

## The Senate Committee on Environment, Quality of Life, and Disability Issues

Progress Report to the Academic Senate on the QCC Tobacco Policy Implementation Plan,  
compliant with The City University of New York's Revised Tobacco Policy  
(as approved by CUNY BOT, 1/24/2011)

The Senate Committee on Environment, Quality of Life, and Disability Issues – at the request of the Academic Senate – would like to share the following status report on activities pertaining to the QCC Tobacco Policy, and the QCC Tobacco Policy Implementation Plan (as submitted by the Office of the President to the Chancellery):

### History:

A Resolution, consisting of 9 Recommendations, was presented to the Academic Senate for vote and approval by the Senate Committee on Environment, Quality of Life, and Disability Issues, on May 10<sup>th</sup>, 2011.

A **motion to approve** all 9 of the Committee's Recommendations was **made, seconded**, and upon vote, the Resolution **passed** by significant majority (see [Attachment – I of the May 10, 2011 Agenda](#)).

### The QCC Tobacco Policy Implementation Plan:

Shortly after the Committee's Resolution was passed by the Senate, the Committee – in compliance with the university's mandate that each campus submit a Tobacco Policy Implementation Plan – drafted its recommendations for an Implementation Plan for review by the Office of the President.

The final version of the QCC Tobacco Policy Implementation Plan, with 7 points for implementation, was submitted by the Office of the President to the Chancellery in time for its June 30, 2011 deadline.

At its February 22<sup>nd</sup>, 2012 meeting, a review of the 7-point QCC Tobacco Policy Implementation Plan was initiated by the Committee with the intent of updating and bringing current the status of its initiatives so as to determine which targets had already been met, and which targets were on track for completion for the Spring, in readiness for full implementation of the Tobacco Policy on August 27<sup>th</sup>, 2012.

### The Committee on Environment's Review:

At its Committee meeting on February 22<sup>nd</sup>, 2012, certain questions and concerns raised by members of the faculty regarding timeliness of the implementation of the QCC Tobacco Policy, as well as its provision for "enforcement" of the policy, were discussed.

Although it was pointed out to the Committee by certain faculty members that other CUNY colleges had earlier start dates for full implementation of their respective campuses' tobacco policies than QCC's August 27, 2012 target, the Committee determined that there was no reason to alter the current timeline for implementation as laid out in the QCC Tobacco Policy Implementation Plan.

To frame the discussion brought forward by certain faculty members regarding the efficacy of compliance with the Policy --- specifically, the ability to enforce compliance with the policy without "punative" measures to dissuade non-compliance – the Committee reviewed Recommendation 9 of the [Senate Committee on](#)

[Environment, Quality of Life, and Disability Issues' Resolution on the implementation of a QCC Tobacco Policy](#), as approved by the Academic Senate on May 10<sup>th</sup>, 2011:

---

**The Senate Committee on Environment, Quality of Life, and Disability Issues**

*Resolution With Recommendations For A QCC Tobacco Policy Implementation Plan, In Compliance With The City University Of New York's Revised Tobacco Policy*

**9. Committee's recommendations on ensuring compliance with "the CUNY Tobacco Policy".**

(Addressing Step 6 of 6)

- a. It is the recommendation of the Committee that the College follow the tone and guidelines established by the University to address compliance with **QCC's Tobacco Policy Implementation Plan** (see ["The City University of New York, 2011 Tobacco Policy Work Plan Guidelines"](#), pgs. 10-11).
- (1) Following the tone and guidelines suggested by the University for compliance with **"the CUNY Tobacco Policy"**, it is the recommendation of the Committee that the College adhere to CUNY's stated vision for compliance:
- (i) That compliance with the mandate of a tobacco-free campus **"... be the shared responsibility of all those in the campus community, tobacco users and non-users alike", and not the responsibility of any one agent or department** on the campus;
  - (ii) That ensuring compliance with **"the CUNY Tobacco Policy"** by campus officials, representatives, or any other members of the College community **be handled in a "... friendly and respectful" manner**; and
  - (iii) That discussions about or arising from requests for compliance between smokers and non-smokers concerning policy/cessation resources **"... be brief, educational, and non-confrontational."**
- (2) It is the final recommendation of the Committee that the College community maintain a civil manner regarding both the language and tone with which requests for compliance with **"the CUNY Tobacco Policy"** is effected by any individual or individuals, as well as the language and tone with which requests for compliance with **"the CUNY Tobacco Policy"** are made and acted upon.

To this end, all members of the College community are neither more nor less privileged due to their status as a smoker or non-smoker, and are to be treated in exactly the same manner, regardless of rank, title, or station; and all members of the College community are entitled to the same respect, rights, and appropriate remedies with regard to compliance with the policy.

---

With due consideration for the opinions brought to the Committee for deliberation concerning the potentiality for non-compliance with the QCC Tobacco Policy without deterrent or punitive measures, the Committee

concluded that it could find no compelling reason to modify the language or intent of Resolution in its entirety – inclusive of Recommendation 9 – as approved by the Academic Senate on May 10<sup>th</sup>, 2011, for the following reasons:

p.2

1. The Committee's initial Recommendation on compliance followed the tone and guidelines established by the University for campuses to address compliance with the **CUNY Tobacco Policy** (see [“The City University of New York, 2011 Tobacco Policy Work Plan Guidelines”](#), pgs. 10-11);
2. The Academic Senate voted overwhelmingly in favor (with only 3 Nay votes by Senators) of approving the Committee's Resolution in its entirety – including Recommendation 9 on compliance – during its May 10<sup>th</sup>, 2011, session;
3. Despite opinion to the contrary, the Committee's investigation could find no evidence of any sister campus of CUNY – whether junior, comprehensive or senior college – implementing any deterrent or punitive measure, e.g., tickets, fines, block on registration, judiciary process, etc., to enforce compliance with the CUNY Tobacco Policy on its campus;
4. The Committee felt there was a distinct difference in the probability of successful compliance relative to the level of ambiguity inherent between a) the campus' current “Smoking-Restricted” Policy (which allows for smoking in some areas, but not others), and b) The QCC Tobacco Policy, which goes into effect on August 27<sup>th</sup>, 2012, which is a total ban on smoking and the use of tobacco products anywhere on the grounds of the campus, by anyone); and that
5. Because of this distinction, and the lessening of ambiguity under the impending August 27<sup>th</sup> implementation of the QCC Tobacco Policy, the Committee felt it was premature, if not actually destabilizing, to assume failure on the part of the college community in “policing” itself and ensuring compliance with the Tobacco Policy through educational practices, respectful discourse, and meaningful cessation support, **before the Policy has even been implemented** and time given to assess the success of “culture change”.

It is therefore the reasoned opinion of the Committee on Environment that:

- The QCC Tobacco Policy's Resolution, and plan for ensuring compliance, remain as it was written, in tone and intent;
- The college community proceed with following the plan and executing the activities for implementation of the QCC Tobacco Policy; and

- That it be understood that issues concerning the upcoming August 27<sup>th</sup>, 2012, implementation of the QCC Tobacco Policy – inclusive of the degree of compliance with the Policy and the success of the methods established to ensure it – are subject to the same rigors for assessment and review as any other objective of the college.

p.3

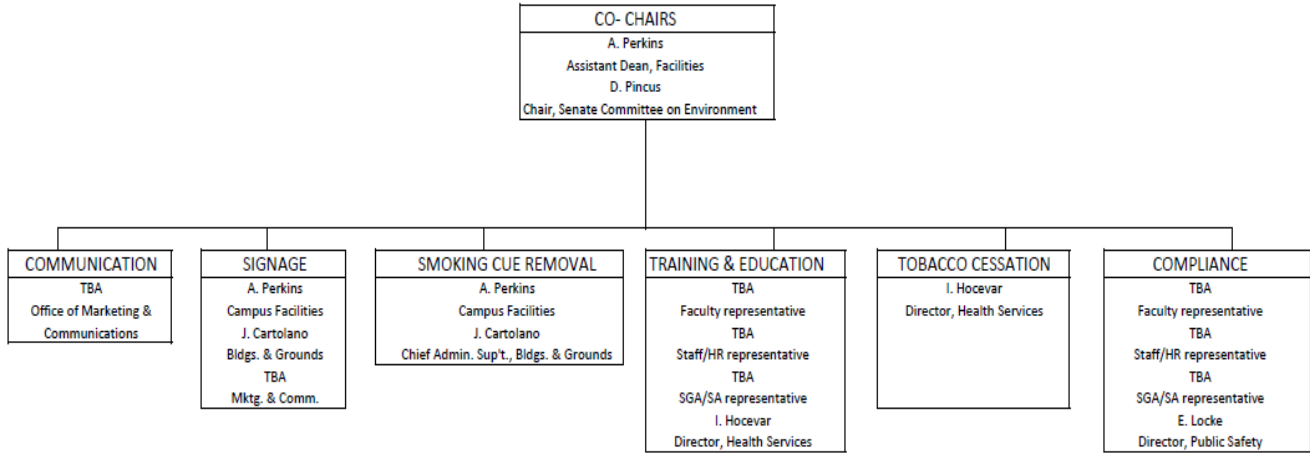
**The QCC Tobacco Policy Implementation Working Group (TPIWG):**

The formation of TPIWG began during the Fall, 2011 semester. TPIWG is currently overseen by its two co-chairs: Arthur Perkins, Associate Dean of Facilities, and Dion Pincus, Chair of the Senate Committee on Environment, Quality of Life, and Disability Issues. These TPIWG co-chairs are charged with implementing Activity 1 of the QCC Tobacco Policy Implementation Plan, “*Working Group Coordination*”. Additional members of the college community were solicited and selected to spearhead one of the 6 remaining major initiatives of the QCC Tobacco Policy Implementation Plan:

1. Communication
2. Signage
3. Smoking Cue Removal
4. Training and Education
5. Tobacco Cessation
6. Compliance

The structure of TPIWG is illustrated by the organizational chart below.

QCC TOBACCO POLICY IMPLEMENTATION WORKING GROUP (TPIWG)



Prior to its first meeting as a working group on February 27<sup>th</sup>, 2012, TPIWG added the following members of the college community under the initiatives “*Training and Education*”, and “*Compliance*”:

- Prof. Leslie Francis – Faculty representative
- Prof. Alicia Sinclair – Faculty representative
- Ms. Ellen Adams – Staff/HR representative
- Raymond Vollel – SGA/SA representative

In April, 2012, TPIWG added Mr. Alex Burnett as Marketing liaison under the initiative “*Communication*”.

### **TPIWG's Meeting With the CUNY Tobacco Policy Team:**

On February 27<sup>th</sup>, 2012, the members of TPIWG met with the CUNY Tobacco Policy Team for the first time to share some initial issues, concerns, and strategies involved in negotiating some of the more difficult aspects of effecting physical, behavioral and psychological changes in campus culture such as were sure to be engaged, not only at the point when the QCC Tobacco Policy becomes fully implemented, but in the months and years beyond.

The members of the CUNY Tobacco Policy Team included:

- Luis Manzo, the University Director of Mental Health and Wellness Services;
- Patti Lamberson, Director of Healthy CUNY Tobacco and Obesity Initiatives;
- Marie Bresnahan, NYC Department of Health; and
- Ty Patterson, Executive Director for the National Center for Tobacco Policy.

These 4 CUNY Team members were accompanied by a 3-person video team. The discussion between the CUNY Tobacco Policy Team and the QCC TPIWG team was videotaped (as were/will be other discussions between the CUNY team and individual campuses' Tobacco Policy Working Groups), for the purpose of providing an edited, online educational video stream to not only address FAQ's about implementation of the CUNY Tobacco Policy, but also to build a toolkit of strategies and materials which will become one of many support resources to campuses.

The informal, 90-minute discussion ran a gamut of issues including how the CUNY Tobacco Policy bisects with compliance issues, aspects of educational/ institutional culture change, HR/legal concerns, fostering an environment of collegial respect, and even addressing "libertarian" fears of infringement on individuality.

### **The CUNY Tobacco Policy Team's Meeting With the President and Cabinet:**

After the CUNY Tobacco Policy Team and the QCC TPIWG team met, the CUNY team was given a short tour of the campus, and then reconvened for a 1-hour meeting in the President's Conference Room with President Call, members of the Cabinet, and other campus leaders.

A single, thematic issue emerged during this discussion between approximately 25 people: compliance.

However, this discussion concerning compliance presumed neither "crime nor punishment". Rather, it focused on three elements:

- The fact that, as the QCC Tobacco Policy will be less ambiguous than the preceding "Smoking-Restricted Policy", observation of the total ban on smoking on campus grounds by all members of the college community, combined with educational efforts, is likely to do more for compliance, over time, than any punitive measure could;
- That the tendency to equate "compliance"/"non-compliance" with "students" is a habit and tendency which should be discontinued; and

- Pre-empting over-zealous enforcement behaviors

p.5

To this end, it was indicated by members of the CUNY Tobacco Policy Team that these concerns can and should certainly be addressed in the training materials which they were developing for CUNY campuses, including “scripted” scenarios with appropriate phrases and language, and a set of Do’s and Don’ts for addressing individuals who are smoking on campus after the CUNY Tobacco Policy is fully implemented on a campus.

Respectfully submitted,

The Senate Committee on Environment,  
Quality of Life, and Disability Issues

Mr. Dion Pincus, Chair  
Prof. Elizabeth Bartels, Secretary  
Prof. Leslie Francis, Member  
Prof. NamJong Moh, Member  
Prof. Margaret Stroehlein, Member  
Mr. Simon Ulubabov, Member

Prof. Steven Frishman, Liaison  
Dean Arthur Perkins, Liaison

April 24, 2012

p.6