



*Better Leaders,
Better Collegiate Life*

UCA Forum 2017

Leaders and Partners in Changing the Course

Level 12 Rooftop South, Rydges Hotel South Bank, Brisbane

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“Change the Course” – Working Groups

Building a Working Group Framework

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Themes that permeate:

- Collaboration
- Respect
- Authenticity
- Invest in proactive rather than responsive

The working groups considered the following issues:

1. [Student leader training and induction](#)
2. [O’Week](#)
3. [Working with your host university](#)
4. [Policies & Procedures – Student Conduct](#)
5. [Policies & Procedures – Sexual Misconduct](#)
6. [In-College Bars](#)
7. [Pre-Drinking](#)
8. [Student Night/Pub Night](#)
9. [Physical Environment/Facilities](#)
10. [Recommendation 9](#)

Student leader training and induction

- A.D.E.S (Alcocup)
- Red Frogs > sports personalities
- Police, University Student Services, NAAU
- Mental health and physical First Aid Training, problem drinking training - First aid for alcohol Poisoning
- RSA training, Bystander and consent training
- Event management - is it fun without alcohol?
- Alumni – work/life balance
- GPs/medical students – effect of alcohol on body etc
- Don't hide things – when activities go underground, can't tell if they line up with college policies – secrecy is a problem
- Alcohol & gender equity > men's drinking and its impact on women
- Risk assessment for events
- Leadership training – vision, role model, conflict and values
- Adair Donaldson “Welcome to Our World”, previously “Putting Youth in the Picture”
- Protocols & guidelines – position descriptions
- Relationship collateral – build a relationship with your leaders
- Leadership retreat – resident leadership team, tutors, senior students, student club & O'Week leaders
- Safe partying – Sony Karras (Melbourne)

O'Week

- A dry O'Week or, 1st night dry, alternate dry nights
- No returners in O'week
- Run primarily non-alcoholic events
- Run good alternative non-alcoholic events simultaneously
- Free non-alcoholic drinks, paid alcoholic drinks
- Education – peer to peer
- Policies with consequences
- Returners present to set positive culture
- Identified sober leaders at social events (1:7)
- Approved programs
- Daily meetings – staff and leaders
- Change pub crawl to progressive dinner
- Involvement of the wonder Red Frogs
- Change name to “Fresher Week” – new students and student leaders only
- Allocation of funds to alcohol vs dry events
- Review O'Week schedule in advance & less overwhelmed
- Engage in university O'Week & encourage participation

- Fit college events around university O'Week
- Induction program prior to O'Week – dry
- Domestic vs International needs
- Orientation weekend & formal part

Working with your host university

- Importance of sharing and centralising information
- Communication & regular discussion & education of systems with university leadership
- Synchronizing goals eg. zero tolerance
- Shared understanding of creating a safe community
- Raising awareness among college students of university services
- Offering college facilities for the university to host speakers eg. consent
- Communication with university student services
- Charm offensive
- Engaging with student services etc. – have them visit colleges in RA training & O'Week etc.
- Graduation attendance
- Engagement with Faculty
- Engage with Student Unions & Student Groups
- Explain to universities how colleges help them achieve their aims
- Same students – same aims
- Engage with senior leadership (V-C)

Policies & Procedures – Student Conduct

- Self-selection at dry colleges – student club cannot use fees to buy alcohol
- College policies in line with IC policies
- Student codes of conduct – respect for self, accountability to peers & fellow residents re study and sleep
- Good of the community vs individual freedom
- Brief intervention/excessive drinking and meet with staff to discuss
- Clarity/Detail Student Handbook
- Collaboration with students & at least an explanation
- Communication of Policies/follow-up after O'Week
- Memo on Facebook every couple of weeks and keep it fresh
- Challenge of student clubs striking deals with local pubs (bidding war)
- All student leaders must complete RSA training
- Banned sponsorship of sporting teams by local pubs (eg. no advertising on uniforms)
- No promotion allowed by local pubs eg. flyers, discount tickets on campus

- No alcohol at intercollegiate events, particularly sports (challenge of alumni (& awful songs))
- Alumni returning events (contagion for present students)

Policies & Procedures – Sexual Misconduct

- Consistency – university vs colleges
- Informed policies - by university
- Transparent policy vs discrete procedures
- Natural justice (NSW Ombudsman)
- Wider legal context - state and federal
- Awkward/difficult scenarios
- Cultural perspectives and implications
- Proactive programs eg. Rethink
- Student collaboration with staff
- Victim survivor led (trauma informed)
- First responder training > everyone can be a first responder
- Include student involvement
- External contacts/advisers for students to contact for advice and support
- 'Tip Sheet' resource for responding to sexual assault without any training
- Procedures with a Policy

In-College Bars

- Increased oversight
- Role model behaviour... to an extent
- Access control
- Historical precedent
- Not able to control bar
- Wristbands to identify under 18
- Send photos of under 18's to other colleges/bar staff/O'Week leaders
- Milkshakes for 18th birthday
- Apply RSA Rules and RSA training for all students
- Move to employ professional bar staff – good bar manager
- External security in the bar (Thursday/Friday)
- Professional audit of liquor license
- Glasses that define standard drinks
- Difficulty of student produced 'punch', no measure of alcohol, some colleges ban 'punch'
- Event Management Plan/Event applications must predict – non-alcoholic drinks and food

- Hydration stations/access vital
- Move bar away from JCR/MCR
- Scanning technology – ID's scanned and photos logged
- Bar staff profit motive – in some colleges with bars – students purchase stock at the beginning of the year and take a share of the profit at the end of the year. This stops giving out free/cheap drinks
- College holding the license vs Student Club

Pre-Drinking

- Time & opportunity to drink – limit the time – have to leave at 9pm
- Incentives to get to parties earlier eg. free food early
- Open pre-drink session – supervised, not hidden sessions
- Food, sport & music during pre-session – social activities
- Free prizes & competitions during pre-sessions
- Empowering the alphas – leading the events
- Student led events – Student Club
- Staff engagement in Open Pre-drink session – 'it's OK to drink responsibly message'
- If College bar – tension re cost of drinks, must be cheap enough to attract but not so cheap as to encourage bingeing
- Early/attractive meals before social events to fill up their tummies
- Prevent entry/participation at event of people who are already intoxicated
- Sober mentors/dry leaders/sober student club
- RA's to monitor alcohol consumption & entry to next event

Student Night/Pub Night

- Bar Night and Red Frogs (pancakes)
- Student vs Staff (professional) bar staff
- Pricing – is cost a control mechanism? Discounted drinks a problem
- Question of equity – student club fees subsidising drinks
- Student committee moves students out to the pub 8:30 – 9:30
- Limit of six students in a room
- Event applications and risk management protocols
- Sober reps 1:30 or 1:40 ratio
- Free food at events – eating is cheating
- Proactive re-hydration – water
- Theme nights, costumes and good music
- Activities and resources for the event – water slide, bouncy boxing, sumo suits
- Build a relationship with pub owners to manage issues of regular over-drinking, under-agers, vandalism etc.

- Classy photographer doing nice photos at the end of the night, so they want to look put together at the end of the night

Physical Environment/Facilities

- Security increase
- Communal spaces being a cultural issue currently – internationals preferring single space
- Gender neutral spaces – WC
- Variety of spaces
- Dining Hall
- Shared bathrooms
- Public ownership – care for spaces
- Conference
- “Feminising” of space > male to female conversion
- Diversity & inclusion

Recommendation 9

- Work with host unis
- Independent expert advisor
- Child welfare (like residential environments) don’t reinvent the wheel
- Evidence based practice
- Some V-C’s won’t all act the same way
- What is zero tolerance?
- Uni owned vs. independent colleges
- Minimum standards
- Working with stakeholders > students, alumni, council
- Define success > working group and individual institutions
- Define what we can do

