

**The College of New Jersey
Ewing, New Jersey, 08628
R. Barbara Gitenstein, President**

April 25, 2018

Public Institutions of Higher Education
Higher Education Services

9. P.L.2013, c.170 (C.18A:62-4.4) provided that a person without lawful immigration status who meets other criteria may qualify to pay the in-State tuition rate at a public institution of higher education.

Question: In the current academic year, how many students at each institution are paying the in-State tuition rate pursuant to this law?

Response: TCNJ has 16 students enrolled under the New Jersey Tuition Equality Act.

10. The "Madison Holleran Suicide Prevention Act"; P.L.2016, c.18 (C.18A:3B-72 et seq.) requires that each institution of higher education have individuals with training and experience in mental health issues who focus on reducing student suicides and attempted suicides available on campus or remotely for students 24 hours a day, seven days a week.

Question: Please describe the efforts made by your institution to comply with this requirement. How has your institution publicized these services to its students? How many individuals are employed by the institution for the purpose of complying with the law.

Annual Disclose of Resources email (sent first week of September)

Dear TCNJ Community Members,

This email is to serve as a friendly reminder of some key resources and policies at the College. You are strongly encouraged to read through this entire email and access the policies themselves through the links provided. If you have any questions or concerns regarding any of the policies or practices cited in this communication, please contact the Office of the Vice President for Student Affairs at 609.771.2201.

If you or anyone you know is in need of counseling, health, mental health, victim advocacy or other services available to anyone experiencing challenges or violence please note the following resources are available.

Alcohol and Other Drug Education Program (ADEP)
(609) 771-2571
<https://adep.tcnj.edu/>
Forcina Hall 308

Anti-Violence Initiatives (AVI)
(609) 771-2272

<http://oavi.tcnj.edu/>
Forcina Hall 308

Counseling and Psychological Services (CAPS)
(609) 771-2247
<http://caps.tcnj.edu/>
Eickhoff Hall 107

Student Health Services (SHS)
(609) 771-2889
<http://health.tcnj.edu/>
Eickhoff Hall 107

Office of the Dean of Students
(609) 771-CARE
<http://tcnjcares.tcnj.edu/>
Brower Student Center 220

This email also serves as annual notification of the Student Conduct Code and Title IX Policy, which outline student rights and responsibilities, expectations for student conduct, and procedural standards of the student conduct process, as well as other important policy notifications.

STUDENT CONDUCT CODE

The Student Conduct Code outlines student rights and responsibilities, expectations for student conduct, and procedural standards of the student conduct process. This policy is available at: <http://policies.tcnj.edu/policies/digest.php?docId=9563>

SPECIFIC SANCTIONS FOR SELECTED VIOLATIONS

The College is required by law to disclose possible sanctioning practices for certain violations of the Undergraduate Student Conduct Code, and Graduate Student Conduct Code, including physical sexual misconduct, intimate partner violence, alcohol and other drug violations, and bullying, intimidation and/or harassment. Specific sanctions for selected violations of the student conduct codes can be found in Appendix E at <http://conduct.pages.tcnj.edu/files/2011/08/APPENDIX-E.pdf>

ANNUAL NOTIFICATION: THE DRUG-FREE SCHOOLS AND COMMUNITIES ACT [EDGAR PART 86] & ALCOHOL AND OTHER DRUG POLICY

This document details the implemented resources available “to prevent the unlawful possession, use, or distribution of illegal drugs and alcohol by all students and employees on school premises or as part of any of its activities” (EDGAR Part 86 Subpart A 86.3). <https://adep.tcnj.edu/files/2014/08/2015-Annual-Notification-ADEP.pdf> In addition to the expectations for student conduct outlined in the Student Conduct Code regarding the use of alcoholic beverages and drugs, narcotics, controlled substances and/or paraphernalia, policy statements on the use of alcohol and other drugs can be found in the College’s Alcohol and Other Drug Policy. Note that employees of The College of New Jersey are governed by the Alcohol and Other Drug Policy. <http://policies.tcnj.edu/policies/digest.php?docId=9139>

TITLE IX POLICY

The U.S. Department of Education and its Office for Civil Rights (OCR) emphasize the

importance of providing all students with an educational environment free from discrimination. The sexual harassment of students, including physical sexual misconduct, interferes with students' right to receive an education free from discrimination and, in the case of physical sexual misconduct, may be a crime. Title IX of the Education Amendments of 1972 (Title IX), and its regulations, prohibit discrimination on the basis of sex and/or gender in education programs or activities operated by recipients of federal financial assistance.

Sexual harassment by employees at The College of New Jersey is prohibited under the Policy Prohibiting Discrimination in the Workplace/Educational Environment. Similarly, the Student Conduct code prohibits sexual harassment by students.

Please refer to the Title IX policy for expectations for behavior, resources, procedural standards, and instructions on how to report sexual harassment and sexual violence located at: <http://policies.tcnj.edu/policies/digest.php?docId=9564>

You may also make a report or inquiry to the Title IX Coordinator:

Jordan Draper
Title IX Coordinator
Brower Student Center 220
[609-771-3266](tel:609-771-3266)
draperj@tcnj.edu

More information about making a report and reporting options can be accessed at <http://titleix.tcnj.edu/file-a-report/>.

POLICY PROHIBITING DISCRIMINATION IN THE WORKPLACE/EDUCATIONAL ENVIRONMENT

The College is committed to providing its current and prospective employees and students with a workplace/educational environment free from prohibited discrimination or harassment. Under this Policy, forms of employment discrimination or harassment based upon the following protected categories are prohibited and will not be tolerated: race, creed, color, national origin, nationality, ancestry, age, sex/gender (including pregnancy), marital status, civil union status, domestic partnership status, familial status, religion, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for service in the Armed Forces of the United States, or disability.

The College of New Jersey's Policy Prohibiting Discrimination in the Workplace/Educational Environment is available at <http://policies.tcnj.edu/policies/digest.php?docId=8124>.

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION & DIVERSITY

If you would like to report a complaint or concern about discriminating behavior you may contact the College's EEO/AA Office.

Kerri Thompson Tillett
Associate Vice President / Chief Diversity Officer
thompsok@tcnj.edu
Administrative Services Building
Room 102
P.O. Box 7718
Ewing, NJ 08628

P) [609.771.3139](tel:609.771.3139)
F) [609.637.5191](tel:609.637.5191)

COPYRIGHT LAW AND THE HIGHER EDUCATION OPPORTUNITY ACT

Copyrighted music, video, books, and manuscripts may not be downloaded or shared without the expressed permission of the developer/artists. The unauthorized distribution of copyright material may result in civil and criminal penalties. The downloading and sharing of copyrighted materials is also a violation of the College's Computer Access Agreement and may result in the loss of College network privileges.

More information on this practice and potential legal implications can be found at: <http://security.pages.tcnj.edu/tcnj-and-the-heoa/>

The Computer Access Agreement can be found at:

<http://it.tcnj.edu/procedures/computer-access-agreement/>

The Non-Retaliation Policy can be found at:

<http://policies.tcnj.edu/policies/digest.php?docId=9736>

Wishing you a safe and happy academic year!

Mental Health and Wellness Services at TCNJ Email (Emailed Beginning of Spring Semester)

Mental health and wellness remains a critical issue on college campuses, especially given increasing levels of stress and anxiety inherent in the college experience. Here at TCNJ, we have seen a significant increase in the request for counseling services over recent years which has led to the enhancement and expansion of services, programs, and initiatives offered to our students.

TCNJ recognizes that mental health and wellness services are an important step in achieving personal well-being. As such, we are increasingly taking a holistic approach to an individual's health and wellness by utilizing the model of a wellness wheel highlighting seven important dimensions of health and wellness: intellectual, emotional, social, physical, spiritual, financial, and environmental.

The purpose of this communication is to make you aware of some of the existing, new, and developing mental health and wellness services, programs, and initiatives available to the campus community.

Increased Staffing at CAPS

In response to the increasing demand for mental health services, CAPS has increased professional staffing by greater than 50% since 2014. New CAPS positions over the past couple of years include a clinical case manager, sports psychologist, diversity and inclusion initiatives coordinator, LGBTQ specialist, and increased psychiatry hours.

Enhanced Referral Capabilities for Longer-Term Treatment

One of our biggest challenges in providing mental health services to students is addressing the needs of those requiring longer-term treatment. While a majority of the students seen at CAPS benefit from a combination of brief individual treatment and/or group counseling, a growing number of students present with more complex issues that require on-going care. This is not specific to TCNJ, but is a national trend occurring at college counseling centers across the country. We are pleased to announce several new and developing initiatives at the college to address this important need.

- Community Counseling Collaborative: This is a new initiative to bring licensed mental health providers on campus to provide low-cost, longer-term mental health care to our students. Offices are located on the 4th floor of Forcina Hall.

This program started offering services to students in mid-December and is still in development. Access to services at the CCC is coordinated through CAPS.

- InFocus Urgent Care – CAVI mental health program: Coming soon to Campus Town is another mental health program run by InFocus Urgent Care. CAVI will offer longer-term treatment options for TCNJ students. This program is currently working to increase the number of insurance plans they will accept. We anticipate this program to start offering services during the spring semester.
- The new Center for Integrated Health, Education and Learning (formerly The TCNJ Clinic): The new Center at the college will offer expanded training opportunities and services to both TCNJ students and the local community. Plans include a holistic and integrated approach to health and wellness services, while maintaining low-cost, longer-term mental health services that were the cornerstone of the old Clinic. Some limited services will be offered during the spring semester with the goal of expanding services during the summer and fall of 2018.
- Referral database of community providers: We have a growing list of local and regional mental health providers (180 and counting) on this database who have been vetted by CAPS to provide mental health care to our students. Many accept a variety of insurance plans and/or have a sliding fee scale for students. The database is available to the TCNJ community through the CAPS website at <https://caps.tcnj.edu/caps-referral-database/>

Increased Programming in Health and Wellness

We know from research that students lacking in resiliency are more vulnerable to mental health problems. Therefore, offices within Health and Wellness (including CAPS) are increasing programming and initiatives around the topic of resiliency. The EAT, SLEEP, MOVE, BREATHE initiative (fundamental elements of health and wellness) is an example of this type of programming. In addition, we have a new Peer Education program on campus (THRIVE PE's) dedicated to educational outreach programming in a variety of health and wellness areas. This increases the number of peer educators to approximately 40 students.

Standardized Mental Health Training for Faculty, Staff, and First Responders

Educating the TCNJ community on identifying mental health concerns, talking to students, and making appropriate referrals to support services is an important part of a comprehensive strategy to address mental health on campus. Systematic, ongoing training in college student mental health and suicide assessment for first responders, faculty, staff, and student leaders is taking place every semester with the goal of creating a caring community that “has each other’s back” and can direct students to the support and help that is needed. In addition, TCNJ also has CARE and BART teams comprised of faculty and staff representatives across campus who meet regularly to discuss and provide assistance to students in need of support.

Recovery and Wellness Suite in the Recreation Center

The Student Affairs Health and Wellness Unit was just awarded a grant from the State of NJ to address recovery and wellness within the TCNJ community. We will be renovating a portion of the Recreation Center to create a Recovery and Wellness Suite where students can come together in a centralized area for services, programs, and training.

This new space will allow for expanded programming and services to students in the areas of recovery, mental health, physical health, and spiritual wellness.

Expanded Sexual and Reproductive Health Services at Student Health Services

Demand has been increasing in this area for some time. Women's gynecological services, originally provided by Planned Parenthood, will now be provided by a Nurse Practitioner from Student Health Services who specializes in Reproductive Healthcare. This change was prompted by increasing student demand for sexual and reproductive services, and the declining ability of Planned Parenthood to maintain office hours due to clinical staffing challenges. Students will continue to receive professional, caring, high quality, cost effective gynecological care. Appointments can be scheduled by calling [609-771-2889](tel:609-771-2889) or online using the portal, OWL, at <https://tcnj.medicatconnect.com/>

Addressing the mental health and wellness needs of TCNJ students will continue to be a priority for Student Affairs, Health and Wellness, and CAPS. We understand the value and importance of good mental health and wellness to the success of our students and are committed to an ongoing assessment of student needs and services in this area through the campus wide Mental Health Promotion and Suicide Assessment Task Force.

On-Campus Resources Available

1. Counseling and Psychological Services (9 professional staff; 4 interns)
 - a. Website includes a referral database for off-campus counseling resources,
 - b. Offered 8:30-4:30pm Monday- Friday
2. Center for Integrated Wellness (2 professional staff; 4 interns)
 - a. Offered at varied times during day, nights, and weekends
3. Community Collaborative (6 professional staff)
 - a. Offered at varied times during day, nights, and weekends
4. Anti-Violence Initiatives Office (2 Staff Members)
 - a. Offered 8:30-4:30pm Monday- Friday
5. Dean of Students (Non-clinical/counseling) (3 Staff Members)
 - a. Offered 8:30-4:30pm Monday- Friday
6. Residential Education (Non-clinical/counseling but trained to assess risk with C-SSRS) (12 Staff Members)
 - a. Offered 24/7
7. Campus Police

Peer Education Programs: There are three peer education programs on campus offering prevention and outreach services to students on a variety of health and wellness topics including mental health, recovery and substance abuse and misuse concerns, and health and wellness topics. Currently there are a total of approximately 40 students participating in these programs:

- **CAPS PE's** - offer primary prevention with a focus on mental health and suicide prevention educational health outreach programs.
- **SAVE PE's** - offer primary prevention with a focus on sexual assault, domestic/dating violence, stalking, and healthy masculinity through educational health outreach programs.

- **Health & Wellness PE's** - offer primary prevention with a focus on health and wellness (resiliency, drug and alcohol education, physical health and fitness, reproductive and sexual health) related educational health outreach programs.

Other Student Groups with a Mental Health Focus:

- **Active Minds @ TCNJ** - promote mental health awareness by holding campus-wide events that provide students with information & resources about different mental illnesses and mental health problems. We aim to reduce stigma that surrounds mental illness by starting a conversation.
- **To Write Love on Her Arms TCNJ** - dedicated to presenting hope and finding help for people struggling with depression, addiction, self-injury, and suicide.

Indirect Services and MH Trainings & Events – On Campus

Mental Health Promotion and Suicide Prevention Task Force: The MHPSP Task Force is a multidisciplinary and interdepartmental college-wide Task Force whose charge is to review, develop and implement policies, procedures and initiatives related to mental health services and suicide prevention on campus. Mental health staffing, Gatekeeper Training, C-SSRS Training, Environmental Strategies (the barriers on parking decks), various policies and procedures related to mental health, and postvention efforts are examples of the scope of the Task Force's work. – Group includes 10 staff faculty and student members

Gatekeeper Training: Mental health and wellness and suicide prevention training is offered every semester to targeted groups on campus that interact frequently with students including first responders, campus police, faculty, staff and students. The training seeks to develop campus members' knowledge, attitudes and skills to identify students at risk, determine levels of risk, and make referrals when necessary. – Nearly 300 Faculty & Staff have been trained in the past 2-3 years

C-SSRS Training: The C-SSRS is a brief, evidence-based 6-item suicide assessment scale used to identify students at risk of self-harm or suicide. The training is offered every semester to select groups of first responders, residence education staff, faculty and staff members who interact on a regular basis with students. – Nearly 300 Faculty & Staff have been trained in the past 2-3 years

Postvention Advisory Group: A campus-wide, interdepartmental advisory group that convenes following a campus death or large scale mental health emergency to plan a coordinated campus and community response.

THRIVE: An annual health and wellness (including mental health) expo, open to the entire campus community, focusing on providing information, activities and tips to empower individuals to make healthier choices. – 700 Attendees during the Spring 2018 Event

11. According to the 2016 report of the College Affordability Study Commission, which was established pursuant to P.L.2015, c.4, the increasing cost of higher education is posing a significant barrier to students hoping to pursue postsecondary education. Nationally, after adjusting for inflation, the tuition and fees at public four-year institutions of higher education

have increased over 40 percent between the 2005-2006 and 2015-2016 academic years, while increasing by 29 percent at two-year public institutions.

Question: Please discuss initiatives that the institutions have taken in recent years to minimize increases in tuition and fees or to provide institutional support to their students.

Response: Cognizant of our responsibility to allocate resources strategically and keep the cost of education at TCNJ affordable, a key theme in our strategic plan is college affordability - **Priority V: Achieve a sustainable financial model that allows the college to realize its vision while maintaining quality and affordability for the students it serves.**

- TCNJ achieved \$22.9 million of debt service savings due to bond refinancing in recent years (approximately \$4.5 million per year from FY17 through FY21) that has allowed us to significantly moderate the annual increase to the capital/general service fee which is exclusively use to fund debt service and the College's capital needs.
- TCNJ continues to invest in institutionally funded scholarships as part of the overall pricing strategy. The fiscal year 2018 budget allocation for institutional scholarships was increased by \$1.1 million to \$15.4 million compared to the FY2017 funding level of \$14.3 million.
- Other strategies use to minimize increases in tuition and fees include cost containment initiatives, review of the organizational structure to generate financial efficiencies and preserve organizational effectiveness and diversification of revenues sources.

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