



SPAM: It Does a Party Good!

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Learning Objectives

- Identify common risks found at social events with alcohol
- Describe historical and modern risk reduction practices
- Describe RPI's SPAM program



Common Risks at Social Functions

- Alcohol Abuse
- Other Substance Abuse
- Sexual Assault
- Other Risky Behavior



Historical & Modern Risk Red



- Fraternity & Sorority Risk Management: Legacy of the 80's
 - Rampant drinking, drug use, & hazing practices tolerated in the past are no longer deemed acceptable, era of major lawsuits begins
 - FIPG, FRMT & Other efforts create system for Greek organizations to self insure, education, and practice risk reduction to reduce risk to members and reduce claims

- Modern Greeks are focused on risk management, crisis management, and risk reduction best practices



alcohol & drug education, event planning, and general harm/risk reduction

Institutional Support



- ***The Rensselaer Plan (Section 3.4 An Engaging Student Experience)***
 - ❖ Provide pervasive opportunities for student enterprise, entrepreneurship, community service, and leadership development within academic programs, outside the classroom, in residential settings on campus, and in sororities and fraternities.
 - ❖ Empower students as learners and entrepreneurs who design and manage projects, processes, and organizations as students.

- ***CLASS Initiatives***
 - ❖ Undergraduate residential living and learning communities are intended to help students thrive at an academic, environmental, and community level.

- ***Risk Management***
 - ❖ Part of job description for Coordinator of Health Promotion & Assoc. Dean of the Greek Life Commons
 - ❖ Charge of the Alcohol & Other Drug Advisory Committee

RPI's SPAM Program

- Charged/Benchmark
- SPAM: Student Peer Alcohol Monitoring
 - I. Mission of SPAM
 - a. Provide extra support in preventing risky behaviors/actions at social events with alcohol
- Formation Committee
 - I. Mission of Formation Committee
 - a. Hold Campus-Wide Information Meetings
 - b. Examine and Address Overall Issues/Concerns
 - c. Develop Infrastructure
 - d. Identify & Secure Funding Sources
 - e. Recruit for Program
 - II. Launch Program by September 2012



Developing Infrastructure

INITIAL COMMITTEE CONCERNS:

- *University Responsibilities (?)*
 - Funding
 - Liability
 - Monitors as employees (?)
- *Role of SPAM Monitor*
 - Minimum Qualifications
 - Rule Enforcement or Advisory Capacity
 - Helpful Hand or Potential Party Police
- *Logistics of Recruiting Students*
 - Code of Ethical Standards
 - Training Process
 - Accountability
 - Evaluation Report



Training Requirements



- **AlcoholEdu** – online alcohol education
- **TIPS Training** – bystander intervention training
- **Alcohol Skills Training Program (ASTP)** – addresses social/environmental effects of alcohol
- **Greek Social 101**
 - Specific training for procedures that Greek organizations are expected to follow when hosting social events with alcohol
 - Contains additional content regarding the campus alcohol event registration process
- **SPAM-Specific/Crisis Management Training/Sexual Assault Reporting**
- **Mock Social Event or Novice Paired w/ Veteran**

Monitor Duties & Responsibilities

- Fulfill Training Requirements
- Attend Events
- Attend Necessary Meetings
- Work with Hosting Organization
- Complete Event Report
 - ✓ Evaluate risk management of hosting organization
- Maintain Confidentiality and Good Judgment



Handling of “Private” Documents

- **Host and Monitor Review & Sign *SPAM Code of Ethics***
- **Evaluation Report**
 - ✓ Discuss with host post-event
 - ✓ Point out areas for improvement
 - ✓ Keep private
- **SPAM Guidebook**
 - ✓ Detailed job expectations
 - ✓ Emergency procedures
 - ✓ On-Call information



SPAM Executive Board

- 3 positions (Director, Coordinator of Internal Affairs, and Coordinator of External Affairs)
- Work together to run the SPAM program effectively
 - Coordinate meetings and training sessions
 - Assign Monitor schedule
 - Keep accurate meeting minutes and attendance records
 - Collect and properly file all event reports
 - Promote the program
 - Help to hire new monitors
- 1 year terms (Academic Year)
- Minimum 2.5 cumulative GPA to serve
- Fully trained SPAM member for at least 1 full semester



SPAM Advising Roles

- Co-Advisory Model
 - Coordinator of Health Promotion
 - Coordinates HR-related paperwork for student employees
 - Link to Associate Director (of Student Health Center), who monitors the “private” social event forms for trends
 - Greek Dean
 - Oversees the registration of Greek events with alcohol
 - Supervises the SPAM Executive Board’s weekly office hours



Liability Questions & Concerns

- Personal liability of student monitors when an incident does occur and a lawsuit is filed?
- Who is liable if a monitor does not take action, or not soon enough?
- Who is liable for injuries/incidents?
- What is the liability of a monitor if they do not take actions defined in job description?
- What is the liability of Board members if they do not take action as described in their job description?



Next Steps for Program

- Advertising & Recruitment of Monitors
- Publishing Documents and SPAM Manual
- Interviewing Candidates
- Training New SPAM Monitors



Initial Cost Projection of SPAM Program

Fall 2012

Variable Costs	Pay Rate in \$/hr	7.25	8.5	10
# of Events Per Weekend	3	1814	2244	2640
	4	2552	2992	3529
	5	3190	3740	4400
	6	3828	4488	5280

**Estimating 2 monitors per event, 4 hours per event, and 11 weekends with events per semester

Fixed Costs	Amount	Details
Flat semester fee for executive board	793.5	3 board members
Printing Costs and other costs	250	estimated
TIPS Training Cost	312	24 people * \$13 each
Audio/Visual and other training	1000	est. for rooms and a/v

**Estimating 20 monitors and 4 executive board members

Total Fixed Costs	2355.5	+	Minimum Variable Cost	1814	=	Minimum Total Program Cost	\$4169.50
			Maximum Variable Cost	5280	=	Maximum Total Program Cost	\$7635.50

Evaluation



- E-Board Evaluations
 - ❖ SPAM Advisors administer mid-semester review
 - ❖ Discuss information related to: job performance, strengths, room for improvement, and cautionary notes if needed (as it relates to E-Board stipend)

- Internal SPAM Program Evaluation
 - ❖ E-Board creating SurveyMonkey evaluation to be distributed at conclusion of each academic year and/or when a SPAM member exits their position
 - ❖ Garner information related to: strengths/weaknesses of the program, room for growth, experiences of SPAM member

- External SPAM Program Evaluation
 - ❖ E-Board creating SurveyMonkey evaluation to be distributed at the conclusion of each academic year to all campus organizations [who utilized the SPAM Program during the last academic year]
 - ❖ Garner information related to: strengths/weaknesses of the program, room for growth, experiences of hosting organization

Lessons Learned

- Benchmark
- Higher-Level Administrative Support
- Network/Campus Partnerships
- Visibility on Campus
- Help Reduce Stigma
- Find Your Resources
- Professional Development Opportunities
- Outcomes (Strengths & Limitations)



Small Group Exercise



- 1) Discuss possible “pathways” and “barriers” you might encounter when trying to create risk-management initiatives such as this on your campus.
- 2) Discuss the “key players” you will need to network with in order to create such a program/service on your campus.
- 3) Identify 3 feasible “action steps” that you can begin taking upon you return to campus, as a means to creating greater risk-reduction practices around social events with alcohol.

Documents

1. Office of the Greek Life Commons Social Event Management Manual
2. SPAM Program Manual
3. RPI Social Event Application
4. SPAM Application
5. SPAM Interview Questions
6. SPAM E-Board Contract & Job Description
7. SPAM Social Event Reporting Procedures (with checklist)
8. SPAM Event Monitor Report
9. RPI Official Incident Report of Sexual Misconduct



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