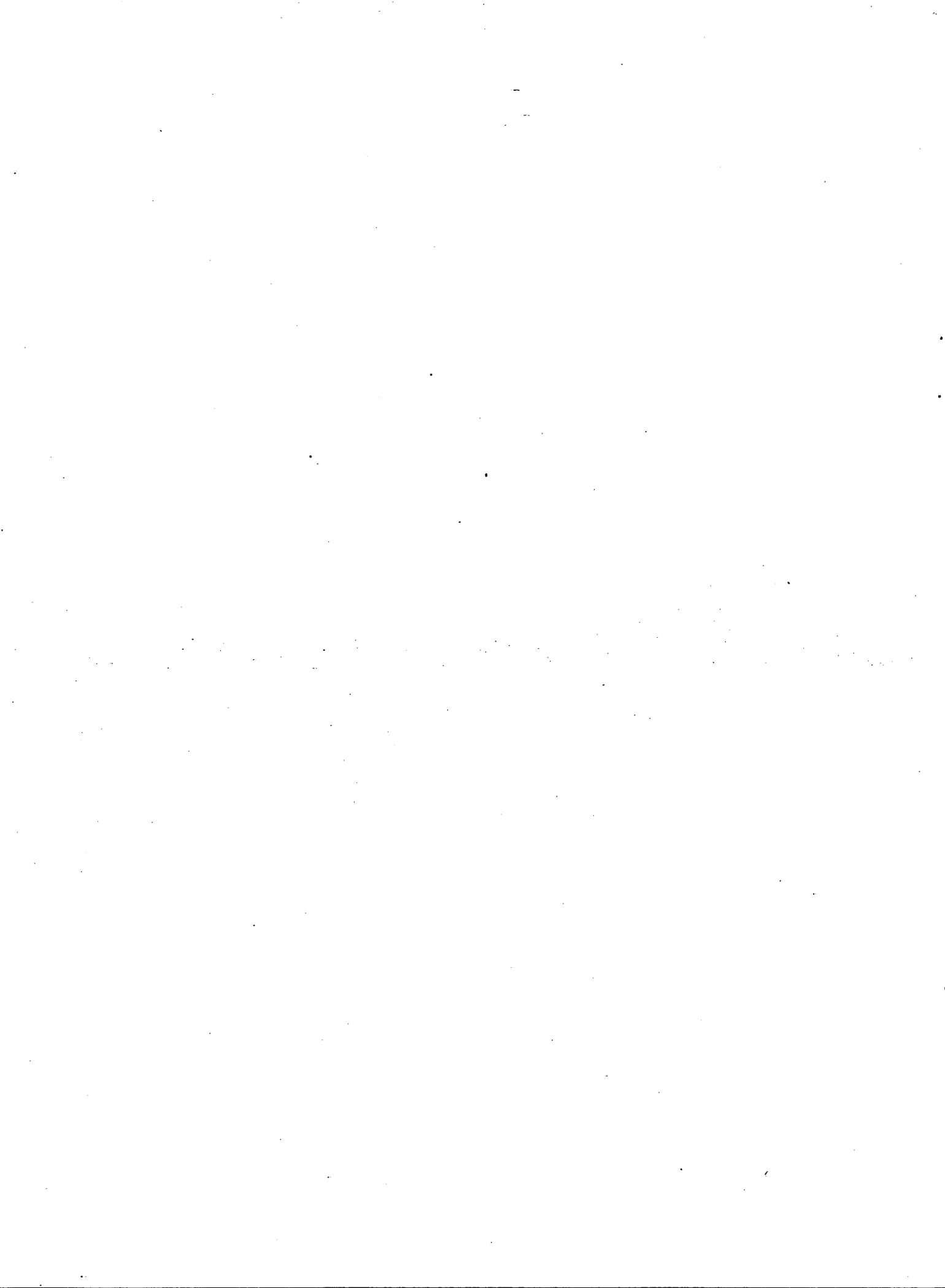
CURRENT ADDRESS

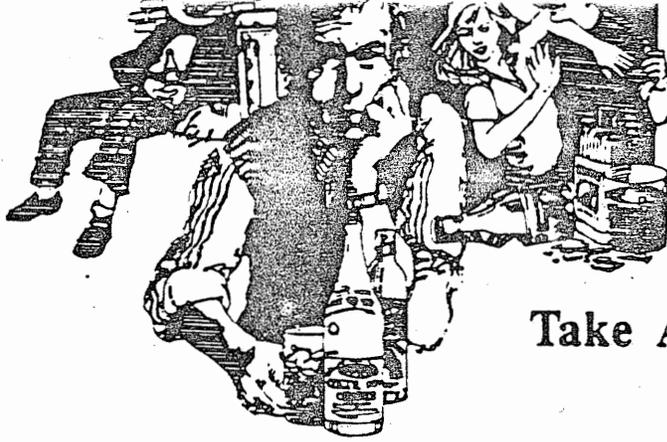
NAME OF DORM _____ ROOM # _____

COMMUTER ADDRESS _____

City State Zip Code

TELEPHONE # _____





Alcohol
Awareness
Week

Take AIM - Alcohol
In
Moderation

Thursday **October 15, 1987**

7:00 PM
Little Theatre

*Pre National Collegiate Alcohol Awareness
Week Kick-off*

Mike Greene - Collegiate Consultants
Sponsored by Student Organization Inc.

Monday **October 19, 1987**

10:00 AM
Little Theatre

Alcohol Kick-off Convocation

1:45 PM
Sloan Lounge,
College Center

RAP Session - Alcoholism, International?

Sponsored By International Students Association
HBO Film "Drunk and Deadly"
Sponsored by P.R.O.U.D.

Tuesday **October 20, 1987**

12:00 PM to
7:00 PM
Grill Room
College Center

Tropical Day

Non-alcoholic drinks, food, music, limbo and hula hoop
contests.

Sponsored by B.S.U and The Commuter Club

Wednesday **October 21, 1987**

1:00 PM
Little Theatre

*Panel Discussion-Speakers from the community
will be brought in to discuss alcohol
related issues.*

Sponsored by Hotline (Communication-Help Center)

9:00 PM
PUB

Band: BACK SEAT ROMEO

Sponsored by Student Organization

Friday **October 23, 1987**

12:00 PM

Picnic in the Quad

We are taking AIM in the Residence Halls at Kean
College!! Buttons, Bumper stickers, etc. Music, food soda.
Representatives from Anheuser-Busch will be available
for discussion

The film "*Choices*" will be shown throughout the week. Sponsored by
Resident-Student Association and Housing



SPECIAL COMMITTEE ON COLLEGE ALCOHOL ABUSE AND HAZING

FIRST MEETING - THURSDAY, MARCH 10, 1988

TESTIMONY BY FRANK N. ELLIOTT

Rider College has five National social fraternities and four National social sororities which occupy houses located on the College campus. The College has strict regulations regarding both hazing and alcohol abuse and enforces them. College regulations pertaining to alcohol and hazing are published in the Student Handbook as follows:

Hazing is specifically covered by Section II.5.

Alcohol abuse is covered by Section V.1.

Our alcohol policy is covered on pages 99-109.

We require attendance at an Alcohol Awareness class for students who are involved in alcohol related disciplinary problems and an Alcoholics Anonymous group has agreed to meet regularly on our campus. They will begin meeting March 14. We have provided a very successful Alcohol Awareness week each Fall and it has enjoyed a high level of student participation. Further, we are in compliance with Federal regulations by providing alcohol and drug abuse education and referral through our Student Affairs Division and our Personnel Office. We maintain round-the-clock on-duty student health service on the campus and we have a special arrangement with Mercer Medical Center for emergency room service.

Do we have alcohol abuse problems on our campus? Yes. Alcohol and drug abuse is a problem throughout our society. We are not immune to that problem. But the problem is not ignored nor is it out of control. Rider has one of the larger resident student populations in the state (over 2,000 students live in residence halls and Fraternity and Sorority houses on the campus). Our disciplinary records and Health

Center records indicate that we have the problem and that we are dealing with it.

The increase in the drinking age from 18 to 21 has had a positive influence on our campus. The number of alcohol abuse problems has decreased. Nevertheless, severe alcohol abuse cases still do occur. Enforcement is an on-going problem. We prohibit alcohol, and enforce our regulations in all public areas (indoors and out) and in all academic buildings. At the present time we do permit alcohol in private rooms by persons of legal age. However, we penalize underage drinkers and those who provide them with alcohol, even if the drinking occurs in a private room.

Do we have violations of our hazing policy on our campus? Yes, despite the fact that every fraternity and every pledge is given information about College rules and N.J. laws regarding hazing. Our Greek Coordinator meets regularly with the fraternal units to discuss these rules and the Dean of Students and I meet annually with the officers and mention our abhorrence of hazing and our intent to enforce our rules against it. Four of our five fraternities and one of our sororities have been penalized for hazing violations. Several of the hazing problems have been reported by the College to the Lawrence Township Police Department and in turn by the Lawrence Township Police Department to the County Prosecutors Office. None has resulted in criminal prosecution. Why?

The answer is very simple. Most criminal prosecution requires the signing of a criminal complaint by the victim and the victims won't sign such complaints. This is a problem common to all young adults and by no means just indigenous to the Greeks. So, in coping with known or suspected hazing incidents, we find that the victims are not willing to sign criminal complaints against their brothers or sisters. Further, in

our experiences, any injury resulting from a hazing violation was truly an accident, and regarded as such by the victims, and treated by the victims as unintentional.

I would like to take a few minutes of your time to give you a case history of a reasonably typical alcohol related hazing violation which resulted in accidental injury. It was reported to the Lawrence Township Police Department, to the Prosecutors Office, and the Department of Higher Education. The case was not prosecuted in the criminal courts because of the lack of a criminal complaint. However, it did result in disciplinary action against the Fraternity by the College and later in a suit being filed by the injured party against the College.

HOW THE PROBLEM WAS DETECTED

On December 15, 1983, the Dean of Students received a phone call from a professor regarding information he received from another professor about the cause of injury to a student. The student had requested an incomplete grade from him on December 2 because of required surgery and expected absence for eight weeks for recovery. The professor received information on December 15 that the injury may have been as a result of Fraternity hazing.

The Dean of Students contacted the Director of Security and requested an investigation. The same afternoon, December 15, the Director of Security reported back that the victim had been interviewed and that he and his brother had both signed a statement to the effect that the injuries he sustained on December 1 had occurred during pledge training.

THE INCIDENT

The statement reported that at approximately 1:00 a.m. the pledges were directed to proceed to the intramural field area of the campus (otherwise known on campus as "outerspace") and directed to march to the

soccer wall. One of the active members of the Fraternity instructed the pledges to climb over the wall. A pledge brother helped the victim to climb to the top of the wall (about 10 feet high). The victim fell off the top of the wall, injuring his right knee.

The victim was helped back to the Fraternity house by Fraternity brothers. He was given an ice pack for his injured knee. The pledges were taken from the Fraternity lounge one at a time to another room and paddled. The victim was paddled in the same manner. He was then placed on a couch in the lounge where he remained for the rest of the night. In the morning, he was taken to the Student Health Center and then to a local hospital. The victim had reported to the Student Health Center that his injury was caused by a fall on the stairs.

On December 19, the Rider Security Department contacted the Lawrence Township Police Department and requested a detective to investigate the incident. On the same day the Lawrence Township Police Department detective reported to the Rider Security Department that he had contacted the victim and that the victim refused to discuss the matter until he talked with his lawyer. On December 21, the Lawrence Township detective reported that the victim still did not respond, but that an offense report had been filed.

The Dean of Students reported this information to the Acting President of the College and an incident was submitted to the State Department of Higher Education, in accordance with New Jersey statutes.

On January 19, upon receiving authorization from the Lawrence Township Police Department and the County Prosecutors Office, charges against the Fraternity chapter, the chapter President, pledgemaster, assistant pledgemaster and two Fraternity members were filed with the Rider College Judicial Board. A hearing on the case was held on January 31 and a disposition rendered on February 7.

THE OUTCOME

The case was never prosecuted in the criminal courts because the victim would neither file a criminal complaint nor discuss the case with police. However, the accused were found responsible by the College Judicial Board and the sanctions imposed included:

a fine of \$550

contract warnings to all participants

prohibitions from participation in

various activities and compliance with a variety of

specific activities designed to prevent a repetition.

The victim was initiated and remained in the Fraternity until his graduation. Three years later, following graduation, the victim filed suit against the College for injuries he sustained in the hazing incident. Others were named in the suit, but there was no real attempt to bring them to court as evidenced by the fact that the College was the only party named to actually receive a subpoena.

Although the attorney for the College felt that the College was not negligent (it was an unauthorized act, carried on surreptitiously in the middle of the night and in an unpatrolled and deserted portion of the campus) and should not be held accountable for damages, the insurance company instructed him to reach a settlement with the victim rather than risk a trial.

The point of this case is that we are dealing with a fraternal situation which is not unlike a familial situation. Battered pledges are reluctant to file criminal charges against brothers like battered women have reluctance to file criminal charges against the men who beat them. The College's judicial procedures were more responsive and punitive than the criminal courts.

The laws which have been enacted provide a good recourse if

victims would use them. At the present time their useful purpose is mostly to provide us with a basis for our own regulations.

Greeks can, and generally do, play a positive role in campus life. College regulations and National chapter regulations strongly condemn hazing. Rider College feels particularly strongly about this matter because both the Dean of Students and I had splendid Greek experiences as undergraduates and we feel hazing is an abomination completely contrary to brotherhood. Offences can and must be punished by the College and the criminal courts

ship, freely offered by a Fraternity Chapter and freely accepted by an individual, a period of education, training, and service that prepares one for initiation into Fraternity. Initiation into full membership and Brotherhood is a privilege, not a duty, conferred on a pledge by the members of a private, voluntary society.

A pledge is expected to prove himself worthy of the privilege by demonstrating academic competence, good character, knowledge of the Chapter and the Fraternity, and loyalty to the Fraternity and its members. He is expected to fulfill whatever requirements may be asked of him, provided that these are legal, ethical, and moral.

It must be understood that no pledge is automatically entitled to be initiated. He must prove himself personally acceptable to the members of his Fraternity Chapter. If a pledge is found unsuitable for whatever reason, the Fraternity Chapter should request that he ask him to resign or cancel his pledgship as soon as incompatibility becomes apparent. In that event the separation of a pledge from the Fraternity Chapter should be carried out humanely and discreetly.

A pledge should always bear in mind that his conduct reflects not only on himself but on his Fraternity, but on his college and the Fraternity movement at large.

The pledge shall be assured that his Fraternity Chapter will conscientiously foster and safeguard his health, safety, and well-being.

The pledge shall be enabled to pursue his academic studies and educational interests through the help and support of his Fraternity Chapter.

The pledge shall be properly housed, fed, and provided with adequate facilities for study, if he lives in a house operated by his Fraternity Chapter.

The pledge shall be free to associate with whomever he chooses, provided that such associations do not bring disrepute to the Fraternity.

The pledge shall be prepared for initiation into his Fraternity throughout the course of a period of education, training, and services as conducted by his Fraternity Chapter. He will be eligible for initiation upon the satisfactory completion of the stated requirements.

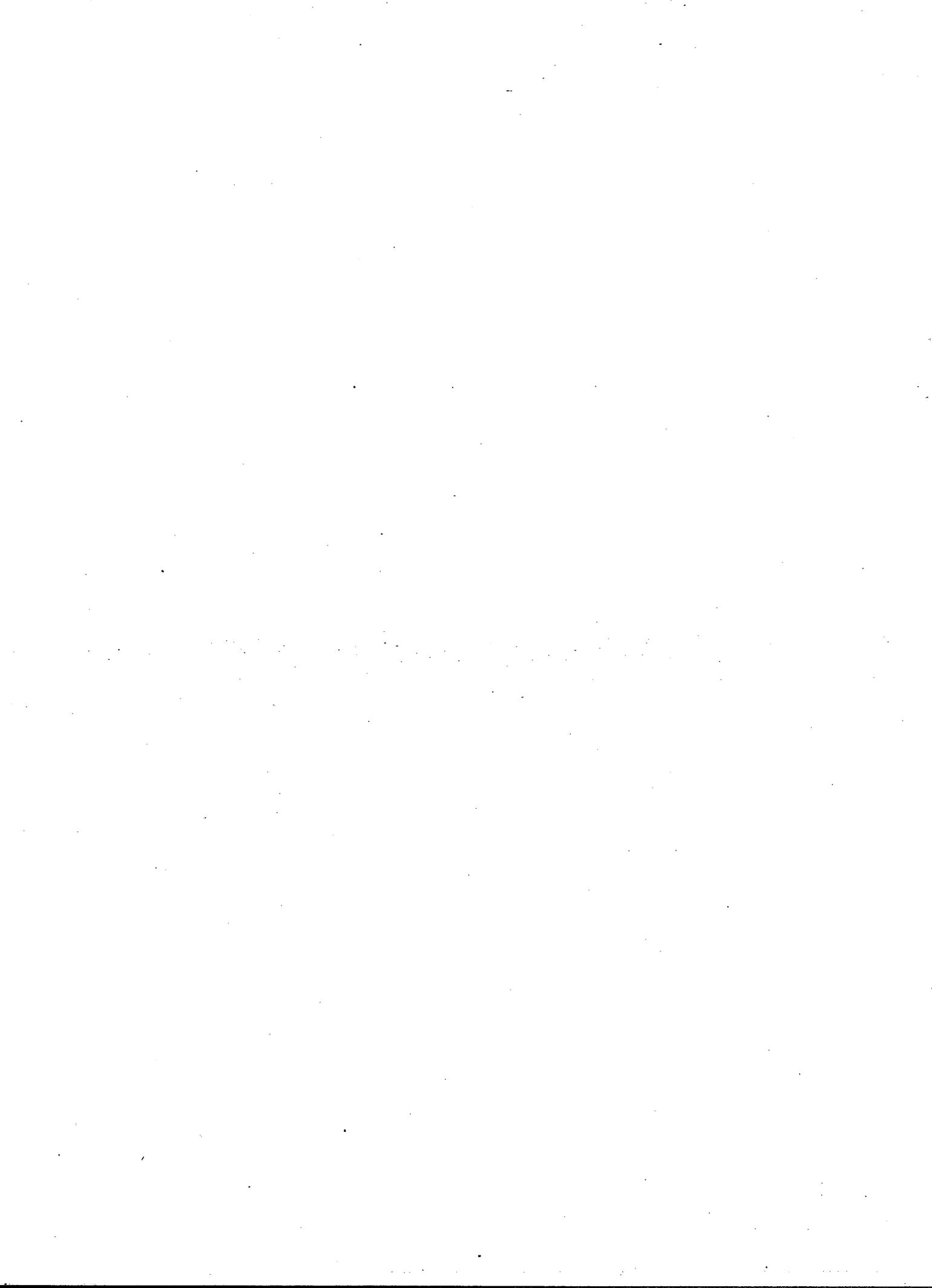
The pledge shall not be subjected to hazing and cannot consent to being hazed; that is, any physical, mental, or emotional indignity or objectionable activity that might be required under the threat of dismissal from the pledge class, whether implicit or explicit.

The pledge shall not be required to perform any duty or take part in any activity that violates any law, ordinance, or university regulation, or is contrary to the dictates of his own conscience.

The pledge shall be entitled to inform the officers of his Fraternity Chapter, officers of the house corporation, alumni and faculty advisors, officers of the National Fraternity, or responsible persons, if any action or practice that he believes illegal or immoral; no penalty or reprisal of any kind shall be taken against him if the report is made in good faith.

The pledge shall enjoy the full rights and privileges as well as the obligations and responsibilities of any other student at the university.

The pledge shall be entitled to a satisfactory explanation and adequate arrangements for resettlement in the event that his Fraternity Chapter decides to dismiss him.



ATTACHMENT B

Section 3. Hazing is a violation of the Rider College Social Code. The hazing regulation as stated in Section II.5 of The Rule Book reads as follows:

Hazing: Within the context of a person(s) attempting to join, or retain "membership" in a group or organization, (hazing is) any action or situation which recklessly or intentionally risks the mental, psychological or physical well being of a student with or without his consent; also any action or situation which requires or encourages violation of public law or College policy, or which may tend to ridicule, mistreat, degrade, humiliate or harrass any individual.

Further, it is the responsibility of each Chapter to adhere to the "Guidelines for Pledging" and "Statement of Position: Pledge Training and Hazing, 1983", a copy of which will be given to and reviewed with each Chapter prior to Bid Day of each semester.



ATTACHMENT C
RIDER COLLEGE
LAWRENCEVILLE, NEW JERSEY

STATEMENT OF POSITION: PLEDGE TRAINING AND HAZING
1983

Pledge training is a vital influence on the health of a fraternity/sorority for it guides new members in becoming responsible members of the fraternity/sorority they have joined. Pledge training is a time for teaching new members what is expected of them and what their fraternity/sorority can mean to them. Positive and effective pledge training should be predicted upon the following principles:

- true fraternalism is nurtured in an atmosphere of social and moral responsibility, respect for duly constituted authority, and loyalty to the principles of higher education;
- a fraternity or sorority with morally sound precepts and practices is a constructive influence upon college men and women;
- fraternities and sororities have an obligation in the development and growth of their pledges and members;
- fraternities and sororities should, therefore, endeavor to broaden and strengthen their programs for the development in pledges and members of leadership responsibility, and the appreciation of moral, spiritual, and intellectual values consistent with their ideals and teachings.

(adapted from the College Fraternity Secretaries Association)

In terms sufficiently general to transcend the individuality of each chapter and each national philosophy, the goals of pledge training can be stated as follows:

- to educate pledges to the history, traditions, activities, philosophy and goals of the national organization and of the specific chapter with which they have affiliated;
- to develop in pledges a sense of community and commitment to each other and to the other members of the chapter;
- to introduce pledges to their own, and their chapter's, role in the Greek system or their campus;
- to orient pledges to the role played by fraternities, sororities, and their individual members in the educational and social atmosphere of their campus;
- to introduce pledges to the opportunities, provided through membership in a fraternity/sorority, for them to develop leadership skills, to enhance their social development, and to broaden their academic achievements.

In order for pledge training to be consistent with the principles inherent in fraternity/sorority membership, chapter officers responsible for planning the training, indeed, all members, should consider the following thoughts:

- that pledge training should not detract from, nor interfere with, the intellectual and educational pursuits of pledges;
- that pledge training should respect the dignity of the individual;
- that pledge training should include a positive orientation to the members of other fraternities, sororities, and campus organizations;

- that pledge training should include a constructive philosophy regarding participation in the college experience;
- that pledge training should be consistent with the philosophy, objectives, and regulations of the college;
- that pledge training should be consistent with the high ideals of fraternalism.

Historically, the single most notorious and detrimental aspect of pledge training has been the use of hazing. Simply defined, hazing is physical or mental abuse inflicted on pledges. Hazing is a corruption of the fraternity/sorority experience, and, in its worst forms, risks human lives, brutalizes those involved, and jeopardizes the existence of the fraternity/sorority which employs it. Hazing includes, but is not necessarily limited to the following:

paddling in any form

deprivation of sleep and food

physical and psychological shocks

use of rear to maintain discipline

subjection to offensive substances

personal servitude

harrassment at "line-ups" and work sessions

punitive calisthenics

quests, treasure hunts, scavenger hunts, snipe hunts, road trips, kidnappings,

house raids, or any other hazardous, antisocial, or unlawful activities

wearing apparel which is conspicuous and not normally in good taste

engaging in public stunts and buffoonery, including nudity

morally degrading or humiliating games and activities

activities which are not consistent with fraternal law, ritual, or the regulations and policies of the college

In addition to the listed forms of hazing, pledge training should not include:

- the scheduling of activities which require pledges to cut classes or to neglect their studies;
- activities which require or allow pledges to harrass, insult, or in any fashion violate the dignity or privacy of other groups or individuals, or the property of other groups or individuals;
- activities which endanger the physical or mental health and safety of pledges;
- activities which require pledges to violate their own values and ethics;
- activities which disrupt the normal conduct of college programs or which interfere with individuals' participation in normal college routine.

It is the position of the Interfraternity Council/Panhellenic Council of Rider College that its fraternities and sororities must examine their pledge training programs to remove immediately any and all forms of hazing and to strive continuously to prevent the resumption of hazing activities.

It is the responsibility of the Interfraternity Council and the Panhellenic Council, as governing bodies of the Greek system, to discourage, through publicity, education, and/or censure, hazing practices when they occur and to encourage constructive pledge training programs throughout the Greek system.

RIDER COLLEGE
GREEK AFFAIRS
RESIDENCE LIFE OFFICE
LIBRARY - 125
896-5057

DECLARATION OF PLEDGE AND CHAPTER RESPONSIBILITIES:

Pledges in the Rider Fraternity/Sorority system and chapter officers have the following responsibilities: This statement is to be read, understood and practiced during the pledging period of one's Fraternity/Sorority.

HAZING IS PROHIBITED:

Rider College defines hazing as any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities include, but are not limited to, paddling in any form, kidnapping, creation of excessive fatigue, physical and psychological shocks, branding or tattooing, quests, treasure hunts, scavenger hunts, road trips or any other such activity carried on-outside the confines of the house; public wearing of apparel or haircuts which are conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; rendering personal service to individual rather than to the chapter; forced consumption of food and/or alcohol; and any other activities which are not consistent with fraternal laws, ritual, or policy or the regulations and policies of the educational institution.

The undersigned pledge understands that he/she has the following responsibilities:

- A. To understand and abide, in fact and in spirit by the above definition of hazing;
- B. To maintain his/her satisfactory academic standing with the college while pledging;
- C. To refrain from questionable activities that may jeopardize or demean the image of fraternities/sororities in the Rider community;
- D. To make a constructive contribution to his/her chapter and to its pledge program while pledging.

The undersigned chapter officers understand that they each have the following responsibilities:

- A. To understand and abide, in fact and in spirit by the above definition of hazing;
- B. To conduct a pledge program that is a positive, educationally sound, developmental growth experience that is adapted to the needs of each individual pledge.

NAME OF PLEDGE (PLEASE PRINT)

NAME OF PLEDGE EDUCATOR (PLEASE PRINT)

SIGNATURE OF PLEDGE

SIGNATURE OF PLEDGE EDUCATOR

SIGNATURE OF CHAPTER PRESIDENT

SIGNATURE OF ALUMNI ADVISOR

DATE

NOTE: THESE FORMS TO BE RETURNED IMMEDIATELY UPON COMPLETION





Student Development Office

Fraternity/Sorority Name

Declaration of Pledge and Chapter Responsibility

Pledges in the William Paterson College fraternity/sorority system and chapter offices have the following responsibilities: This statement is to be read, understood and practiced during the pledge period of one's fraternity/sorority.

Hazing is Prohibited: As outlined in N.J. State Law hazing is a criminal offense. The William Paterson College Inter Fraternity & Sorority Council states its position in support of constructive educational and inspirational programs and states its opposition to hazing and any preinitiation activities which do not contribute to the positive development and welfare to pledges and members.

The most damaging instrument to the system is the employment of a program of education which includes hazing. This unproductive, ridiculous and hazardous custom has no rightful place in the greek system.

We define hazing as any action taken, situated or created, intentionally, on or off campus to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations include paddling in any form; creation of excessive fatigue; physical and psychological shocks, publicly wearing apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery and any other morally degrading games/activities.

The undersigned pledge understands that he/she has the following responsibilities:

- A. To understand and abide, in fact and in spirit by the above definition of hazing;
- B. to maintain his/her satisfactory academic standing with the college while pledging;
- C. to refrain from questionable activities that may jeopardize or demean the image of fraternities/sororities in the WPC community.
- D. to make a constructive contribution to his/her chapter and to its pledge program while pledging.

The undersigned chapter officers understand that they each have the following responsibilities:

- A. To understand and abide, in fact and in spirit by the above definition of hazing;
- B. to conduct a pledge program that is a positive, educationally sound, and adaptable to the needs of each individual pledge.

Name of Pledge (Please Print)

Name of Pledge Educator (Please Print)

Signature of Pledge

Signature of Pledge Educator

Signature of Chapter President

Signature of Advisor

Greek Advisor

Date

NOTE: THESE FORMS TO BE RETURNED TO THE STUDENT DEVELOPMENT IMMEDIATELY UPON COMPLETION!

30X
not 2011-2012 Jace Kuzon





Student Development Office

PLEDGE REGISTRATION FORM

PLEASE PRINT CLEARLY & COMPLETE FULLY

FRATERNITY/SORORITY NAME _____

NAME _____
Last First Middle Initial

SOCIAL SECURITY NUMBER _____

CLASS YEAR _____

HOME ADDRESS _____
Street City State Zip

HOME PHONE _____

COLLEGE ADDRESS _____
Street City State Zip

COLLEGE PHONE _____

PLEASE RETURN TO THE STUDENT DEVELOPMENT OFFICE AS SOON AS COMPLETED.

Testimony of Dr. Herman D. James
President of Glassboro State College

We at Glassboro State College were deeply saddened by the tragic death recently at Rutgers University. It is terrible to see the energy, enthusiasm and potential of a young life ended so swiftly and with such finality.

I am appreciative of the chance to speak to this committee today because such a tragedy demands that certain questions be addressed.

Fraternities and Sororities do perform positive works on our campus and many others across the state. And, they provide some positive social benefits to our students as well as service to the community. However, by their very nature, they are somewhat secretive in their functions and no matter how many precautions are taken, the element of risk always accompanies their presence.

I feel that Glassboro State College has addressed the problems of fraternities and sororities as well, if not better, than most other colleges. We have policies in place regarding pledging, drinking and hazing, three of the most recurring problem areas associated with Greek organizations. These policies were developed by the administration in conjunction with our campus fraternities and sororities.

You have been provided copies of our two handbooks. One is for pledges, the other for presidents and pledgemasters. You will see that it not only includes our own policies, but the state law as well. It includes our definition of hazing, the pledges Bill of Rights, and most importantly, the levels of violations of our policy with corresponding disciplinary action. These are policies approved by our Board of Trustees at a public meeting. There is no doubt in my mind that everyone involved with Greek organizations on the Glassboro campus is aware of our policies.

Our own policies are good and I know they work because we've had to enforce them. But, we have had problems. Our policies have dealt with those problems, but the fact remains that there were problems. I know first hand that risk is always there. Part of the problem with enforcement is that so many activities of these organizations take place away from the campus, beyond our reach.

I suspect the problem of alcohol use and abuse is as much a fraternity/sorority problem as it is a societal problem. I know enough public school administrators to know that the problem is not unique to college life. However, the fact remains, for whatever reason, that in the public mind alcohol use and Greek life are synonymous.

Greek life has been part of the higher education scene dating back to William and Mary in the eighteenth century. I believe that the traditions associated with the Greek system deserve to be considered when assessing the value of fraternities and sororities in New Jersey.

Recognizing that Greek organizations make positive contributions to higher education in New Jersey is only part of the story. In the end, the question is whether there is enough redeeming value in those contributions to tolerate a potential tragedy such as the death of James Callahan. I can assure you that all college presidents and boards of trustees in New Jersey have struggled with that question. The time for reevaluation is at hand.

My recommendation is for the committee to invite, along with college officials and student leaders, the leaders of New Jersey fraternities and sororities to testify. After you have heard the positives and negatives of Greek life, you will be in a position to decide if they are viable organizations to have on college campuses in New Jersey.

I look forward to working with your committee in your efforts to help us achieve a more wholesome environment on our campuses.

Thank you for the opportunity to address you on this important issue.



FRATERNITIES

SORORITIES

PRESIDENTS

AND

LEADER MEMBERS

HANDBOOK



1987-88





GLASSBORO STATE COLLEGE
SORORITIES AND FRATERNITIES
 PRESIDENT'S/PLEDGENMASTER'S HANDBOOK

I. Introduction	Page 1
II. Equal Opportunity Statement	Page 1
III. Hazing	Page 2 and 3
IV. Advisor's Role	Page 4
V. Greek Judiciary Committee	Page 5 and 6
VI. Rushing and Pledging	
Procedures and Guidelines	Page 7 and 8
Pledge Registration Form B	Page 9
Bill of Rights	Page 10
Pledge Bill of Rights Form D	Page 11
Health Information Sheet Form E	Page 12

SUMMARY OF FORMS

<u>FORM</u>	<u>COMPLETED BY</u>	<u>DATE OF SUBMISSION</u>
Pledge Registration Form B	Pledge *	Within 24 hours of beginning pledging
Statement of Responsibility Form C	President Pledgemaster Advisor	Within 24 hours of beginning pledging
Pledge Bill of Rights Form D	Pledge * Pledgemaster President Advisor	Within 24 hours of beginning pledging
Health Information Sheet Form E	Pledge * Health Officer - Student Health Center	Within 24 hours of beginning pledging

I. INTRODUCTION

The goal of Fraternities and Sororities at Glassboro State College is to promote high scholarship, personal development of individual members, leadership, good citizenship, exemplary conduct, and lifelong friendships. At Glassboro State College, over 300 students are members of the Sororities and Fraternities. Through involvement in college happenings, community service, and social activities, the members of Greek organizations gain togetherness and achievement while serving others.

Each Sorority and Fraternity is a chartered member of the Student Government Association and are entitled to the rights and privileges of the organization. The Bureau of Greek Organizations (BOGO) is a representative body of the Fraternities and Sororities and plays an integral part in the Student Government Association organizational scheme.

It is the responsibility of the institution to support the students in their attainment of their goals. It is also the responsibility of the institution to provide an atmosphere where students may grow and develop to their potential in their academic, personal, and social lives.

II. EQUAL OPPORTUNITY STATEMENT

In accordance with the Student Government Association Constitution, the Sororities and Fraternities at Glassboro State College will afford equal opportunity for the participation of individuals regardless of race, color, religion, national origin, physical handicap, age, or sex. All Fraternities and Sororities will be treated equally by the Student Government Association and the College. The goals of individual Sororities and Fraternities may be directed towards assisting in the development of community projects for special interest groups.

III. HAZING

The Council of Fraternal and Sororital Organizations at Glassboro State College support Assembly Bill No. A 546 which establishes offenses of hazing and aggravated hazing, supplementing Title 2C of the New Jersey statutes, and will move to prosecute any person/organization found guilty of hazing or harassment.

The Council of Fraternal and Sororital Organizations states its position in support of constructive educational and inspirational programs and states its opposition to hazing and pre-initiation activities which do not contribute to the positive development and welfare of pledges and members.

We believe that true brotherhood and sisterhood is nurtured in an atmosphere of educational, social, and moral responsibility, respect for duly constituted authority, and loyalty to the principles of higher education.

We believe that it is imperative that all activities and programs, educational or social in nature, reinforce our belief in the preservation of human dignity. All activities which compromise this premise have no rightful place in the system.

We define hazing as any action or situation created intentionally, either on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations include: paddling in any form; creation of excessive fatigue; physical and psychological shocks; wearing publicly, apparel which is conspicuous and inappropriate; engaging in public stunts and buffoonery and any other morally degrading games/activities.

STATE OF NEW JERSEY

PRE-FILED FOR INTRODUCTION IN THE 1980 SESSION

By Assemblymen VILLANE, EDWARDS, Assemblywoman MUHLER, Assemblymen SNEDEKER, SANTON, LITTELL, ADUBATO, DEVERIN, LESNIAK, ORECHIO, DOYLE and ALBANESE

AN ACT to establish offenses of hazing and aggravated hazing and supplementing Title 2C of the New Jersey Statutes.

1 BE IT ENACTED by the Senate and General Assembly of the State
2 of New Jersey:

1 °[L A person who recklessly engages in a method of initiation
2 into a student, school, fraternal, or college organization, or in a pas-
3 time or amusement involving the organization which creates a
4 substantial risk of bodily injury to another person is guilty of
5 hazing. Hazing is a disorderly persons offense.]°

1 °1. Hazing. a. A person is guilty of °°hazing,°° a disorderly
2 persons offense°°,°° if, in connection with °°initiation of appli-
3 cants to or members of°° a student °°or fraternal°° organization,
4 he °°knowingly or recklessly organizes,°° promotes, facilitates or
5 engages in °°[a method of initiation, pastime or amusement,]°°
6 °°any conduct,°° other than °°[customary contests, competitions
7 or]°° °°competitive°° athletic events, which °°[is likely to subject
8 an applicant to or a member of the organization to a substantial
9 risk of bodily injury.]°° °°places or may place another person in
10 danger of bodily injury.°°

11 b. A person is guilty of °°aggravated hazing;°° a crime of the
12 fourth degree°°,°° if he commits an act prohibited in subsection a.
13 which °°[causes]°° °°results in°° serious bodily injury to °°[the
14 victim]°° °°another person°°.

1 °°2. Notwithstanding any other provision of Title 2C of the New
2 Jersey Statutes to the contrary, consent shall not be available as a
3 defense to a prosecution under this Act.

EXPLANATION—Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

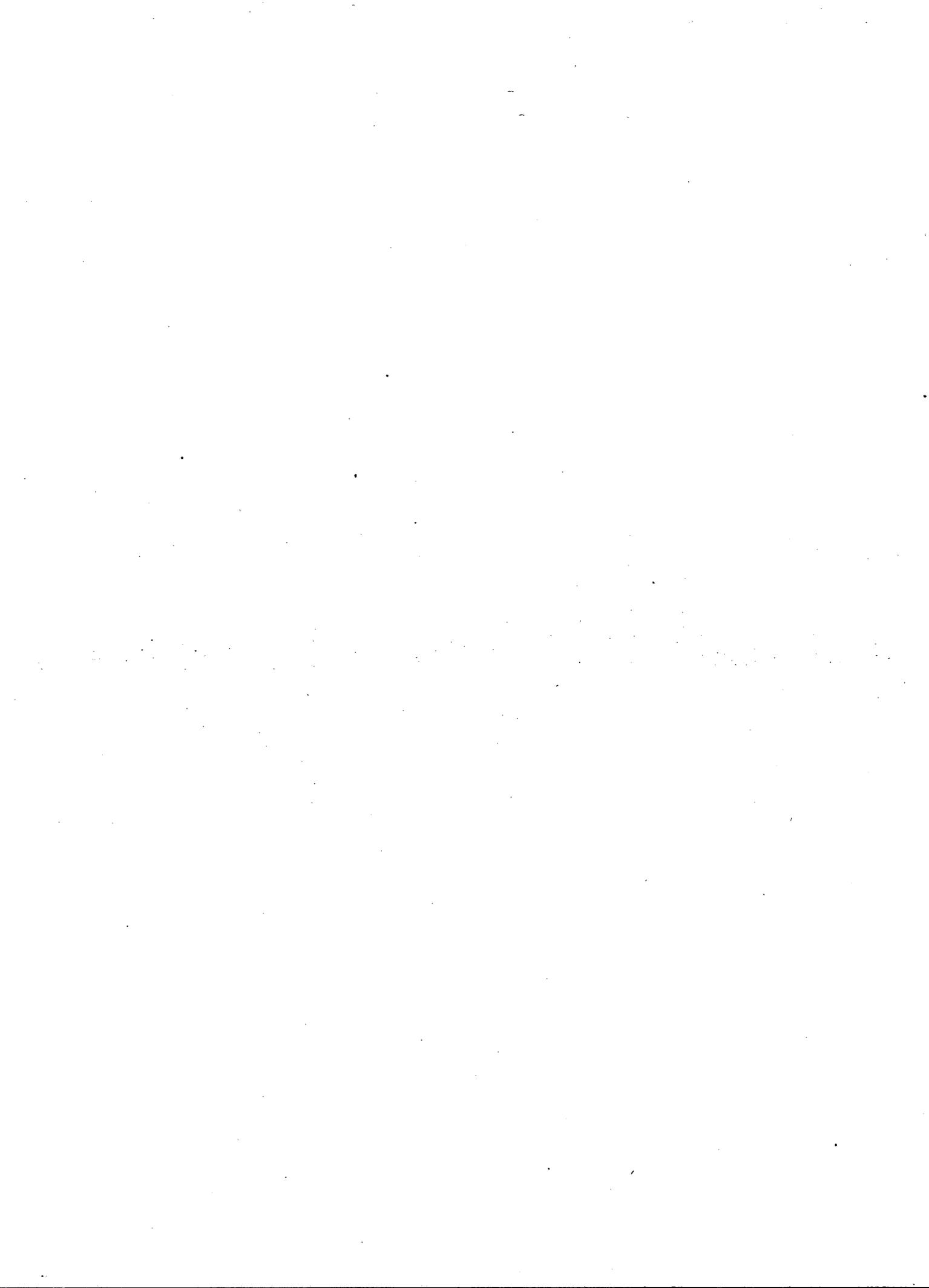
1 3. Conduct constituting an offense under this Act may, at the
2 discretion of the prosecuting attorney, be prosecuted under any
3 other applicable provision of Title 2C of the New Jersey Statutes.**

1 * [2. A person who recklessly engages in a method of initiation
2 into a student, school, fraternal, or college organization, or in pas-
3 time or amusement involving the organization which causes bodily
4 injury to another person is guilty of aggravated hazing. Aggra-
5 vated hazing is a crime of the fourth degree.]*

1 * [3.] * * [2.] * * 4. * * This act shall take effect immediately.

ADVISOR'S ROLE

1. An advisor should be present at organizational meetings.
2. The advisor reviews periodically the goals and the purposes of the organization with the membership.
3. The advisor assists the organization with the development of goals and objectives, service projects, the implementation of policies and procedures and the planning of organizational activities.
4. The advisor assists the organization to plan financial matters including the negotiating of contracts and the development of accounting procedures.
5. The advisor helps to instruct the chapter in the utilization of standard college forms and in the college bookkeeping procedures.
6. The advisor must sign all vouchers.
7. The advisor must be present at the Treasurer's Clinic.
8. The advisor helps the organization to maintain communication with the college officials and other campus organizations. (Encourage attendance at SGA and SAB meetings.)
9. The advisor assists the officers and organization members in planning and executing their business. The advisor's role is supportive and advisory in nature.
10. The advisor or designee (faculty/administrator and staff) must be in attendance at all of the organization's on-campus activities.
11. The advisor must supervise the organization's officers to insure maintenance of accurate records.
12. The advisor must sign room reservation forms for on-campus activities and must conform to the requirements of the facility. (i.e., attendance of advisor)
13. The advisor must sign all requests for duplication for materials which are reproduced both on-campus and by an outside agency.
14. The advisor's work with the organization should be considered as part of their professional responsibilities to the institution.



GREEK JUDICIARY COMMITTEE

The Greek Judiciary Committee is charged with the responsibility of hearing and adjudicating cases of alleged policy violations involving fraternities and/or sororities. The committee is comprised of:

- Three - Student Representatives from Greek Organizations
- Two - Faculty/Staff advisors to Greek Organizations
- One - Student Representative from the Student Government Association
- One - Advisor to Bureau of Greek Organizations
- One - Alternate-at-Large from the Greek Organization that is a non-voting member
- One - Alternate-at-Large from the Faculty/Staff that is a non-voting member

A quorum will be four members - Associate Dean of Students or designee will be a non-voting member except in the case of a tie.

At the end of the school year, as a part of the BOGO elections, each organization will have one vote in electing the three Student Representatives and one alternate.

The election for Faculty/Staff will be conducted by the BOGO Advisor.

The Associate Dean of Students or designee will serve as the chairperson of the Greek Judiciary Committee.

An Administrative Hearing may be held when the Greek Hearing Board elections have not been held for the academic year.

COMPLAINT PROCESS

- A. A formal complaint must be filed in writing with the Dean of Students' Office. It shall be the responsibility of the Dean of Students' Office to notify the president of the organization, the advisor of the organization and the BOGO president of the complaint.
- B. There shall be a meeting with the individual(s) charged, President, and Advisor of the organization with the Associate Dean of Students to explain the charges.
- C. The chairperson in cooperation with the advisor to BOGO shall conduct an investigation of the complaint.
- D. At the completion of the investigation and written report, the Associate Dean of Students shall inform the defendant(s), President of the organization, and the Advisor of the organization of the date and time of the hearing. The information will be presented to the Greek Judiciary Committee for action.
- E. Written notification of the outcome of the hearing will be submitted to the defendant(s), President of the Organization, and the Advisor of the organization.

- F. All appeals shall be taken before the Glassboro State College Appeals Board. The organization or individual may only appeal the sanction of the board and not the decision of the board. The appeal must be in writing within 48 hours of the receipt of the decision of the Greek Judicial Board.
- G. Any individual of the college or community may initiate a complaint.

GREEK JUDICIAL CODE

The Greek Judicial Board (GJB) has drafted the Greek Penal Code to serve as a guideline in sanctioning violations committed by any Greek organization. Sanctions mentioned are maximum possible sentences that are not to be construed as mandatory.

OFFENSE CATEGORIES

CLASS 1	Life-threatening violations
CLASS 2	Health-threatening violations
CLASS 3	Severely objectionable violations
CLASS 4	Objectionable violations
CLASS 5	Administrative violations

EXPLANATION

Class 1 and 2 offenses deal with those behaviors which put someone's life or health, respectively, in jeopardy. Severely objectionable violations are those offenses which involve serious consequences, such as psychological harassment or considerable property damage. Class 4 offenses are minor in nature, such as trivial hazing incidents. Class 5 deal with technical infractions, such as not registering pledges with the Office of the Dean of Students.

SUGGESTED SANCTIONS

CLASS 1	Violations are punishable with de-charterization (temporary or permanent).
CLASS 2	Violations are punishable with suspension (for one or more semesters) and possible de-charterization depending upon the severity of the offense.
CLASS 3	Violations are punishable with probation (for 6 academic months to 2 academic years) and possible suspension or de-charterization depending upon the severity of the offense.
CLASS 4	Violations are punishable with probation (for 3 to 6 academic months) and possible de-charterization depending upon the severity of the offense.
CLASS 5	Violations are punishable as per the Dean of Students' Office.

EXPLANATIONS OF SANCTIONS

De-charterization means that the Greek organization ceases to legally exist on the Glassboro campus.

Suspension means any or all of the following:

- 1) Terminating current pledging;
- 2) Cancelling future pledging;
- 3) Organizational funds are cancelled;
- 4) No use of campus facilities;
- 5) No functions on campus;
- 6) Campus community service; and
- 7) Fines

Probation means any or all of the following:

- 1) Monitoring the Greek organization and requiring systematic meetings between the organization's leaders and the responsible administrator;
- 2) Limiting or eliminating social functions;
- 3) Campus community service;
- 4) Terminating current pledging; and
- 5) Fines

SANCTION VIOLATIONS

Any Greek organization which violates a provision of probation or suspension while still under an order of suspension or probation will presumptively be considered punishable with a sanction more severe than previously issued. De-charterization will be possible.

REPEAT OFFENDERS

Any Greek organization which commits an offense during a probation or suspension period or within three years after a probation or suspension period has expired is a repeat offender. Repeat offenders will likely be dealt with more severely than that authorized for the commission of the second offense alone.

INDIVIDUAL OFFENDERS

Should the GJB determine that any particular student(s) of a Greek organization was directly responsible for a Class 1 through Class 4 violation, the Board may render individual punishment, in addition to or in lieu of group sanctions. This individual punishment includes temporary or permanent probation, or temporary or permanent suspension from group activities.

APPEAL

An appeal may be made to the Campus Hearing Board based that the sanction imposed was not in keeping with the infraction. The appeal must be submitted in writing forty-eight (48) hours after the meeting. The Campus Hearing Board may base its decision to act on the appeal based on the written letter.

RUSHING AND PLEDGING

A. Procedures and Guidelines

Rushing

Starting Date: One week after the first day of classes of each semester

Pledging

Pledging May Begin: Second week in the semester provided they have been given approval from the Dean of Students Office.

Pledging will end no later than the first week in December for the first semester and the first week in May for the second semester.

Procedures

Each fraternity/sorority chapter chartered by the Student Government Association, just prior to each pledge period must submit to the parties listed below a detailed outline describing the pledge program it plans to undertake. This outline should include the following:

- A. A description of the goals of the pledging program.
- B. Information about the fraternity/sorority that pledges are required to learn.
- C. Organization of the pledge class: plans for meetings, an indication of who is running the pledge program, pledge class officers, etc.
- D. Plans for encouraging pledge scholarship, including the process for reviewing the pledge's midterm progress, plans for tutoring, etc.
- E. Plans for service projects.
- F. Plans for including the moderator and alumni in the pledging process and the formal initiation ceremony.
- G. Information regarding the approximate length of the pledging program.
- H. A statement signed by the pledges and appropriate organizational representatives signifying their understanding of the college's policy on fraternity/sorority pledging and the pledges' "Bill of Rights."
- I. A signed "Statement of Responsibility of Fraternity and Sorority Presidents and Pledge Masters for Pledge and Initiation Programs and General Group conduct with respect to the Pledging Process" must be submitted to the Dean of Students Office at a time to be determined by the Dean of Students and the Executive Board of the Bureau of Greek Organizations (BOGO) each semester.

GUIDELINES FOR PLEDGING

1. Any student of Glassboro State College who pays activity fees may be a member of a fraternity or sorority provided they meet the qualifications of the organization.
2. All fraternal groups at Glassboro State College are under the supervision of the College and the Student Government Association. The College and the Student Government Association reserves the right to suspend any fraternal group not observing its rules and regulations. Individual members of the fraternity or sorority may be disciplined individually as well as the group suspended.
3. The name, address, and phone number of each pledge must be submitted to the Office of the Dean of Students prior to pledging for the first semester and second semester pledging.
4. Pledging may take place in the fall semester and in the spring semester.
5. Each fraternity and sorority is responsible for preventing "unplanned pledging activities" that may endanger the welfare of the pledges or infringe on the rights of other members of the college community.
6. Pledging activities must be conducted in areas that will not cause a disturbance for any member of the campus or off-campus community. Pledging activities in the library, cafeteria, classroom, residence hallways, or rooms is usually disruptive to some members of the college community.
7. Although all pledge activities are educational in nature and should be in good taste, discretion should be exercised in terms of public displays.
8. Every pledge must be given a "Bill of Rights", read and sign it, and should understand that all members of the fraternity/sorority and is his/her intention to respect those rights of the pledge.
9. Every fraternity or sorority will comply with College, Student Government Association, and BOGO policies and regulations; with Federal, State, and Borough laws; and with regulations of National Fraternities/Sororities as applicable.
10. Each fraternity and sorority must have on file in the Dean of Students Office the policies and regulations for their organization. This information should include goals and objectives, operating procedures, and the names of officers and advisor. This information should be filed prior to September 10 of the academic year. It is the responsibility of the organization to update the information in a timely manner.
11. Fraternity and sorority members who rent or own a house and use it as a main location or to publicize events should make all possible efforts to maintain a healthy and safe environment and to maintain the building to community standards.

GLASSBORO STATE COLLEGE

Dean of Students' Office

PLEDGE REGISTRATION FORM

PLEASE PRINT

NAME _____ S.S.# _____
Last First Middle

FRATERNITY/SORORITY NAME _____

Class Year _____ Major or Intended Major _____

Home Address _____

City _____ State _____ Zip _____

Home Telephone () _____

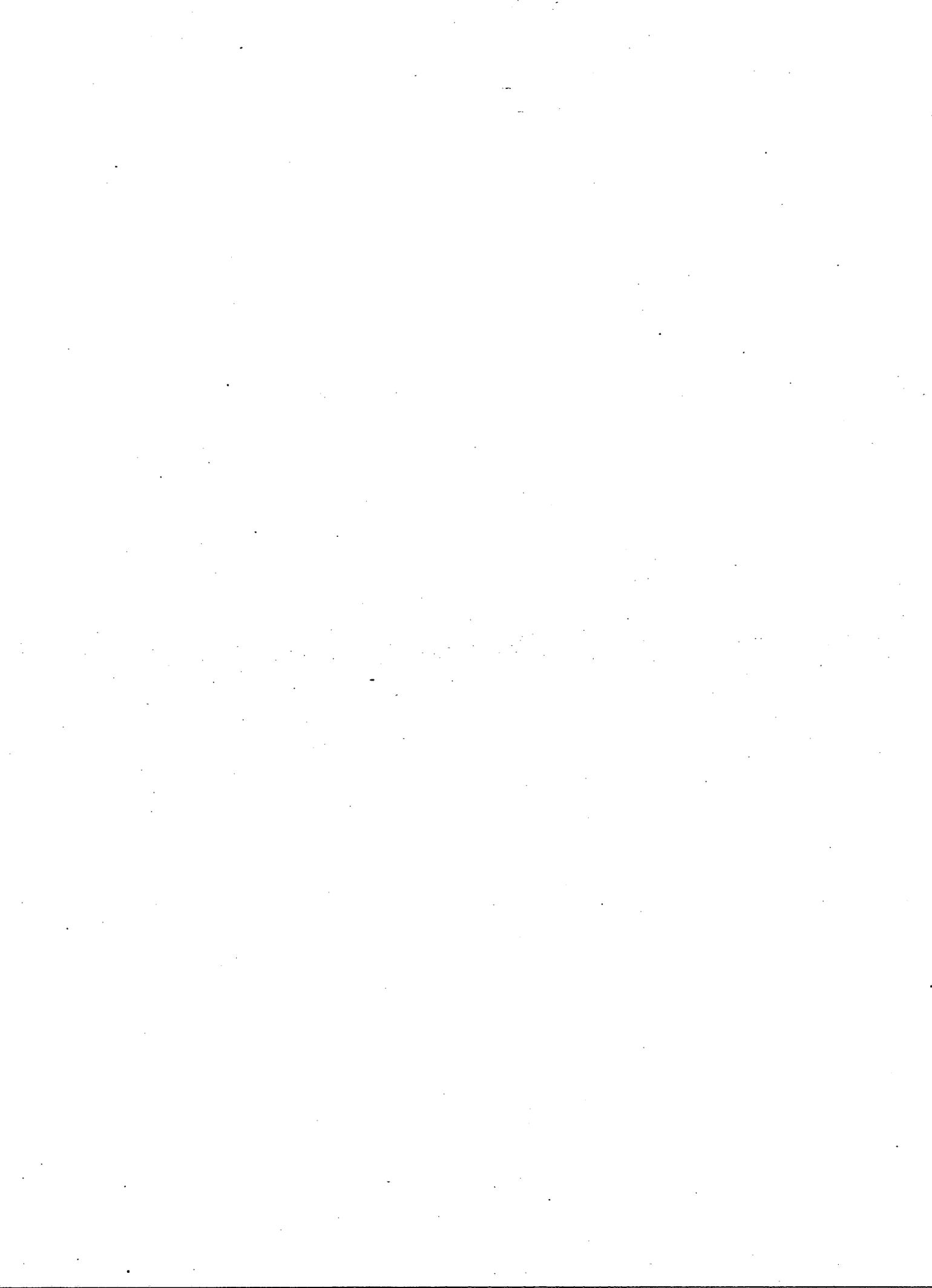
CURRENT ADDRESS

Name of Residence Hall/Off Campus _____

Telephone () _____

Campus Mail Box Number _____

Submit within 24 hours of pledging



PLEDGE BILL OF RIGHTS

The following guidelines entitled as a "Bill of Rights" shall be adhered to by those who elect to pledge a fraternity or sorority at Glassboro State College and by all associated with the pledging activities. This Bill of Rights assures pledges freedom from any form of irresponsible act or actions of individuals or organizations associated with pledging activities.

This document will reassure pledges that the pledging activities and/or initiating services are educational in nature and that they serve to further the brotherhood/sisterhood associated with fraternal/sororital organizations.

Therefore, each pledge shall now know that he/she is not required or will be expected by those associated with pledging activities to submit to or partake in any form of activity which may endanger his/her life or health. The pledge will not be expected to participate in any activity that may interfere with his/her physical or psychological well being.

Activities which are strictly forbidden:

1. No pledge shall be subjected to unnecessary or excessive physical exhaustion, deprivation of normal sleep. A minimum of 8 hours of rest prior to his/her first morning class or pledging activity from the previous evening's pledging activity is required.
2. Dietaries in any form. A dietary is defined as any food, non-alcoholic drink, any mixture of food or non-alcoholic drinks, or amounts of the same that would cause illness.
3. Introduction of alcoholic beverages or other intoxicants will be limited so it does not cause danger to the pledge or the people around the pledge. The state law regarding alcohol must be observed.
4. Paddling in any form.
5. Stroking or physical touching in any manner that may be construed as indecent.
6. Physical abuse of any kind.
7. Any indecent acts against the pledge or any indecent acts required of the pledge.
8. Physical activities that may endanger the safety of the pledge or others.
9. Any extended activity that may interfere with the pledge's scholastic work.
10. Any type of activity that may be in violation of statutes or policies of the college, the borough, state, or the federal government.
11. Any activity which reflects negatively on the pledge's religious beliefs.
12. Undignified stunts or methods, either private or public, and/or any ordeal that is in any respect indecent or inconsistent with moral or religious scruples is forbidden.
13. Refusal of a pledge or member to participate in activities as stated in "The Bill of Rights" shall not affect his/her status in the fraternity or sorority.

NOTE: All pledges must have a physical examination performed at the Student Health Center before pledging begins.

The undersigned pledge understands that he/she has the following responsibilities:

- A. To understand and abide, in fact and in spirit, by the above Bill of Rights;
- B. To maintain their satisfactory academic progress with the College while pledging;
- C. To refrain from questionable activities that may jeopardize or demean the image of fraternities/sororities in the Glassboro State College community and the individuals standing in the Glassboro State College community;
- D. To make a constructive contribution to his/her chapter and to its pledge program while pledging.

The undersigned chapter officers understand that they each have the following responsibilities:

- A. To understand and abide, in fact and in spirit by the above Bill of Rights;
- B. To support the individual in maintaining satisfactory academic progress with the college while pledging;
- C. To refrain from questionable activities that may jeopardize or demean the image of fraternities/sororities in the Glassboro College community and the individuals standing in the Glassboro State College community;
- D. To make a constructive contribution to his/her chapter and to its pledge program;
- E. To conduct a pledge program that is a positive, educationally sound, developmental growth experience that is adapted to the needs of each individual pledge.

Name of Pledge

Name of Pledge Master

Signature of Pledge

Signature of Pledge Master

Date

Name of President

Signature of President

Name of Advisor

Signature of Advisor

September 1987

50X

TAKE THIS FORM TO THE STUDENT HEALTH CENTER

HEALTH INFORMATION SHEET & CONTRACT

Instructions:

All prospective pledges must fully complete this form to the Sorority/Fraternity President. These forms and the examination must be completed at the Student Health Center at least 24 hours before pledging activities are scheduled to begin.

Name _____ Social Security# _____

Birthdate _____ Name of Fraternity/Sorority: _____

Health Information:

In order to insure a safe pledge season, please list or check any physical problems that have affected you; include problems that may not have been listed, use the back of this form if needed.

- | | |
|---------------------------|------------------------------|
| Heart Murmur _____ | Broken Arm or Hand _____ |
| Heart Disease _____ | Broken Leg or Foot _____ |
| Diabetes _____ | Other (Pelvis, etc.) _____ |
| Epilepsy _____ | Concussions _____ |
| High Blood Pressure _____ | Temporary Blindness _____ |
| Low Blood Pressure _____ | Temporary Hearing Loss _____ |

Allergies: _____

Current Blood Pressure _____ Hgt. _____ Wt. _____

I certify that all above statements are true.

Signature _____ Date _____

I hereby give permission for the release of this form to the advisor of the fraternity/sorority listed above.

Signature _____ Date _____

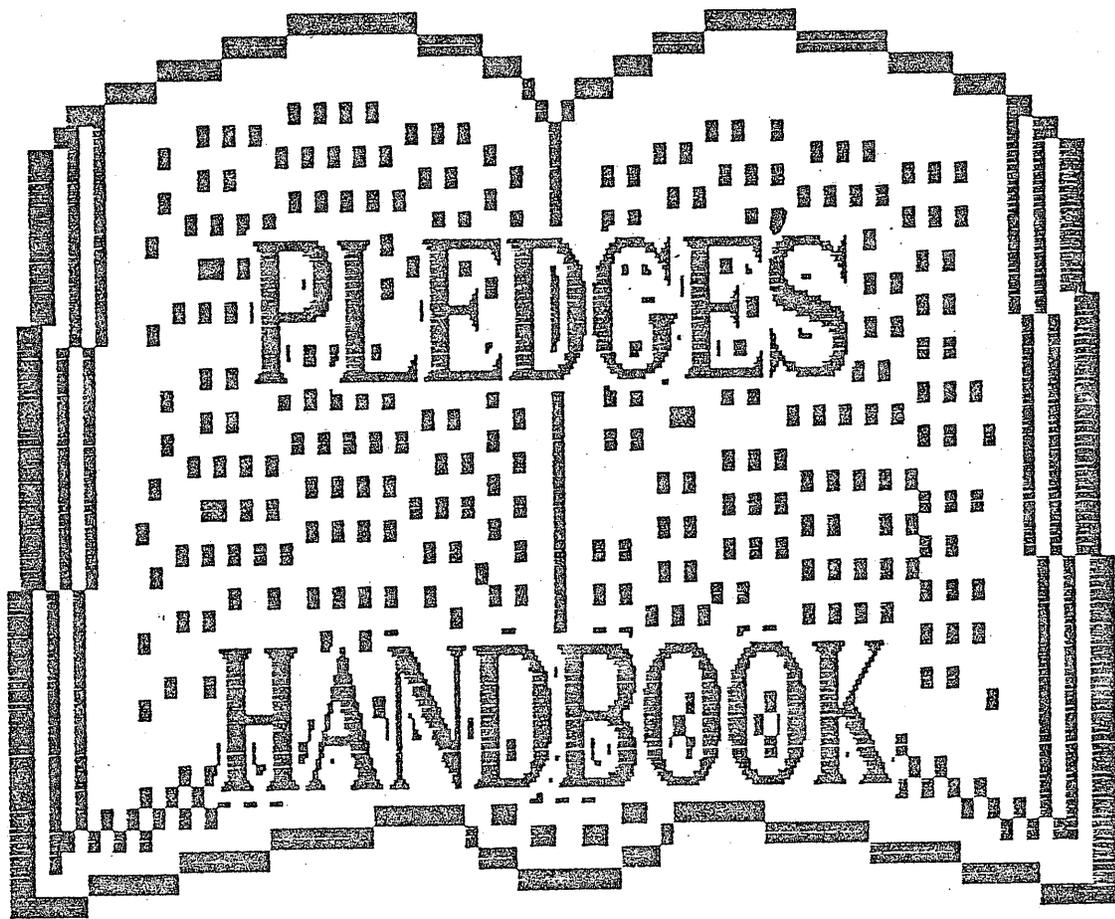
Comments of Health Officer:

Signature of Health Officer _____

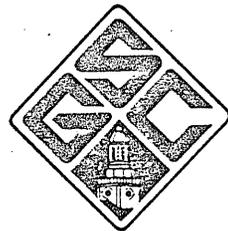
Date _____



FRATERNITIES/ SORORITIES



1987-88



GLASSBORO STATE COLLEGE
SORORITIES AND FRATERNITIES

PLEDGE'S HANDBOOK

I. Introduction	Page 1
II. Equal Opportunity Statement	Page 1
III. Hazing	Page 2 and 3
IV. Guidelines for Pledging	Page 4
V. Pledge Bill of Rights	Page 5
VI. Greek Judiciary Committee	Page 6 and 7
VII. Rushing and Pledging	Page 8 and 9
Procedures and Guidelines	
Pledge Registration Form B	Page 8
Pledge Bill of Rights Form D	Page 9
Health Information Sheet Form E	Page 10

<u>FORM</u>	<u>COMPLETED BY</u>	<u>DATE OF SUBMISSION</u>
Pledge Registration Form B	Pledge *	Within 24 hours of beginning pledging or at Mandatory Meeting
Pledge Bill of Rights Form D	Pledge * Pledgemaster President Advisor	Within 24 hours of beginning pledging
Health Information Sheet Form E	Pledge * Health Officer - Student Health Center	Within 24 hours of beginning pledging

I. INTRODUCTION

The goal of Fraternities and Sororities at Glassboro State College is to promote high scholarship, personal development of individual members, leadership, good citizenship, exemplary conduct, and lifelong friendships. At Glassboro State College, over 300 students are members of the Sororities and Fraternities. Through involvement in college happenings, community service, and social activities, the members of Greek organizations gain togetherness and achievement while serving others.

Each Sorority and Fraternity is a chartered member of the Student Government Association and are entitled to the rights and privileges of the organization. The Bureau of Greek Organizations (BOGO) is a representative body of the Fraternities and Sororities and plays an integral part in the Student Government Association organizational scheme.

It is the responsibility of the institution to support the students in their attainment of their goals. It is also the responsibility of the institution to provide an atmosphere where students may grow and develop to their potential in their academic, personal, and social lives.

II. EQUAL OPPORTUNITY STATEMENT

In accordance with the Student Government Association Constitution, the Sororities and Fraternities at Glassboro State College will afford equal opportunity for the participation of individuals regardless of race, color, religion, national origin, physical handicap, age, or sex. All Fraternities and Sororities will be treated equally by the Student Government Association and the College. The goals of individual Sororities and Fraternities may be directed towards assisting in the development of community projects for special interest groups.

III. HAZING

The Council of Fraternal and Sororital Organizations at Glassboro State College support Assembly Bill No. A 546 which establishes offenses of hazing and aggravated hazing, supplementing Title 2C of the New Jersey statutes, and will move to prosecute any person/organization found guilty of hazing or harassment.

The Council of Fraternal and Sororital Organizations states its position in support of constructive educational and inspirational programs and states its opposition to hazing and pre-initiation activities which do not contribute to the positive development and welfare of pledges and members.

We believe that true brotherhood and sisterhood is nurtured in an atmosphere of educational, social, and moral responsibility, respect for duly constituted authority, and loyalty to the principles of higher education.

We believe that it is imperative that all activities and programs, educational or social in nature, reinforce our belief in the preservation of human dignity. All activities which compromise this premise have no rightful place in the system.

We define hazing as any action or situation created intentionally, either on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations include: paddling in any form; creation of excessive fatigue; physical and psychological shocks; wearing publicly, apparel which is conspicuous and inappropriate; engaging in public stunts and buffoonery and any other morally degrading games/activities.

STATE OF NEW JERSEY

PRE-FILED FOR INTRODUCTION IN THE 1980 SESSION

By Assemblymen VILLANE, EDWARDS, Assemblywoman MUHLER,
Assemblymen SNEDEKER, SANTON, LITTELL, ADUBATO,
DEVERIN, LESNIAK, ORECHIO, DOYLE and ALBANESE

AN Act to establish offenses of hazing and aggravated hazing and
supplementing Title 2C of the New Jersey Statutes.

1 BE IT ENACTED by the Senate and General Assembly of the State
2 of New Jersey:

1 °[1. A person who recklessly engages in a method of initiation
2 into a student, school, fraternal, or college organization, or in a pas-
3 time or amusement involving the organization which creates a
4 substantial risk of bodily injury to another person is guilty of
5 hazing. Hazing is a disorderly persons offense.]°

1 °1. Hazing. a. A person is guilty of °°hazing,°° a disorderly
2 persons offense°°,°° if, in connection with °°initiation of appli-
3 cants to or members of°° a student °°or fraternal°° organization,
4 he °°knowingly or recklessly organizes,°° promotes, facilitates or
5 engages in °°[a method of initiation, pastime or amusement,]°°
6 °°any conduct,°° other than °°[customary contests, competitions
7 or]°° °°competitive°° athletic events, which °°[is likely to subject
8 an applicant to or a member of the organization to a substantial
9 risk of bodily injury.]°° °°places or may place another person in
10 danger of bodily injury.°°

11 b. A person is guilty of °°aggravated hazing;°° a crime of the
12 fourth degree°°,°° if he commits an act prohibited in subsection a.
13 which °°[causes]°° °°results in°° serious bodily injury to °°[the
14 victim]°° °°another person°°.

1 °°2. Notwithstanding any other provision of Title 2C of the New
2 Jersey Statutes to the contrary, consent shall not be available as a
3 defense to a prosecution under this Act.

EXPLANATION—Matter enclosed in bold-faced brackets [thru] in the above bill
is not enacted and is intended to be omitted in the law.

1 3. Conduct constituting an offense under this Act may, at the
 2 discretion of the prosecuting attorney, be prosecuted under any
 3 other applicable provision of Title 2C of the New Jersey Statutes.**

1 * [2. A person who recklessly engages in a method of initiation
 2 into a student, school, fraternal, or college organization, or in pas-
 3 time or amusement involving the organization which causes bodily
 4 injury to another person is guilty of aggravated hazing. Aggra-
 5 vated hazing is a crime of the fourth degree.]*

1 * [3.] * * [2.] * * 4. * * This act shall take effect immediately.

IV. GUIDELINES FOR PLEDGING

1. Any student of Glassboro State College who pays activity fees may be a member of a fraternity or sorority provided they meet the qualifications of the organization.
2. All fraternal groups at Glassboro State College are under the supervision of the College and the Student Government Association. The College and the Student Government Association reserves the right to suspend any fraternal group not observing its rules and regulations. Individual members of the fraternity or sorority may be disciplined individually as well as the group suspended.
3. The name, address, and phone number of each pledge must be submitted to the Office of the Dean of Students prior to pledging for the first semester and second semester pledging.
4. Pledging may take place in the fall semester and in the spring semester.
5. Each fraternity and sorority is responsible for preventing "unplanned pledging activities" that may endanger the welfare of the pledges or infringe on the rights of other members of the college community.
6. Pledging activities must be conducted in areas that will not cause a disturbance for any member of the campus or off-campus community. Pledging activities in the library, cafeteria, classroom, residence hallways, or rooms is usually disruptive to some members of the college community.
7. Although all pledge activities are educational in nature and should be in good taste, discretion should be exercised in terms of public displays.
8. Every pledge must be given a "Bill of Rights", read and sign it and should understand that all members of the fraternity/sorority and is his/her intention to respect those rights of the pledge.
9. Every fraternity or sorority will comply with College, Student Government Association, and BOGO policies and regulations; with Federal, State, and Borough laws; and with regulations of National Fraternities/Sororities as applicable.
10. Each fraternity and sorority must have on file in the Dean of Students Office the policies and regulations for their organization. This information should include goals and objectives, operating procedures, and the names of officers and advisor. This information should be filed prior to September 10 of the academic year. It is the responsibility of the organization to update the information in a timely manner.
11. Fraternity and sorority members who rent or own a house and use it as a main location or to publicize events should make all possible efforts to maintain a healthy and safe environment and to maintain the building to community standards.



PLEDGE BILL OF RIGHTS

The following guidelines entitled as a "Bill of Rights" shall be adhered to by those who elect to pledge a fraternity or sorority at Glassboro State College and by all associated with the pledging activities. This Bill of Rights assures pledges freedom from any form of irresponsible act or actions of individuals or organizations associated with pledging activities.

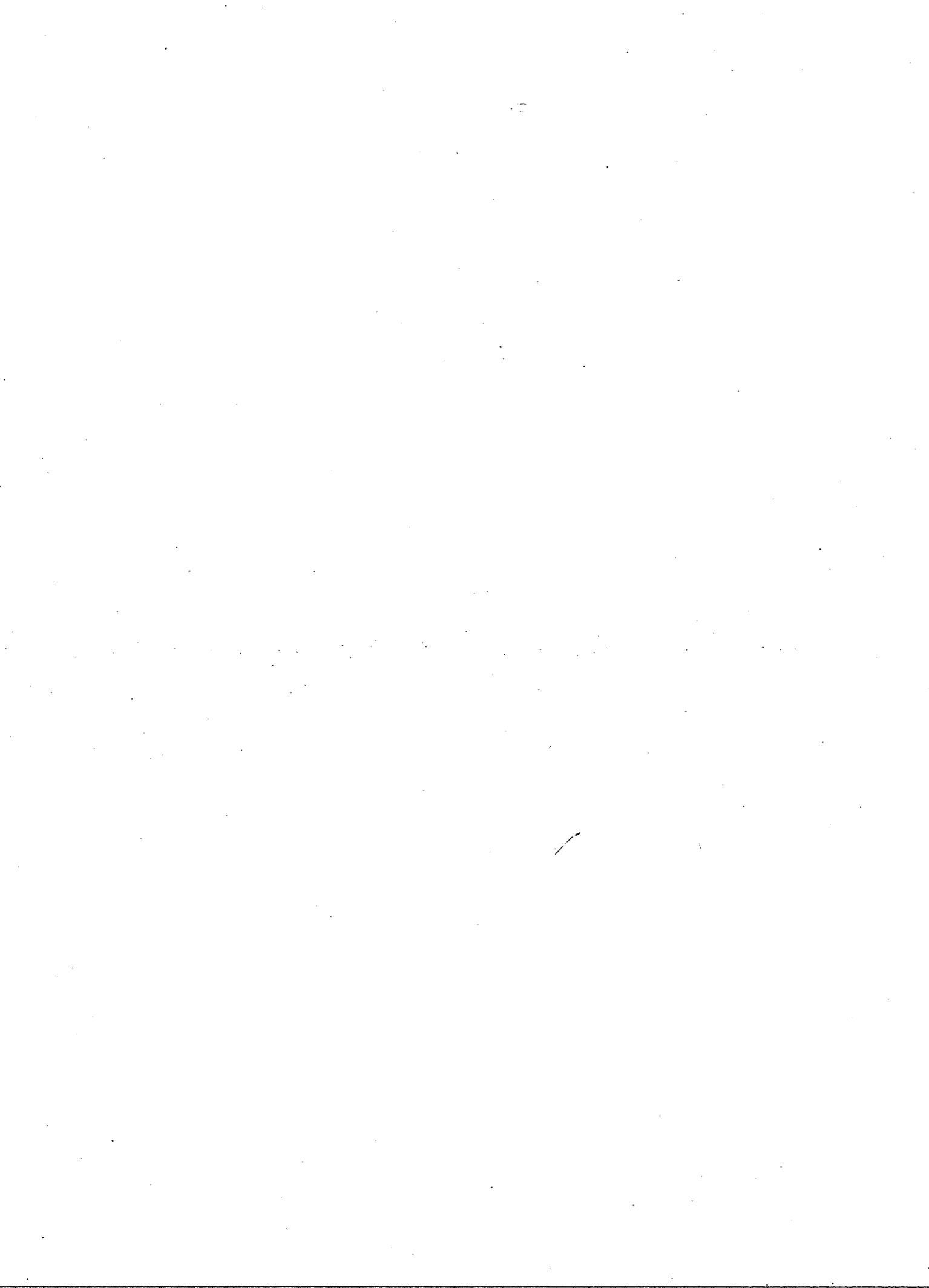
This document will reassure pledges that the pledging activities and/or initiating services are educational in nature and that they serve to further the brotherhood/sisterhood associated with fraternal/sororital organizations.

Therefore, each pledge shall now know that he/she is not required or will be expected by those associated with pledging activities to submit to or partake in any form of activity which may endanger his/her life or health. The pledge will not be expected to participate in any activity that may interfere with his/her physical or psychological well being.

Activities which are strictly forbidden:

1. No pledge shall be subjected to unnecessary or excessive physical exhaustion, deprivation of normal sleep. A minimum of 8 hours of rest prior to his/her first morning class or pledging activity from the previous evening's pledging activity is required.
2. Dietaries in any form. A dietary is defined as any food, non-alcoholic drink, any mixture of food or non-alcoholic drinks, or amounts of the same that would cause illness.
3. Introduction of alcoholic beverages or other intoxicants will be limited so it does not cause danger to the pledge or the people around the pledge. The state law regarding alcohol must be observed.
4. Paddling in any form.
5. Stroking or physical touching in any manner that may be construed as indecent.
6. Physical abuse of any kind.
7. Any indecent acts against the pledge or any indecent acts required of the pledge.
8. Physical activities that may endanger the safety of the pledge or others.
9. Any extended activity that may interfere with the pledge's scholastic work.
10. Any type of activity that may be in violation of statutes or policies of the college, the borough, state, or the federal government.
11. Any activity which reflects negatively on the pledge's religious beliefs.
12. Undignified stunts or methods, either private or public, and/or any ordeal that is in any respect indecent or inconsistent with moral or religious scruples is forbidden.
13. Refusal of a pledge or member to participate in activities as stated in "The Bill of Rights" shall not affect his/her status in the fraternity or sorority.

NOTE: All pledges must have a physical examination performed at the Student Health Center before pledging begins.



GREEK JUDICIARY COMMITTEE

The Greek Judiciary Committee is charged with the responsibility of hearing and adjudicating cases of alleged policy violations involving fraternities and/or sororities. The committee is comprised of:

- Three - Student Representatives from Greek Organizations
- Two - Faculty/Staff advisors to Greek Organizations
- One - Student Representative from the Student Government Association
- One - Advisor to Bureau of Greek Organizations
- One - Alternate-at-Large from the Greek Organization that is a non-voting member
- One - Alternate-at-Large from the Faculty/Staff that is a non-voting member

A quorum will be four members - Associate Dean of Students or designee will be a non-voting member except in the case of a tie.

At the end of the school year, as a part of the BOGO elections, each organization will have one vote in electing the three Student Representatives and one alternate.

The election for Faculty/Staff will be conducted by the BOGO Advisor.

The Associate Dean of Students or designee will serve as the chairperson of the Greek Judiciary Committee.

An Administrative Hearing may be held when the Greek Hearing Board elections have not been held for the academic year.

COMPLAINT PROCESS

- A. A formal complaint must be filed in writing with the Dean of Students' Office. It shall be the responsibility of the Dean of Students' Office to notify the president of the organization, the advisor of the organization and the BOGO president of the complaint.
- B. There shall be a meeting with the individual(s) charged, President, and Advisor of the organization with the Associate Dean of Students to explain the charges.
- C. The chairperson in cooperation with the advisor to BOGO shall conduct an investigation of the complaint.
- D. At the completion of the investigation and written report, the Associate Dean of Students shall inform the defendant(s), President of the organization, and the Advisor of the organization of the date and time of the hearing. The information will be presented to the Greek Judiciary Committee for action.
- E. Written notification of the outcome of the hearing will be submitted to the defendant(s), President of the Organization, and the Advisor of the organization.



GREEK JUDICIAL CODE

The Greek Judicial Board (GJB) has drafted the Greek Penal Code to serve as a guideline in sanctioning violations committed by any Greek organization. Sanctions mentioned are maximum possible sentences that are not to be construed as mandatory.

OFFENSE CATEGORIES

CLASS 1	Life-threatening violations
CLASS 2	Health-threatening violations
CLASS 3	Severely objectionable violations
CLASS 4	Objectionable violations
CLASS 5	Administrative violations

EXPLANATION

Class 1 and 2 offenses deal with those behaviors which put someone's life or health, respectively, in jeopardy. Severely objectionable violations are those offenses which involve serious consequences, such as psychological harassment or considerable property damage. Class 4 offenses are minor in nature, such as trivial hazing incidents. Class 5 deal with technical infractions, such as not registering pledges with the Office of the Dean of Students.

SUGGESTED SANCTIONS

CLASS 1	Violations are punishable with de-charterization (temporary or permanent).
CLASS 2	Violations are punishable with suspension (for one or more semesters) and possible de-charterization depending upon the severity of the offense.
CLASS 3	Violations are punishable with probation (for 6 academic months to 2 academic years) and possible suspension or de-charterization depending upon the severity of the offense.
CLASS 4	Violations are punishable with probation (for 3 to 6 academic months) and possible de-charterization depending upon the severity of the offense.
CLASS 5	Violations are punishable as per the Dean of Students' Office.

EXPLANATIONS OF SANCTIONS

De-charterization means that the Greek organization ceases to legally exist on the Glassboro campus.

Suspension means any or all of the following:

- 1) Terminating current pledging;
- 2) Cancelling future pledging;
- 3) Organizational funds are cancelled;
- 4) No use of campus facilities;
- 5) No functions on campus;
- 6) Campus community service; and
- 7) Fines

Probation means any or all of the following:

- 1) Monitoring the Greek organization and requiring systematic meetings between the organization's leaders and the responsible administrator;
- 2) Limiting or eliminating social functions;
- 3) Campus community service;
- 4) Terminating current pledging; and
- 5) Fines

SANCTION VIOLATIONS

Any Greek organization which violates a provision of probation or suspension while still under an order of suspension or probation will presumptively be considered punishable with a sanction more severe than previously issued. De-charterization will be possible.

REPEAT OFFENDERS

Any Greek organization which commits an offense during a probation or suspension period or within three years after a probation or suspension period has expired is a repeat offender. Repeat offenders will likely be dealt with more severely than that authorized for the commission of the second offense alone.

INDIVIDUAL OFFENDERS

Should the GJB determine that any particular student(s) of a Greek organization was directly responsible for a Class 1 through Class 4 violation, the Board may render individual punishment, in addition to or in lieu of group sanctions. This individual punishment includes temporary or permanent probation, or temporary or permanent suspension from group activities.

APPEAL

An appeal may be made to the Campus Hearing Board based that the sanction imposed was not in keeping with the infraction. The appeal must be submitted in writing forty-eight (48) hours after the meeting. The Campus Hearing Board may base its decision to act on the appeal based on the written letter.

GLASSBORO STATE COLLEGE
Dean of Students' Office

PLEDGE REGISTRATION FORM

PLEASE PRINT

NAME _____ S.S.# _____
Last First Middle

FRATERNITY/SORORITY NAME _____

Class Year _____ Major or Intended Major _____

Home Address _____

City _____ State _____ Zip _____

Home Telephone () _____

CURRENT ADDRESS

Name of Residence Hall/Off Campus _____

Telephone () _____

Campus Mail Box Number _____

Submit within 24 hours of pledging

The undersigned pledge understands that he/she has the following responsibilities:

- A. To understand and abide, in fact and in spirit, by the above Bill of Rights;
- B. To maintain their satisfactory academic progress with the College while pledging;
- C. To refrain from questionable activities that may jeopardize or demean the image of fraternities/sororities in the Glassboro State College community and the individuals standing in the Glassboro State College community;
- D. To make a constructive contribution to his/her chapter and to its pledge program while pledging.

The undersigned chapter officers understand that they each have the following responsibilities:

- A. To understand and abide, in fact and in spirit by the above Bill of Rights;
- B. To support the individual in maintaining satisfactory academic progress with the college while pledging;
- C. To refrain from questionable activities that may jeopardize or demean the image of fraternities/sororities in the Glassboro College community and the individuals standing in the Glassboro State College community;
- D. To make a constructive contribution to his/her chapter and to its pledge program;
- E. To conduct a pledge program that is a positive, educationally sound, developmental growth experience that is adapted to the needs of each individual pledge.

Name of Pledge

Name of Pledge Master

Signature of Pledge

Signature of Pledge Master

Date

Name of President

Signature of President

Name of Advisor

Signature of Advisor

September 1987

65X

TAKE THIS FORM TO THE STUDENT HEALTH CENTER

HEALTH INFORMATION SHEET & CONTRACT

E

Instructions:

All prospective pledges must fully complete this form to the Sorority/Fraternity President. These forms and the examination must be completed at the Student Health Center at least 24 hours before pledging activities are scheduled to begin.

Name _____ Social Security# _____

Birthdate _____ Name of Fraternity/Sorority: _____

Health Information:

In order to insure a safe pledge season, please list or check any physical problems that have affected you; include problems that may not have been listed, use the back of this form if needed.

Heart Murmur _____	Broken Arm or Hand _____
Heart Disease _____	Broken Leg or Foot _____
Diabetes _____	Other (Pelvis, etc.) _____
Epilepsy _____	Concussions _____
High Blood Pressure _____	Temporary Blindness _____
Low Blood Pressure _____	Temporary Hearing Loss _____

Allergies: _____

Current Blood Pressure _____ Hgt. _____ Wt. _____

I certify that all above statements are true.

Signature Date _____

I hereby give permission for the release of this form to the advisor of the fraternity or sorority listed above.

Signature Date _____

Comments of Health Officer:

Signature of Health Officer _____

Date _____





What Every Student Should Know About Alcohol and Drug Use

The following summary of University Policies and New Jersey Laws pertaining to possession and use of alcoholic beverages and controlled substances is provided for your information. Local resources are available for answering specific questions or for seeking assistance with a problem.

Princeton University Alcoholic Beverage Policy

Alcoholic beverages will not, in general, be provided at University-sponsored events, including those sponsored by the University, the residential colleges, University centers, the Undergraduate Student Government, and the classes, where persons under the legal drinking age for consumption of alcoholic beverages are present. Alcoholic beverages may be served at University-sponsored events where access to the alcoholic beverages and consumption of them can be restricted to persons of legal drinking age. When alcoholic beverages are served all applicable state and municipal laws must be complied with.

Consumption of alcoholic beverages by undergraduates in the common areas of residential colleges (lounges, gamerooms, courtyards, dining areas etc.) is prohibited. In other common areas of the campus, permission to consume alcoholic beverages by undergraduates must be obtained in advance from the Office of the Dean of Students. Such permission, when granted, will be subject to such limitations as the Dean of Students Office may prescribe.

Laws in New Jersey

Alcohol Use

The legal age to purchase and consume alcoholic beverages in the state of New Jersey is twenty-one. (N.J.S.A. 33:1-81)

Purchase of Alcohol by/for the Underaged

An underaged person who purchases or attempts to purchase alcohol, or who misstates his/her age, or a person of legal age who purchases alcohol for an underaged person faces a conviction of disorderly persons offense, which incurs a fine of not less than \$100 and loss of license for 6 months. In addition, the Judge may revoke a drivers license for a period of six months, or prohibit a person from obtaining a license for six months from the date of conviction.

Transfer of ID (N.J.S.A. 33:1-81.7)

Someone who is underaged and uses another person's ID card to obtain alcohol, or someone of legal age who gives his/her ID card to an underaged person so that he/she can obtain or purchase alcohol, faces a fine of up to \$300 or up to 60 days in jail.

Liability for Serving Alcoholic Beverages

Based on a 1984 New Jersey Supreme Court decision "Kelly vs. Gwinnell", a person who serves alcoholic beverages to a guest, knowing the guest is intoxicated, and may be driving, can be held liable if the guest inflicts injuries on another person through a motor vehicle accident.

Operating Motor Vehicles While Under the Influence of Intoxicants (N.J.S.A. 39:4-50)

Definition

A person is said to be legally drunk in New Jersey if his/her blood alcohol concentration is at or above 0.10%. A person may also be arrested when his/her blood alcohol concentration is below 0.10% if the individual's driving ability is considered to be unsafe. In either case, the person is charged with **Driving While Intoxicated (DWI)**.

Penalties

All persons convicted of **DWI** must pay an insurance surcharge of **\$1,000** per year for three years; loss of license for 6-12 months.

A first-time offender also faces a possible 30-day jail term, a requirement to spend 12-48 hours in an Intoxicated Driver Resource Center, plus a fine of at least \$400.

Open Alcoholic Beverage Containers

In the car (N.J.S.A. 39:4-51a)

Anyone found to have an open container holding alcoholic beverages in his/her car faces a fine of \$200 for a first offense and a fine of \$250 plus 10 days of community services for each subsequent offense.

Drug Use

Controlled Dangerous Substances Act (N.J.S. 24:21-19)

It is illegal to dispense, distribute or manufacture a controlled dangerous substance. Violation in quantities of less than one ounce is a high misdemeanor with imprisonment of up to 5 years and a fine of up to \$15,000 or both.

A person who uses or is under the influence of any controlled dangerous substance or possesses drug paraphenalia, is defined as a disorderly person which may carry a penalty of forfeiting the right to drive a motor vehicle in New Jersey for up to two years, and be placed under supervisory treatment.

If You Have Questions

University and local Princeton resources are available to students who need more information or assistance.

For questions concerning education, counseling, or medical assistance call:
University Health Services, McCosh Health Center,
452-3129.*

For questions about legal issues, policies, academic or social life contact the Dean of Students, West College, 452-3055.*

*Note: Use prefix 121 if calling from a dorm.

Statement by President Edward J. Bloustein

February 15, 1988

I express my own sympathy and that of the University community to the family and friends of James Callahan. This senseless loss of life of a freshman pledge to Lambda Chi Alpha fraternity deeply affects every member of the University.

While the events leading up to and the causes of this death are still under investigation by University police and the Middlesex County Prosecutor, preliminary reports suggest that the fraternity, on Thursday and Friday, February 11 and 12, 1988, created a situation of reckless disregard for the health, safety and welfare of its associate members.

The University's disciplinary procedure provides for hearings, determinations of guilt or innocence, and a range of sanctions for students found guilty of offenses. These sanctions include, among others, separation and expulsion from the University. The behavior alleged in this incident is cause for disciplinary action. Therefore, I have directed that appropriate disciplinary action be initiated as soon as the Prosecutor has completed his investigation.

I have also directed the Dean of Rutgers College to take the necessary steps under our existing procedures to revoke the University's recognition of the fraternity's charter. The University has also requested the Lambda Chi Alpha National Fraternity to withdraw its charter of the local chapter, and we have been informed today that the National Fraternity Office has placed the Rutgers Chapter on inactive status. The University will be requesting the Lambda Chi Alpha alumni corporation, which owns and maintains the chapter house, to initiate steps to close the house permanently.

The University has undertaken several programs to improve the quality and the conditions of the independent greek-letter organizations which have applied for and received charter recognition by the University. In spite of these efforts, and the efforts that some organizations have taken to improve themselves, there is a persistent sense that these organizations, here and around the country, at least in this era, are disproportionately represented in some of the more aberrant behaviors on our nation's campuses. In view of this and in light of the events at Lambda Chi Alpha on February 11th and 12th, I am also directing that a review of the University's fraternity-sorority system be made to determine whether there may be something intrinsic to the nature of these groups at the present time which leads to the conditions which place their members and associate members, and other members of the University community at special risk.

I will solicit advice on what the University's general policies on recognition and regulation of greek letter organizations should be for the future. In the meantime, and until further notice, I direct that the current ban imposed by the New Brunswick Provost on all fraternity activities, including the induction of new members and all social events, be continued until further notice.

The University has had a longstanding policy on alcohol use by members of the community that promotes respect for persons and property and emphasizes education, treatment and rehabilitation. The program is widely considered to be a model for universities across the country. However, in light of the recent incident at Lambda Chi, and what appears to be a growing trend of abusive use of alcohol here and around the nation, I am mandating an immediate review of alcohol policies and programs, with particular emphasis on enforcement strategies.

Laws, rules, regulations and policies are very important, but they alone are not sufficient to eliminate harm and risk. This tragic loss of a young life, and the life-long effects that this event will cause for all of us immediately connected to it, demonstrate so clearly the absolute need for us all to see how our own behavior can contribute to a more supportive and productive environment. It is in the context of grief that we must turn our attentions to achieving the goal of a caring community.

Stevens Institute of Technology

Castle Point, Hoboken, New Jersey 07030

Richard E. Eversen

Assistant Provost
Dean for Student Affairs
201 • 420 • 5206

September 29, 1987

We take this opportunity to welcome you back to school for the fall term and hope that your summer has been both enjoyable and profitable. I look forward to working with you and the Interfraternity Council during this academic year in an effort to improve the image of the fraternities and sororities on the Stevens Campus.

The enclosed "STATEMENT OF POSITION" from the Fraternity Executives Association concerning hazing activities of fraternities on college campuses is a good one. Stevens endorses this statement as an official policy. Also enclosed is a copy of the New Jersey law concerning hazing. Please ensure that all members of your chapter are fully aware of the law and possible penalties.

In addition, I am enclosing a copy of the law and possible penalties concerning the consumption by or serving of alcoholic beverages to persons under the age of 21. Again, all members should be fully aware of the law. Also enclosed, is the "RESOLUTION ON ALCOHOL" as taken by the National Interfraternity Conference Inc.

I will be happy to discuss these matters with you or the sisters in your chapter at any time.

Best wishes for a good year.

Sincerely,

Richard E. Eversen
Assistant Provost
Dean for Student Affairs

REE/rb
Enclosures
D-6/47

Dean of Students

505 Ramapo Valley Road, Mahwah, New Jersey 07430-1680 • (201) 529-7456, 529-7457

MEMORANDUM

TO: New Students and Their Families
FROM: Dr. Pamela M. Bischoff, Dean of Students *P.B.*
RE: Ramapo College's Values and Standards
DATE: July 1987

Every college has values and traditions which animate its actions. I urge you to review and discuss the following points in preparation for attendance at Ramapo:

1. Student life at Ramapo supports the academic mission of the College.

The faculty and administration of the College strive to develop and encourage an environment where serious study can take place and where extracurricular activities complement what is learned in the classroom. Students are urged to develop their leadership abilities through participation in clubs and organizations linked to academic majors and career interests. Ramapo's moderate size makes this possible relatively early in a collegiate career.

2. Ramapo College believes student development comes about from the mixture of challenge and support.

College is sometimes, by design, an uncomfortable experience where students are pressed to confront their cherished beliefs, personal values, lifestyles, and ethnic stereotypes. It is also a place where more is expected academically since it is a more competitive level of education. We push students hard but we also support them through basic studies instruction, tutoring, and an academic resource lab. We help students with an extensive array of student services including personal and career counseling, wellness and health information, stress reduction through entertainment, a year-round orientation effort, professional guidance in our residence community and targeted services for those with special needs based on gender, ethnicity, or disability.

3. We are a community which values the ethnic, racial, and religious diversity of our student body.

We expect students to respect one another's life styles, cultural differences, and to learn from those differences. There is no place in our community for intolerance or bigotry. Ramapo's strategic plan calls for us to become the "college of choice for a global education" and this requires that students extend and stretch themselves so that they are prepared to enter the world marketplace of ideas and commerce.

4. We are a College which respects service to others.

Many of our students come to Ramapo having served in their high school Key Clubs, volunteer ambulance, or fire departments. This is a tradition of service which we want to encourage.



is the intent of the Office of Residence Life to set guidelines for the legal consumption and possession of alcohol in the residence halls. In so doing, the rights of individuals are acknowledged but there is an overriding interest in maintaining the best possible environment for learning. It is with this philosophy in mind that I agree to the following alcohol policy for the Residence Life area.

Alcohol will not be permitted in any form in Butternut, Cypress, Palm, Bay, Tulip, Elm, Mimosa, Redwood, Holly, Buckeye, Sycamore, Tamarack, Hickory, Pine Hall, or the Lodge by anyone.

Alcohol will not be permitted in public areas of the residence halls by anyone.

Residents of Mulberry may consume alcohol in the privacy of their apartments, with the responsibility for not allowing any non-Mulberry residents to drink in their apartments. Also, there shall be no event at which the number of persons in attendance, the noise, behavioral concerns, etc., constitutes a disruption or the potential for disruption to other members of the residence area.

73AX

Because it is often impossible to determine who has and who has not been drinking at an event where alcohol is present; all people present will be held responsible for a violation of the alcohol policy.

In the building where alcohol is allowed, Mulberry, there shall be no kegs, beer balls, or other multi-quart containers allowed.

I understand that if I violate this policy that I may lose the privilege of being housed on the campus of Ramapo College of New Jersey.

Signature _____ Date _____

Name (Print) _____

8/87

73BX



Comments Before

The Assembly Special Committee

on

College Alcohol Abuse and Hazing

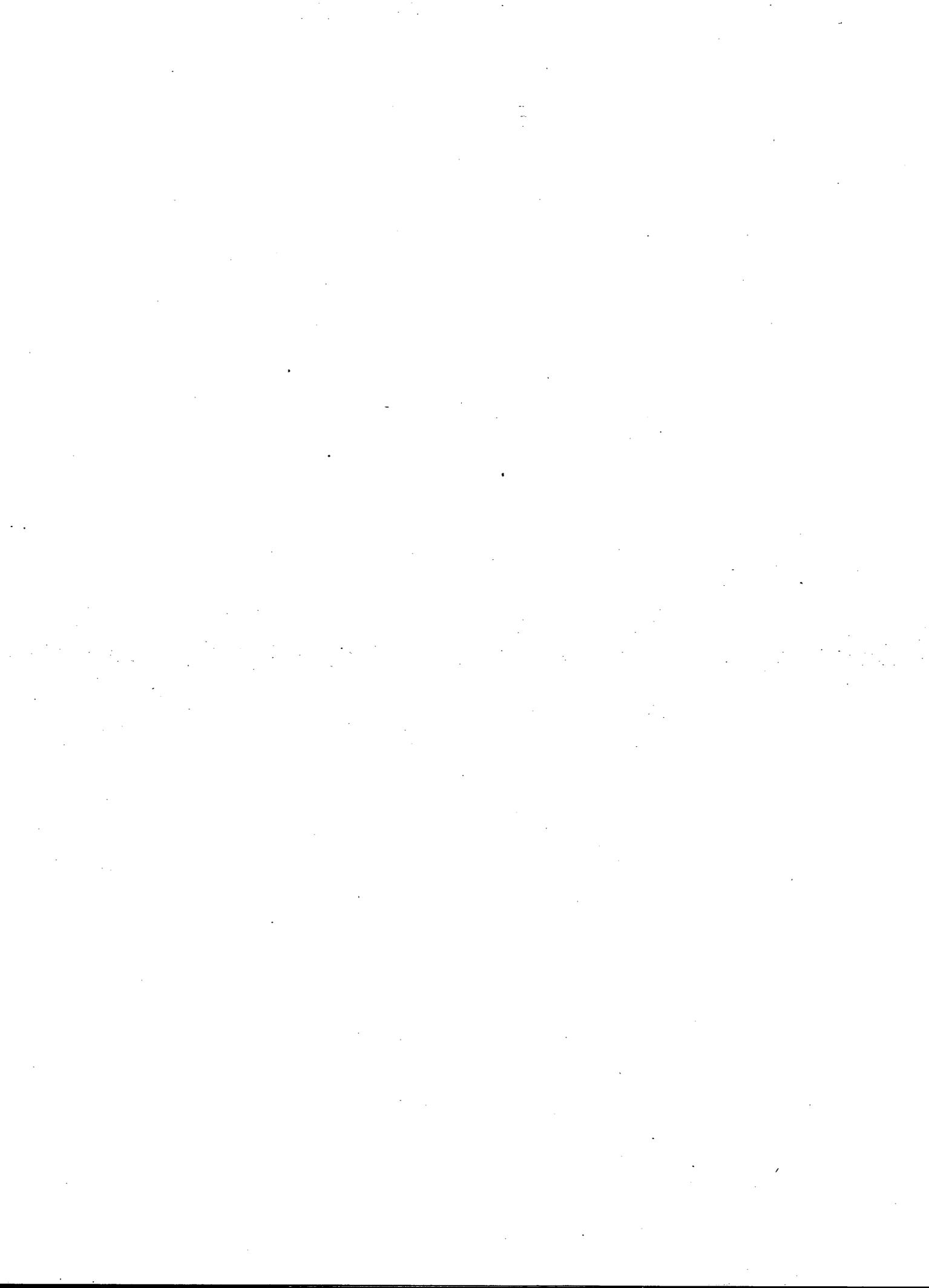
by

Saul K. Fenster

President

New Jersey Institute of Technology

March 10, 1988



Dr. Villane and members of the Special Committee on College Alcohol Abuse and Hazing:

Thank you for inviting me to meet with the Committee this afternoon to discuss these most important topics - alcohol use and hazing. As I begin, let me emphasize that I share your concern for the health and safety of New Jersey's college students.

At NJIT, we take our responsibility very seriously. I cannot stress this too strongly. We seek to protect our students, faculty and staff, as well as the university itself. For this reason, alcohol use at all NJIT events is diligently reviewed.

I have provided the Committee with copies of the university's alcohol policy and copies of the NJIT Log which outlines undergraduate policies and regulations (including the alcohol beverage policy).

University policy concerning possession and consumption of alcoholic beverages on campus subscribes to strict enforcement of the laws of the State of New Jersey and the City of Newark. What is more, the university will not provide legal defense for anyone who violates the university policy.

In addition, the policy stipulates that any consumption must occur within a responsible social framework wherein beverages are not the focus of the event.

NJIT provides information, counseling and referral assistance for students with drug and alcohol abuse problems. These services are available through the Division of Student Services, the Counseling Center, the Health Services Office and the Stop-In Center. NJIT's Acting Dean of Students, Dr. Judy Valyo is here today and is available to answer any questions you might have.

In addition, NJIT offers a series of educational programs focused on the areas of drug and alcohol information, and substance abuse prevention. For example, each October NJIT conducts an Alcohol Awareness Week. NJIT does make off-campus referrals to facilities and organizations as needed.

Concerning Hazing, NJIT informs all groups that hazing is prohibited. In addition, this year the Inter-Fraternity Sorority Council (IFSC) presented four programs to inform students of the laws and regulations which prohibit hazing.

Let me close by thanking the Committee for highlighting these important topics. Society has an important responsibility to inform our youth of the dangers and consequences of alcohol and substance abuse. NJIT is taking its responsibility very seriously. We are ready to assist the Special Committee.

Preface

The following Alcoholic Beverage Policy, instituted by the Dean of Student Life with the approval of the President of the University, supersedes the policy found on pp. 98-99 of the Handbook and is in full effect immediately.

The Committee on Alcohol Policy and Education is being reconstituted. Its membership will be determined by consultation among the Dean of Student Life, the Director of Residence, the Director of Student Activities, and student government leadership. Besides educating about alcohol, the committee will be the vehicle for an ongoing discussion of the implementation and interpretation of the alcoholic beverage policy.

ALCOHOLIC BEVERAGE POLICY

The following alcoholic beverage policy for Drew University has been formulated in light of (a) the university's concern for the education and development of the whole person and (b) New Jersey State Law on alcoholic beverages.

A. New Jersey State Law

According to New Jersey State Law it is illegal for anyone under the age of 21 to:

1. purchase or consume alcoholic beverages;
2. enter places licensed to sell alcoholic beverages with the intent to purchase, have served or delivered to them, alcoholic beverages;
3. misrepresent his/her age or the age of anyone else for the purpose of purchasing alcohol or gaining entrance to a place which sells or serves alcohol

It is also illegal for anyone to purchase or give alcohol to a person who is under 21 years of age. In addition to criminal sanctions for violations of state law, there is potential civil liability for serving minors or serving a person who is already intoxicated.

B. Residence Halls**1. Student Rooms**

Student rooms are considered private and alcoholic beverages may be served and consumed there in compliance with New Jersey law and Drew's policy. Service and consumption of such beverages shall not infringe on the rights of other occupants to study or engage in normal residence activities. Full responsibility for compliance with the relevant laws and rules belongs to the occupants. The number of guests must not be such as to endanger life or safety. Excessive noise must not emanate from the room.

2. Lounges and Basements

Resident Directors may approve and schedule closed private parties and functions in resident hall lounges and basements at which alcoholic beverages may be served and consumed. The conditions, to be specified by the Director of Residence, will include, but may not be limited to, the following:

- a. The event must be limited to members of the residence hall and their individual guests, but under no circumstances may the number of people exceed the legal capacity of the facility. All persons participating in the event must show identification. A guest log must be maintained, showing the names of the resident host/hostess and all participants, including guests.
- b. The sponsor of the event must assume responsibility for compliance with New Jersey law and the university alcoholic beverage policy, and for the security of the facility, including clean-up.

- c. There may be no admission charge or ticket required for entry.
- d. Alcoholic beverages may not be sold at the event.
- e. The consumption of alcoholic beverages may take place only within the confines of the lounge or basement area for which the party is scheduled.
- f. An adequate supply of food and non-alcoholic beverages must be served.

3. Alcoholic beverages may not be sold at any time in residence halls.
4. In accordance with state law, persons may not transport open containers of alcoholic beverages, nor may they consume alcoholic beverages in hallways, foyers, stairwells, bathrooms, or other public areas.
5. Beer in bulk quantities will not be permitted in residence halls. Only single-sized containers are permitted.

C. Campus

1. Alcoholic beverages may be purchased, served, and consumed in the Center Pub Association which is licensed by the State of New Jersey and operates under policies compliant with New Jersey law.
2. All other campus areas are considered public, and alcoholic beverages may not be served there except under special conditions.
3. Student groups selling alcoholic beverages at, charging admission to, or collecting money for an event where alcohol is served must obtain a one-day liquor license issued by the New Jersey Alcoholic Beverage Commission. It is the organization's responsibility to comply with whatever requirements the state imposes. The university will not assume responsibility for any aspect of such an event.
4. Drew students are responsible for the behavior of their guests.
5. Beer in bulk quantities is permitted on campus only at events for which a liquor license has been obtained from the New Jersey Alcoholic Beverage Commission.
6. Non-alcoholic beverages must also be available and accessible at any event where alcoholic beverages are served.
7. At all events where alcoholic beverages are served, food must also be served.
8. Retail delivery of alcoholic beverages to campus is prohibited.
9. CLA Student Activities funds may not be used for the purchase of alcoholic beverages.

D. Violations

In addition to criminal sanctions and civil liability under state law, violations of this policy will subject a student to university non-academic disciplinary procedures. These procedures allow for a hearing, and if the student is found guilty, may result in one of, or a combination of, the following sanctions: written reprimand, disciplinary probation, suspension, expulsion, fine, restitution, restriction, or such lesser sanction as the appropriate authority may determine. See pp. 86-88 of the Handbook.

