

Ursinus College

Biennial Review

of the Drug and Alcohol Abuse Prevention Program
as part of the Drug-Free Schools and Communities Act

Review Period:
July 2018 – June 2020

Ursinus College
601 E. Main Street
Collegeville, PA 19426

Ursinus College recognizes its responsibility to not only conduct and complete a Biennial Review but also report findings and utilize the results to improve the work executed for our campus community.

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I. Introduction

Ursinus College, by virtue of its mission, hopes to enable all students to become independent, responsible, and thoughtful leaders. The College encourages and sustains an academic environment conducive to learning and promotes the health, safety, and welfare of all members of its community. As such, the College recognizes that, given the significant substance-related problems in society, serious efforts must be made to educate students so that they can make responsible choices.

The College requires that all members of the campus community comply with local and federal laws, including those that govern the use of alcohol and other drugs (AOD). The Ursinus College policies related to alcohol and other drugs combines observance of state and federal law, protection of the overall community, and reduction of high-risk behavior by students.

To promote compliance and to support a healthy campus culture, the College has adopted and implemented a Drug and Alcohol Prevention Program (DAAPP) for students and employees to prevent the “unlawful possession, use or distribution of illicit drugs and abuse of alcohol by students and employees” on the institution’s premises or in conjunction with institution-related activities.

In accordance with the Drug-Free Schools and Communities Act (DFSCA), the College conducted a review to evaluate the efficacy and consistency of policy enforcement of DAAPP and to make recommended changes to that policy.

The DFSCA, and its implementing regulations, state that the drug prevention program of an institution of higher education (IHE) must, at a minimum, include the following:

An annual written distribution to each employee and to each student of:

- a. An outlined description of the standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and abuse of alcohol by students and employees;
- b. A clear statement that the institution will impose disciplinary sanctions for violations of the standards of conduct and a description of those sanctions up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct;
- c. A list of applicable legal sanctions for violations of local, state, and federal law relating to the unlawful possession or distribution of illicit drugs and alcohol;
- d. A description of the health risks associated with alcohol and other drug use; and

- e. A description of any types of available treatment programs for employees and students including but not limited to counseling, treatment, rehabilitation and reentry.

The law further requires an IHE to conduct a biennial review by the IHE of its program to:

- a. Determine the effectiveness of the drug and alcohol prevention program and identify any improvements that need to be implemented;
- b. Identify the number of drug and alcohol related violations and fatalities that occur on campus or as part of any institution's activities and determine the number and type of sanctions imposed as a result; and
- c. Ensure that the institution consistently applies disciplinary sanctions for violations of its alcohol and other drug-related policies.

This document includes information regarding the dissemination of AOD policies to all members of the Ursinus community; Standards of Conduct; policy enforcement measures and statistics; a description and evaluation of current AOD programs, including goals and achievements; and recommended changes to the program to be pursued prior to the next review.

II. Annual Policy Notification Process

A. Student Notification

The Dean of Students emails all students within the first few weeks of the fall semester that includes a link to the Student Handbook and encourages them to read it. The Student handbook is also available online: <https://www.ursinus.edu/student-life/handbook/section-i-student-code-of-conduct/student-code-of-conduct/community-expectations-college-policies/>

B. Employee Notification

When a new employee is hired, Human Resources reviews all policies during the onboarding process. The policies are also available on the Policies and Practices website for any employee to review: <https://www.ursinus.edu/offices/human-resources/policies-and-practices/>

C. Annual Notification of the Drug and Alcohol Prevention Program

The College distributes DAAPP by email to all faculty, staff, and students by October 1 of each year. In addition, the College will distribute the DAAPP to students and employees who did not initially receive the report according to a schedule that corresponds with the spring semester and summer sessions. DAAPP information is also included in the College's Annual Security and Fire Safety Report. The College may also distribute DAAPP information in other ways, as is deemed appropriate and necessary.

III. Standards of Conduct

A. Student Policies

Ursinus College students and student organizations are expected to act in accordance with the policies, rules, regulations, laws, and requirements of Ursinus College, municipalities and counties, the Commonwealth of Pennsylvania, and the United States. The policies and procedures in this document are designed to provide an educational and developmental process, balancing the interests of individual students with the interests of the Ursinus College community. Students are responsible not only for the intent of their conduct, but also for the impact of their actions.

The Student Handbook details information with respect to the Code of Conduct and sets forth the College's policy on *Illegal, Unauthorized, or Irresponsible Substance Use* and the *Policy on Social Events and Guidelines for Event Directors*.

The following constitutes the policy on *Illegal, Unauthorized, or Irresponsible Substance Use* of Ursinus College:

Students are expected to uphold College policies in the pursuit of their educational objectives. The College reserves the right to set and communicate reasonable expectations as needed. The following are prohibited. Examples are provided to illustrate the specific prohibition and are not intended to be all-inclusive. Some incidents will result in multiple policy violations.

1. Illegal, unauthorized, or irresponsible substance use.

Examples include, but are not limited to:

- Unlawful or unauthorized possession, manufacturing, use, purchase, and/or distribution of alcohol. No person under 21 years of age may possess or consume alcoholic beverages, under any circumstances.
- Alcohol is not permitted in the First Year Centers at any time. Alcohol is not permitted in non-residence hall buildings, except for events approved by the College. For more information, refer to Guidelines for Social Events.
- Possessing or being in the presence of:
 - Alcohol, including beer, wine, liquor, or mixed drinks being consumed in a container larger than 16 ounces.
 - Grain alcohol
 - Alcohol transported or stored in a container larger than 1 gallon.
 - Binge drinking paraphernalia including but not limited to:

- Kegs
- Beer Balls
- Beer Bongos
- Trash cans
- Common Source Containers such as a punch bowl
- Irresponsible use of alcohol, including purposeful binge drinking (ie. “Shot gunning” a beer) and public intoxication.
- Operating a vehicle while under the influence of alcohol.
- Unlawful or unauthorized possession, manufacturing (or attempted manufacturing), use, purchase and/or distribution of illicit drugs, controlled substances (including stimulants, depressants, narcotics, or hallucinogenic drugs) or paraphernalia.
- Being in the presence of illicit drugs, controlled substances (including stimulants, depressants, narcotics, or hallucinogenic drugs) or paraphernalia.
- Illegal possession or use of prescription medications.
- Public intoxication
- Smoking tobacco products, hookahs or vaporizing devices (including e-cigarettes) inside any College building or within 20 feet of any building exit.

The following constitutes the *Social Events Policy and Guidelines for Event Directors* at Ursinus College:

Social Events

Ursinus policies and procedures allow students to hold social events within designated spaces on campus. The responsibility for organizing social events, for overseeing adherence to state and local laws and college policies, and for ensuring the appropriate conduct of students and guests rests with the students involved. Students holding social events will do so with full recognition of the rights and reasonable expectations of others living on and off campus. At all times, social events in residence halls and houses must comply with policies dealing with noise. Social events are only permitted in Reimert, Maples, Olevian, Omwake, Todd, Shreiner, and Duryea. Social events may be held in the Main Street houses no later than 12:01 a.m. Monday through Friday, and 2:00 a.m. Saturday and Sunday. Events may be held in Reimert no later than 12:01 a.m. on Friday and 2:00 a.m. Saturday and Sunday. Reimert 111 and 211 may not host social events.

Social Events Guidelines

At all social activities, the following guidelines will apply:

The sponsoring group will name individuals to serve as event directors. Event Directors must abide by all Event Director policies and procedures as outlined in the training program.

1. If alcohol is present at the event, the following guidelines will apply: (Illegal, Unauthorized or Irresponsible Substance Abuse Policy)

- a. Alcohol may only be consumed by persons 21 years of age or over.
 - b. College funds may not be used to purchase alcohol.
 - c. A sufficient quantity of non-alcoholic beverages and food must be provided.
 - d. Advertising or promotion of the event may not include any reference to drinking or to the availability of alcoholic beverages.
2. Students must present a current Ursinus ID to enter any social event.
 3. Visitors must present proper guest registration information to event directors in order to enter any social event. Visitors must be escorted to the social event by their directors.
 4. Events should not be over-crowded. It is the responsibility of the Event Directors to manage the number of individuals present at the event and request assistance if needed.

Events in violation of any of these guidelines will be “Unregistered Events.” Sanctions may include the following: suspension of event privileges for the location or organization(s) for a period of time, loss of housing and individual sanctions.

Event Director Policy & Expectations

An Event Director is a student trained by a professional staff member who manages registered social events held on-campus. Event Directors are responsible for maintaining a safe event environment, and ensuring that all attendees abide by federal, state, and Ursinus College laws and policies.

Any registered event within a Reimert suite requires two Event Directors to be present for the duration of the event. Any registered event within a designated Main Street house requires four Event Directors to be present for the duration of the event.

Event Director Expectations

- Must include at least one Event Director over 21 years of age.
- Must be sober before and throughout their event.
- May not be in possession of alcoholic beverages, drugs, or drug paraphernalia throughout their event.
- Must be present inside the event suite or house for the duration of their event, with the sole exception of an Event Director standing immediately outside of the event suite or house’s door.
- Must ensure that all attendees abide by federal, state, and Ursinus College laws and policies. In the event that an Event Director witnesses a violation of law or policy, they must contact a College Official.
- Must ensure all event attendees exhibit appropriate behavior, and must confront any inappropriate behavior that occurs during an event.
- Must notify a College Official or Colledgeville Police if an attendee poses a health or safety threat to self or to others.
- Must ensure that the event is registered and only occurring within approved times.

- Must maintain communication with RAs and Campus Safety throughout event.
- Must ensure that the event suite or house has been cleaned immediately following an event.

Event Directors will share disciplinary and/or financial responsibility for any policy or law violations that occur while at their event. If an Event Director violates Event Director expectations, they will face disciplinary consequences as appropriate.

Event Directors who are found to be in violation of Event Director policy (including, but not limited to, hosting while under the influence, being in possession of any alcoholic beverages, drugs, or drug paraphernalia while hosting, not being physically present at their event house or suite during registered hours, failure to contact appropriate authorities if an attendee is not following federal, state, or Ursinus law or policy or poses a health or safety threat to self or others, and for failing to provide for the timely cleanup following a registered event) may face disciplinary action.

B. Employee Policies

The following constitutes the *Drug-Free Workplace Policy* at Ursinus College:

In accordance with the Drug-Free Workplace Act of 1988 (Pub. L. No. 100-690, 5151-5160), all Ursinus College employees are on notice that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace.

Employees in violation of this probation will be subject to disciplinary action, including discharge under college work rules.

In addition to this notice, employees must notify the President of Ursinus College of any criminal drug statute conviction for any violation occurring in the workplace no later than five days after the conviction.

All employees are further advised that the College, upon being advised by an employee that the employee has been convicted of a criminal drug statute violation occurring in the workplace, will so notify any appropriate federal funding agency within ten days, and will, within thirty days:

- Take appropriate personnel action against such an employee, up to and including termination, or
- Require the employee to participate satisfactorily in a drug abuse assistance rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

The College offers drug-free awareness programs to inform employees about the dangers of drug abuse and information about available drug counseling and rehabilitation.

The following constitutes the *College Work Rules Policy* at Ursinus College:

The orderly and effective administration of the College requires that all employees follow rules and proper standards of conduct at all times. Rules and standards are necessary to protect the safety and health of all employees and to maintain the goodwill and reputation of the College. An employee who fails to abide at all times by proper standards of conduct or who violates work rules will be subject to disciplinary action, including discharge.

The following acts are prohibited and will be cause for immediate discharge:

1. Possessing, using or selling illegal drugs in College facilities or on College property. Ursinus complies with the applicable legislation regarding a drug-free workplace;
2. Deliberate damage to, or theft of College property or the property of other employees or students;
3. Possessing or carrying weapons, explosives or incendiary material, concealed or openly, in College facilities or on College property;
4. Willfully restricting, slowing down, or abandoning work assignments; and
5. Willfully disclosing confidential College information to other person.

The following acts are serious and will be cause for disciplinary action up to and including discharge:

1. Threatening, intimidating, coercing, fighting or interfering with other employees and/or supervisors at any time on College property. Harassment of any nature, including sexual harassment, of any employees, supervisors or students;
2. Refusing to obey orders of supervisors or their assigned representatives;
3. Deliberately falsifying College records including, but not limited to, employment applications, academic files, financial statements, time cards (your time records, or those of another) or absence, sickness or injury forms; submissions of any false reports regarding time worked or work completed;
4. Safety violations including, but not limited to, failure to wear prescribed safety equipment or clothing; the violation of safety rules and procedures that would endanger yourself, another individual, or College property; failure to wear seat belts as a passenger in or while operating a College vehicle;
5. Frequent lateness or absenteeism;
6. Working under the influence of alcoholic beverages or illegal drugs or intoxicants which make you unfit or unable to perform your assigned duties; and
7. Use of a College vehicle or other property for personal use without specific authorization. Acceptance of personal gifts.

The following actions are less serious and will be cause for progressive disciplinary action:

1. Excessive time away from your work location; leaving work site during working hours without the permission of your supervisor; working less than your assigned time without permission of your supervisor;
2. Sleeping, wasting time, loitering or gambling during working hours;

3. Low productivity or quality of work after being given reasonable opportunity to improve;
4. Unauthorized solicitation, distribution or posting of written, printed, or other published material on College premises without management approval; and
5. Failure to limit smoking to authorized areas.

The College will, when it deems necessary and appropriate, establish or modify guidelines or govern employee conduct to preserve the working environment enjoyed by all employees.

Depending upon duration and seriousness of violations of these work rules, disciplinary procedures, including oral warning, written warning, suspension (with or without pay) and discharge will be applied.

IV. Policy Enforcement and Sanctioning

All professional and para-professional staff members involved in policy enforcement and sanctioning are trained to ensure the policy and disciplinary sanctions are enforced consistently. The most recently revised alcohol and drug policy was implemented in the summer of 2014. The Social Event Guidelines and Event Director policy and expectations were reviewed and implemented in the fall of 2012.

- 1) **Enforcement:** Assistant Directors in Student Affairs, who are full-time master’s level professionals, live and work in the residence halls and function as conduct hearing officers. One Assistant Director and one Dean are always on call. Resident Advisors are trained paraprofessionals that live among students in the Residence Halls and serve as advisors, guides, and policy enforcers. Campus Safety Officers are available on patrol 24/7/365. During large-scale events, security or police details are hired to assist Campus Safety Officers.
- 2) **Sanctioning Process:** A student who is alleged to have engaged in an alcohol or drug violation receives communication of the alleged violation and is scheduled for a meeting with a hearing officer or hearing board panel, as outlined in the Student Handbook. A complete report detailing the numbers and showcasing the consistency of charges and sanctions can be found on file with Prevention and Advocacy. Some highlights from that report are found below:

Summary of Violations of Policy	AY 2018-2019 (July 1, 2018-June 31, 2019)	AY 2019-2020 (July 1, 2019-June 31, 2020)
Incidents Involving Alcohol Violations	66 (63 unique students)	92 (85 unique students)
Number of Sanctions Given for Alcohol Violations *One student might be given multiple sanctions	90	100
Incidents Involving Drug Violations	24	37

	(24 unique students)	(33 unique students)
Number of Sanctions Given for Drug Violations *One student might be given multiple sanctions	32	37
Social Event Policy Violations	19 (16 unique students)	8 (8 unique students)
Number of Sanctions Given for Social Event Violations	31	16
Alcohol or Drug Related Fatalities	0	0

Alcohol Related Incidents and Charges

Because some incidents can result in multiple charges, the 158 alcohol incidents resulted in 202 alcohol-related charges and 75 non-alcohol related charges, totaling 277 charges.

Findings for the alcohol-related charges were as follows: 158 acknowledged responsibility, 11 were found responsible, 12 were found not responsible, and 21 were coded as NULL. Analyses for the following section excluded charges where the finding was NOT responsible (N = 190).

Alcohol-related charges for alcohol incidents by academic year

Charge	2018-19	2019-20	All Years
Underage drinking	30	73	103
Irresponsible use	37	20	57
Unlawful possession or purchase of alcohol	7	5	12
Transported or stored in a container larger than 1 gallon	5	0	5
Being in the presence of or use of grain alcohol	4	0	4
Possession or being in the presence of binge drinking paraphernalia	3	1	4
Unlawful distribution	3	0	3
Open Container	1	1	2
Total	90	100	190

Findings for the non-alcohol related charges were as follows: 56 acknowledged responsibility, 13 were found responsible, and 6 were found not responsible. Analyses for the following section excluded charges where the finding was NOT responsible (N = 69). Of the 69 total non-alcohol-related charges, 40 were issued during the 2018-19 academic year and 29 were issued during the 2019-20 academic year.

Table: Non-alcohol related charges for alcohol incidents by academic year

Charge	2018-19	2019-20	All Years
Causing a community disturbance	9	9	18
Violation of Social Event Policy	8	-	8
Misuse of College property	8	-	8
Hazing	-	6	6
Sexual Misconduct - Sexual Harassment	3	-	3

Guest Policy Violation	1	2	3
Failure to comply with college policy	-	3	3
Failure to comply with directions from a college official	2	1	3
Trespassing	2	-	2
Theft	-	2	2
Sexual Misconduct - Non-Consensual Sexual Contact	2	-	2
Public Urination	1	1	2
Possessing flammable chemicals or fireworks	-	2	2
Failure to comply with conduct sanctions	1	-	1
Threats	1	-	1
Fire Safety Violation	-	1	1
Failure to complete conduct sanctions	1	-	1
Public Nudity	-	1	1
Destruction of Property	1	-	1
Noise Violation	-	1	1
Total	40	29	69

Analysis

This Biennial Review’s count of charges resulting from an alcohol incident (277) compared to the last Biennial Review’s count of charges resulting from an alcohol incident (357) shows a difference of 80 charges. Part of this is due to CoVid-19 and not being on campus for 5 months out of the 24 months being evaluated. During the 2019-20 academic year, the last recorded alcohol incident was March 6, 2020. On Ursinus’ campus, there is typically an uptick in alcohol-related incidents related to Spring Concert, Senior Night, and senior week events all of which did not happen in spring 2020.

In the last review period there were 15 charges for open container and in this review period, just 2 charges of open container. The culture has been shifting over the years due to a policy change. In fall 2013, students at registered social events in Reimert Hall were allowed to move from event to event with one open container in their hand. This helped decrease binge drinking rates and improve health and safety of students as they previously would chug their drink before walking 2 doors down to go to another event. Additionally, campus safety began using a more educational approach. Since cultural shift takes at least four years on a college campus to show an impact, we began seeing the difference over the last review period to now.

Finally, there were 24 public intoxication charges in the last review period and zero in this review. This is because the tracking system used, Maxient, changed the charge from public intoxication to irresponsible use of alcohol. In this review, there were 57 charges of irresponsible use which included public intoxication and also included aggressive behavior towards an officer or drinking games.

Sanctions for Alcohol Incidents

The 158 alcohol incidents resulted in 352 sanctions. 171 sanctions were awarded during the 2018-19 academic year and 181 sanctions were awarded during the 2019-20 academic year. Across all years, a warning was the most awarded sanction, given in 61.4% of all alcohol incidents. Online alcohol education, parent/guardian notification, and e-chug were the next most awarded sanctions, given in 34.2%, 31.0%, and 21.5% of all alcohol incidents, respectively.

Table: Sanctions awarded for alcohol incidents by academic year

Sanction	2018-19		2019-20		All Years	
	N	% Incidents	N	% Incidents	N	% Incidents
Warning	46	69.7%	51	55.4%	97	61.4%
Online Alcohol Education	8	12.1%	46	50.0%	54	34.2%
Parent/Guardian Notified	23	34.8%	26	28.3%	49	31.0%
E-Chug	33	50.0%	1	1.1%	34	21.5%
Basics Program Assigned	-	-	21	22.8%	21	13.3%
Apology Letter	6	9.1%	8	8.7%	14	8.9%
Events Suspension	13	19.7%	1	1.1%	14	8.9%
Follow-up Meeting	12	18.2%	-	-	12	7.6%
Disciplinary Probation	2	3.0%	7	7.6%	9	5.7%
Housing Relocation	2	3.0%	7	7.6%	9	5.7%
Community Program	5	7.6%	-	-	5	3.2%
Resource Referral	4	6.1%	1	1.1%	5	3.2%
Community Service	1	1.5%	3	3.3%	4	2.5%
Weekend Suspension	4	6.1%	-	-	4	2.5%
Disciplinary Probation – Athletic Exception	1	1.5%	2	2.2%	3	1.9%
Paper	-	-	3	3.3%	3	1.9%
Restitution	2	3.0%	1	1.1%	3	1.9%
Suspension	3	4.5%	-	-	3	1.9%
Campus Area Ban	1	1.5%	2	2.2%	3	1.9%
Apology Conversation	1	1.5%	1	1.1%	2	1.3%
Restriction from Senior Activities	2	3.0%	-	-	2	1.3%
Residence Hall Suspension	2	3.0%	-	-	2	1.3%
Total	171	-	181	-	352	-

Consistency of Sanctions by Hearing Officers

Across all years, 5 hearing officers adjudicated at least 10 alcohol incidents. To avoid bias with small numbers, these will be the only officers considered. Furthermore, only the 5 most common sanctions awarded were examined across the 5 hearing officers. See Table for a breakdown of the most common sanctions awarded by hearing officer across all years.

Table: Most common alcohol incident sanctions awarded by hearing officer across all academic years

Sanction	Alvert Hernandez	Reese McKnight	Melissa Sanders Giess	Michael Thompkins	Melissa A. Bryant
Warning	46	14	5	11	4
% of all incidents	85.2%	100.0%	41.7%	100.0%	36.4%
Parent/Guardian Notified	13	3	5	6	4
% of all incidents	24.1%	21.4%	41.7%	54.5%	36.4%
Online Alcohol Education	26	0	4	7	7
% of all incidents	48.1%	0.0%	33.3%	63.6%	63.6%
Events Suspension	0	8	4	0	1
% of all incidents	0.0%	57.1%	33.3%	0.0%	9.1%
E-Chug	10	5	4	0	3
% of all incidents	18.5%	35.7%	33.3%	0.0%	27.3%

It is important to note that Alvert Hernandez oversaw the first-year centers during these two years and so his use of warnings for first-time offenses and also parental notifications make sense given that all of his students are new to campus and underage. Reese McKnight and Melissa Sanders-Giess oversaw upperclassmen areas so they were more likely to use the sanction of suspending privileges of hosting events on campus.

Drug Related Incidents and Charges

During the 2018-19 and 2019-20 academic year, 61 incidents involved drugs, all assigned to individuals with an Ursinus ID with 24 taking place during 2018-19 and 37 taking place during 2019-20. Because some incidents can result in multiple charges, the 61 drug incidents resulted in 81 drug-related charges and 16 non-drug related charges, totaling 97 charges from 61 incidents.

Findings for these charges were as follows: 52 acknowledged responsibility, 14 were found responsible, 12 were found not responsible, and 3 were coded as NULL. Analyses for the following section excluded charges where the finding was NOT responsible (N = 69).

Table: Drug-related charges for drug incidents by academic year

Charge	2018-19	2019-20	All Years
Possession of drugs or drug paraphernalia	12	9	21
Drug Use	10	10	20
Being in the presence of drugs, controlled substance, paraphernalia	5	11	16
Smoking, using hookahs or vaporizing devices where prohibited	4	5	9
Distribution or attempted distribution	0	2	2
Purchase of drugs	1	0	1
Total	32	37	69

The 61 drug incidents resulted in 16 non-drug-related charges. Findings for these charges were as follows: 15 acknowledged responsibility and 1 was found responsible.

Table: Non-drug related charges for drug incidents by academic year

Charge	2018-2019	2019-2020	All Years
Fire Safety Violation	4	2	6
Failure to comply with college policy	2	2	4
Noise Violation	-	2	2
Failure to comply with directions from a college official	1	-	1
Misrepresentation	1	-	1
Harassment	1	-	1
Animal Policy Violation	1	-	1
Total	10	6	16

Analysis

The 69 drug-related charges from this review period is less than the last review period which showed 115 drug charges. The two charges of possession of drugs or possession of drug paraphernalia went down from 55 charges in the last review to 21 charges during this review which is a reduction of more than half. The charge of drug use also went down from 31 to 20. Part of this decrease is due to CoVid-19 and not being on campus for 5 months out of the 24 months being evaluated. During the 2019-20 academic year, the last recorded drug incident was March 10, 2020. On Ursinus’ campus, there is typically an uptick in drug-related incidents related to Spring Concert, Senior Night, and senior week events all of which did not happen in spring 2020. Another possible reason for this change is the increase in the use of vape pens for marijuana. Since they blend in

with other allowed devices, such as e-cigarettes, and often diminish the smell of marijuana, possession of marijuana and marijuana use is harder to identify.

Sanctions for Drug-Related Incidents

The 61 drug incidents resulted in 144 sanctions with 87 during 2018-2019 and 57 during 2019-2020.

Table: Sanctions awarded for drug incidents by academic year

Sanction	2018-19		2019-20		All Years	
	N	% Incidents	N	% Incidents	N	% Incidents
Warning	14	58.3%	20	54.1%	34	55.7%
Parent/Guardian Notified	18	75.0%	6	16.2%	24	39.3%
E-Toke	16	66.7%	-	-	16	26.2%
Influence of Marijuana Class	-	-	12	32.4%	12	19.7%
Follow-up Conversation	7	29.2%	3	8.1%	10	16.4%
Fine	9	37.5%	-	-	9	14.8%
Basics Program Assigned	-	-	6	16.2%	6	9.8%
Disciplinary Probation	4	16.7%	2	5.4%	6	9.8%
Disciplinary Probation – Athletic Exception	4	16.7%	2	5.4%	6	9.8%
Apology Letter	-	-	4	10.8%	4	6.6%
Resource Referral	4	16.7%	-	-	4	6.6%
Housing Relocation	2	8.3%	-	-	2	3.3%
Campus Area Ban	2	8.3%	-	-	2	3.3%
Residence Hall Suspension	2	8.3%	-	-	2	3.3%
Dismissal	-	-	2	5.4%	2	3.3%
E-Chug	1	4.2%	-	-	1	1.6%
Weekend Suspension	1	4.2%	-	-	1	1.6%
Suspension	1	4.2%	-	-	1	1.6%
Apology Conversation	1	4.2%	-	-	1	1.6%
Restriction from Senior Activities	1	4.2%	-	-	1	1.6%
Total	87		57		144	

Sanctions by Hearing Officer

Across all years, 5 hearing officers adjudicated at least 5 drug incidents. To avoid bias with small numbers, these will be the only officers considered. Furthermore, only the 5 most common sanctions awarded were examined across the 5 hearing officers.

Table: Most common sanctions awarded by hearing officer across all academic years

Sanction	Alvert Hernandez	Reese McKnight	Michael Thompkins	Alyssa Caffarelli	Melissa Sanders Giess
Warning % of all incidents	15 78.9%	7 77.8%	4 50.0%	2 33.3%	1 20.0%
Parent/Guardian Notified % of all incidents	7 36.8%	8 88.9%	0 0.0%	0 0.0%	3 60.0%
Influence of Marijuana Class % of all incidents	9 47.4%	0 0.0%	2 25.0%	0 0.0%	0 0.0%
E-Toke % of all incidents	2 10.5%	8 88.9%	0 0.0%	0 0.0%	0 0.0%
Follow-up Conversation % of all incidents	3 15.8%	5 55.6%	0 0.0%	0 0.0%	1 20.0%

It is important to note that Alvert Hernandez oversaw the first-year centers during these two years and so his use of warnings for first-time offenses and also parental notifications make sense given that all of his students are new to campus and underage. Also, Alyssa Caffarelli and Michael Thompkins started working at UC in the summer of 2019 so had less time to serve as a hearing officer.

Alcohol and Drug Related Incidents and Charges

During the 2018-19 and 2019-20 academic year, 5 incidents involved both drugs and alcohol, all assigned to individuals with an Ursinus ID. Of these incidents, 2 occurred during the 2018-19 academic year and 3 occurred during the 2019-20 academic year.

Table: Total students involved in an alcohol and drug incident by academic year

	2018-19	2019-20	All Years
Total Incidents (students only)	2	3	5
Unique Students	2	3	4

*Given the small number of incidents, no further analysis was made on this category.

Social Event Related Incidents and Charges

During the 2018-19 and 2019-20 academic year, 27 incidents involved a social event policy violation, with 19 taking place in 2018-2019 and 8 taking place in 2019-2020. Part of the decrease in 2019-2020 is due to students returning to remote living starting in

March 2020. The last social event policy violation occurred on November 3, 2019. Another possible reason for this decrease in social event policy violations is that there was a very public case of hazing that was related to a social event in September of that year. At the same time, Prevention and Advocacy enhanced the training for Event Directors that year and began the process of evaluating the current procedures through focus groups and surveys. Both situations led to students becoming very cautious and careful when hosting events to be sure to follow the rules.

Table: Total students involved in a social event policy violation by academic year

	2018-19	2019-20	All Years
Total Incidents (students only)	19	8	27
Unique Students	16	8	24

The 27 social event policy violations resulted in 47 sanctions: with 31 sanctions given during 2018-2019 and 16 given during 2019-2020. Across all years, event suspension was the most awarded sanction, given in 70.4% of all social event policy violation incidents.

Table 34. Sanctions awarded for social event policy violation incidents by academic year

Sanction	2018-19		2019-20		All Years	
	N	% Incidents	N	% Incidents	N	% Incidents
Event Suspension	11	57.9%	8	100.0%	19	70.4%
Warning	11	57.9%	0	0.0%	11	40.7%
Paper	0	0.0%	8	100.0%	8	29.6%
Reimert Courtyard Cleanup	8	42.1%	0	0.0%	8	29.6%
Follow-up Meeting	1	5.3%	0	0.0%	1	3.7%
Total	31		16		47	

Of the 27 social event policy violations, 19 were investigated by 1 of 3 people in the role of hearing officer. The remaining 8 incidents had NULL listed as the hearing officer. Across all years, Reese McKnight investigated 37.0% of the incidents in their role as Assistant Director of Residence Life for Reimert, Richter/North, and New. Only 5 sanctions were awarded for social event policy violation incidents.

Table: Sanctions awarded for social event policy violation incidents by hearing officer

Sanction	Reese McKnight	Alyssa Caffarelli	Todd McKinney
Event Suspension	10	8	1
% of all incidents	100.0%	100.0%	100.0%
Warning	10	0	1
% of all incidents	100.0%	0.0%	100.0%
Paper	0	8	0
% of all incidents	0.0%	100.0%	0.0%
Reimert Courtyard Cleanup	8	0	0
% of all incidents	80.0%	0.0%	0.0%
Follow-up Meeting	0	0	1
% of all incidents	0.0%	0.0%	100.0%

V. Evaluation of Program

A. Drug and Alcohol Prevention Program

The following information explains the educational efforts and prevention programs at Ursinus College during the 2018-2020 academic years. The program includes targeted and environmental approaches, alternative programming, and support services. Goals and accomplishments are shared along with the compiled strengths and weaknesses of Ursinus's efforts and recommendations for the future.

The division of Student Affairs has many departments within it that help to educate the community on the dangers of substance abuse and to enforce the College policies related to alcohol and other drugs (AOD):

- *Residence Life* promotes health and wellness throughout the halls in numerous ways. The department invites Prevention and Advocacy staff into their Resident Advisor (RA) Training to educate the staff on alcohol and other drug (AOD) issues including signs of intoxication, overdose, and substance use disorder. RAs are on duty each night when classes are in session and conduct rounds of the building to enforce policy and address behavioral concerns as needed. Staff in Residence Life also serve as conduct officers and consistently enforce the Code of Student Conduct with a focus on educational sanctions. Residence Life Staff address policy violations with students to help students understand the impact of their choices and behaviors on themselves and their community. Program planning and collaboration on educational events also takes place throughout the year.
- *Prevention and Advocacy Office* provides campus-wide programs and targeted educational campaigns covering health and wellness promotion, alcohol and drug education, and sexual misconduct prevention. The Office was formalized from the previous program by the same name that was housed under Residence Life and opened in July 2019 with the hiring of a Director. The office is staffed by one full-time master's level professional and one graduate assistant.
- *Campus Safety* assists in implementing and enforcing the alcohol and drug policy and monitors the safety of all individuals through patrolling campus 24/7.
- *Student Activities Office* provides late-night and weekend programs through a Vibrancy Program. Vibrancy was created as an intentional effort to provide sober options for students.
- *Wellness Center* advocates for health and wellness for all students and works collaboratively with Prevention and Advocacy staff and others to raise awareness about AOD issues and educate students about healthy options as well as refer to additional services as needed. The Center provides services for students who are struggling with AOD issues personally or in their families in the form of individual counseling and/or referrals.

Outside of the division of Student Affairs, many additional departments collaborate to educate the student body:

- *The Athletics Department* helps to reach the athletic community in many ways including providing time for workshops and presentations and health, safety, and bystander intervention throughout the year.
- *Faculty Members* at Ursinus College are often great collaborators bringing AOD education to students in the classroom. This happens through inviting AOD experts to speak to the class, collaborating on class projects focused on AOD information, and promoting campus wide events to students.
- *Human Resources* creates opportunities for all employees to be successful and offers various programs for employees on health and wellness. Their committee called NewU focuses on providing health and wellness programming to the campus. The Employee Assistance Program (EAP) also provides information for employees on alcohol and drug use and abuse and connects employees to additional services as needed.
- In addition to these departments, there is a campus-wide committee that was formed in November 2019 called *Community Standards for Alcohol and Substances (CSAS) Committee*. This committee, with faculty, staff, and student representation, was charged by the President to review the current culture around alcohol and drugs on campus and create recommendations for the campus. This committee grew out of the Biennial Review committee and their recommendations for the campus can be found in the Recommendations section.

Ursinus College utilizes the many faculty and staff experts listed above to educate students in many ways to empower them to become independent, responsible, and thoughtful leaders. While numerous methods for prevention education are implemented each year for the entire campus, there are also specific prevention techniques tailored to meet the needs of students based on specific characteristics. All educational outreach efforts are highlighted below.

- 1) Orientation for First Year Students: In Fall 2018, Ursinus signed a contract with EverFi, Inc. to educate all incoming students with online modules including AlcoholEDU and Prescription Drug Abuse Prevention. Both courses also include content around marijuana, recovery support, and bystander intervention. Starting in 2019, students who do not complete these modules have a hold put on their account and they cannot register for any additional classes at Ursinus until it is complete.

Also in Fall 2018, there was a session facilitated by the RAs called “The Real Deal on Alcohol and Drugs.” In 2019, it was a part of the “First Year Living at Ursinus” hall meeting. The learning objectives for this session was to help students be able to identify at least one strategy to stay safe while socializing on campus and to recognize signs of concern related to alcohol and drug use.

- 2) Residential Living for First Year Students: Each fall semester, there are two hall meetings during orientation which take place during the first days on campus in August that specifically discuss alcohol and other drug policy and expectations. Additionally, the first-year halls get additional programming addressing AOD within the first few weeks of the semester.
- 3) Resident Advisors (RAs): RAs serve as leaders and educators in the residential communities as well as policy enforcers. Various in-hall programs led by RAs take place each year to educate the community on health and safety.

In Fall 2018, RAs had bystander intervention strategies training which culminated in a Mission Accomplished live role-playing activity. Issues of alcohol and drug use were utilized as skits within this role-play for RAs to practice skills of intervention and support. RAs were also required to attend an Event Director Training to learn about the social events with alcohol on campus.

In Fall 2019, RAs had 90 minutes with Prevention and Advocacy to learn about issues for their residents and how to best prevent and intervene issues related to alcohol and other drugs. The RA team also attended an Event Director Training to learn about registered events with alcohol on campus and learn their role as an RA or as an ED. Another 90-min training on Bystander Intervention was held with RAs and all student-leaders that are members of OneTeam. Finally, RAs always complete a live role-playing activity called Mission Accomplished where they practice the skills they learned to prevent or intervene with issues related to alcohol or other drugs. They did a second round of this at winter training 2019 as well.

- 4) Student Leaders: Students who take on a leadership role on campus such as RAs, Dispatchers, Peer Advocates, and Bonners all do training and service together and are called OneTeam.

In Fall 2019, OneTeam members all participated in a 90-min training on Bystander Intervention which included alcohol and drug education. Additionally, all OneTeam members were invited to complete the EverFi modules on alcohol and drug abuse prevention.

- 5) Event Director Training: Students living in event spaces can host events with alcohol in their suites or houses. To do so, they must have 2 or 4 certified Event Directors at their event. The liability and leadership training for those Event Directors consists of reviewing policy and law, guidelines for hosting events, and tips for ensuring safety before, during, and after an event. There is also a segment on bystander intervention where Event Directors learn various techniques to intervene if needed during an event.

In 2018-2019, there were 476 students trained as Event Directors (392 in Fall and 84 in Spring) and in 2019-2020, there were 432 students trained as Event Directors (394 in Fall and 38 in Spring)

- 6) **Sanctioned Students:** Students who violate policy related to alcohol or drugs are often sanctioned to receive some type of education through the community standards process. This can be an invitation to participate in an educational class to enhance their knowledge and provide an opportunity for deeper reflection. This could also be a requirement to complete an online assessment then reflect on it with a staff member.

In Fall 2019, two new classes were created for students sanctioned for alcohol or marijuana concerns. Alcohol’s Impact or Influence of Marijuana both utilize psycho-educational techniques and harm reduction philosophy and are hosted by Prevention and Advocacy staff.

- 7) **Greek Life:** Every chapter is given the ability to meet with the Prevention and Advocacy staff person or a staff person from the Wellness Center for an individual presentation for their chapter. Chapter Advisors are an additional resource to students to ensure events are following policy. Additionally, the recruitment and new member education periods are not allowed to have alcohol present at any format events.

8) **Student-Athletes:**

- a) **Drug Testing:** The NCAA only drug tests Division III student-athletes who make it to the NCAA national tournament, and the student-athletes are randomly chosen. The NCAA does not require Division III schools to drug test their student-athletes during the regular season. The Ursinus drug testing policy can be found on the athletics website: <https://www.ursinus.edu/athletics/athletic-department-manual/guidelines-for-coaches/>
- b) Upperclassmen student athletes were invited to take the EverFi module on sexual assault prevention which includes content around alcohol use and consent. Tips on safe alcohol consumption are included in that course.
- c) During 2018-2019 academic year, the following athletic teams had the education listed below:

Team	Program/Education Description	Date/Time/Location
Men's Soccer	Team meeting with coach about policies and expectations and meeting with Kathy to discuss how drugs/alcohol can impact athletic performance	August, 2018
Volleyball	Informal Team meeting with coach discussing expectations and goals for our program in regard to our social culture	August, 2018
Men's & Women's Cross Country	Stress, Nutrition, and Sleep PowerPoint with coach and related alcohol consumption to performance	August, 2018

Field Hockey	Team meetings occurred with coach throughout the year discussing team culture, expectations, and safety regarding drugs and alcohol	August, 2018
Men's & Women's Tennis	Informal discussion at opening semester meeting with coach; discussion on and signing of team drug/alcohol policy	September 2018
Women's Soccer	Informal team meeting with coach to discuss expectations of behavior and how to be safe going in to first weekend of the school year	September, 2018
Men's Basketball	Team meeting to discuss expectations of behavior and how to be college level athlete and train the right way – and social life expectations	September, 2018
Women's Basketball	Team rules/expectations discussion at beginning of season with coach; reminders throughout season about behavior and taking care of themselves	October, 2018
Men's Basketball	Hydration, Sleep and Nutrition conversation/lesson with coach including alcohol consumption and level of performance	October, 2018
Gymnastics	A nutrition program with the Head Athletic Trainer that included the negative effects of alcohol	October, 2018
Baseball	Rules and Regulations during team meetings and discussion with team athletic trainer about alcohol and other drugs on performance	November, 2018
Field Hockey	Team meetings occurred with coach throughout the year discussing team culture, expectations, and safety regarding drugs and alcohol	November, 2018
Men's Basketball	Informal meetings with coach to discuss boundaries to social life	Saturday's through the season
Men's & Women's Tennis	Informal discussion at opening semester meeting with coach; discussion on and signing of team drug/alcohol policy	January, 2019
Men's & Women's Track & Field	US Olympic Committee Nutrition Handouts which included an "alcohol fact sheet"	January, 2019
Field Hockey	Team meetings occurred with coach throughout the year discussing team culture, expectations, and safety regarding drugs and alcohol	March, 2019
Field Hockey	Team meetings occurred with coach throughout the year discussing team culture, expectations, and safety regarding drugs and alcohol	May, 2019
Softball	Team meetings policy review	

During 2019-2020 academic year, the following athletic teams had the education listed below, in addition to the above conversations with coaches that take place annually:

Team	Program/Education Description	Date/Time/Location
Coaches and Athletic Staff	Best Practices for AOD Education with Athletes: motivational interviewing skills and techniques	August 13, 2019 at 230pm in Bears Den
Volleyball Team	Prevention and Advocacy: Culture of the team/college, why we overestimate other's behaviors, high risk drinking through the continuum and BAC on the brain (<i>this same curriculum is used for the teams listed below</i>)	August 24, 2019 at 230pm in Hef 201
Softball Team	Prevention and Advocacy: (<i>curriculum above</i>)	September 5 th at 6pm in Hef 201
Student Athlete Advisory Council (SAAC)	Bystander Intervention: signs of a problem, who is personally responsible and how to intervene	October 7, 2019 at 830pm in Hef 201
Womens Lacrosse	Prevention and Advocacy (<i>curriculum above</i>)	October 8, 2019 at 5pm in Hef 201
Men's Soccer	Prevention and Advocacy (<i>curriculum above</i>)	October 9, 2019 at 430pm in Hef 201
Womens Soccer	Prevention and Advocacy (<i>curriculum above</i>)	October 18, 2019 at 445pm in Hef 201
Mandatory for All Teams	Travis Apgar: Hazing: signs and forms of hazing, short and long term effects of hazing, and ways to intervene to help others	November 17, 2019 at 3pm in Helfferich Gym.
Football	Sanctioned session on levels of risk and bystander intervention techniques	November 19, 2019 at 5pm in Olin Aud
Field Hockey	Prevention and Advocacy (<i>curriculum above</i>)	November 20, 2019 at 5pm in Hef 201
Mens Track	Prevention and Advocacy (<i>curriculum above</i>)	January 16, 2020 at 1230pm in Hef 201
Womens Track	Prevention and Advocacy (<i>curriculum above</i>)	January 16, 2020 at 130pm in Hef 201
Coaches and Athletic Staff	Social Life 101 at Ursinus: social events statistics and data collected over last year	January 30, 2020 at 930am in Bears Den
Womens Basketball	Prevention and Advocacy (<i>curriculum above</i>)	February 19, 2020 at 5pm in Hef 201
<i>Additional sessions planned past this point were cancelled due to students being sent home for remote learning due to CoVid-19</i>		

- 9) Students in Recovery: In October 2019, outreach to students in recovery or those impacted by a loved one's substance use disorder took place. The first gathering brought together 15 students who began meeting weekly to provide a Peer Support Recovery Meeting. This group continued meeting throughout the year and offers a peer support option for students dealing with substance use disorders. On March 2020, the group stopped meeting due to being sent home for remote/virtual learning due to CoVid-19.
- 10) Campus-wide Efforts:
- a) High Risk Times: Educational programming takes place each year during times that tend to be high-risk for alcohol and/or drug abuse, such as Halloween, St. Patrick's Day, and Homecoming. Additionally, educational content and policy reminders are sent via email to all students from the Dean of Students regarding alcohol policy and safety tips prior to these drinking holidays.
 - b) Focus Groups: In academic year 2019-2020, focus groups were held with Event Directors to learn more about the current training model, understand the biggest issues of being an Event Director, and how to best approach the policy and procedures moving forward. By March 2020, the campus went entirely remote and there were no additional events with alcohol on campus or a need for event directors.
 - c) Addressing Trends: New information or programming is creating an educational gap is discovered. For example, during CoVid-19, new online materials, social media campaigns were created. Also, a new contract with EverFi is underway to possibly administer a mental health and covid module for students in the fall.
 - d) Website: The Ursinus College website includes resource information for all constituents as well as a link to brief online assessments for both alcohol and marijuana which is available to all free of charge.
<https://www.ursinus.edu/offices/prevention-and-advocacy/>

B. Alternative Programming

Under the leadership of the Student Activities Office, alcohol-free, late-night and weekend events are planned through a program called Vibrancy. Events both on campus and off campus take place each week such as movies, board games, and capture the flag on campus and trips to Hershey Park, King of Prussia mall and other locations off campus.

Each year, a spring concert brings roughly 300-400 students and the Ball at the Bellevue caps their tickets at 400. In spring 2020, the spring concert did not take place since the campus went to remote learning starting in March due to CoVid. Other big signature events take place each year like Jazz Night and Harry Potter themed dinner and the OCUSS Bowl which is a day of events and activities which brings out about 150 students.

In addition to planned events, Lower Wismer is equipped with pool table that is available until 1am and has board games, a large screen TV, and a music system to watch tv or movies as a large group. Also, there are over 80 active clubs and organizations that sponsor campus activities throughout the year.

C. Environmental Approaches

Ursinus College has worked hard over the years to develop a strong relationship with the local police, fire, and EMTs in the area. Ursinus College's Campus Safety Officers often work together with local municipal staff to ensure the safety of all students.

The Trappe Tavern is the one local bar restaurant that students frequent and the bar is known to be stringent in the carding process. It is well-known that fake IDs do not work at the Trappe Tavern.

The Sodexo catering staff utilize temporary assistance for events with alcohol and ensure they are RAMP or TIPS certified to work on campus. Sodexo also reviewed all safety issues including education on alcohol with all servers.

The CSAS Committee began reviewing the culture and environmental impacts of hosting events with alcohol in January 2020. After initial review, the committee formed a subgroup to focus on this area specifically for the next two years with the goal of creating recommendations for the College around the environmental impact of all types of events with alcohol on campus.

D. Support Services

A variety of support services are available for College employees and students with substance use problems.

Employee Support Services

Ursinus College offers an Employee Assistance Program (EAP) through MetLife. This includes consultation and support via three consultations with a licensed clinician per incident, per individual, per calendar year. This EAP can help employees with a broad range of issues including alcohol and drug dependency and legal services and can connect to additional resources provided through the health insurance.

Student Support Services

The College makes available to all full-time students a counseling office staffed by professionally trained personnel. The Wellness Center consists of consists of licensed psychologists, a licensed clinical social worker, and doctoral-level practicum students, who are supervised by the professional staff. The College strongly urges its

student to take advantage of these free and confidential services. Additionally, the College Chaplain is available to listen and talk with students about spiritual questions and the concerns of life as a college student.

The Prevention and Advocacy Office is not confidential but is also available for students to engage in reflection and find support. Prevention and Advocacy staff offer BASICS: Brief Alcohol Screening and Intervention for College Students. This two-session model helps students evaluate their current level and impact of alcohol or drug use and motivates students to find ways to reduce the negative impacts caused by alcohol or drugs. Referrals to on and off campus supports are often shared.

E. Assessment and Evaluation

Assessment is critical to truly understanding the needs on campus as well as the impact of our efforts.

- 1) In Fall 2018, the College signed a contract with EverFi, Inc to offer online educational content which included surveys to our first-year students.

First-years only	Fall 2018 N-233		Fall 2019 N-311	
	Yes	No	Yes	No
Q#6: During the past two weeks, have you consumed alcohol?	57%	43%	42%	58%
	Fall 2018 N- 359		Fall 2019 N-477	
	Yes	No	Yes	No
Q#3: During the past year, have you consumed alcohol?	65%	35%	65%	35%

Upperclassmen Only	<i>Upperclassmen were not sent this EverFi module in 2018-2019</i>		Fall 2019 N-386	
			Yes	No
Q#6: During the past two weeks, have you consumed alcohol?			70%	30%
Q6: During the past year, have you consumed alcohol?			89%	11%

All Students	Fall 2018/Fall 2019 N-1,317		<i>Note about these data points: The fall 2018 and 2019 data points can not be separated</i>
When was the last time you...	Never	In the Last Year	

...misused opiates?	98%	2%	<i>due to an error with the EverFi platform. These data points include first years in 2019 as well as upperclassmen in both 2018 and 2019.</i>
...abused opiates?	99%	1%	
...misused stimulants?	97%	3%	
...abused stimulants?	98%	2%	
...misused depressants?	99%	1%	
...abused depressants?	99%	1%	

I believe Ursinus is known as a party school with a big drinking culture	Strongly Agree	Agree	Neutral/ Unsure	Disagree	Strongly Disagree
First Years, Fall 2019 (N-)	4%	12%	49%	24%	12%
Upperclassmen, Fall 2019 (N-386)	7%	23%	31%	24%	14%

- 2) Electronic Check-Up To Go: Alcohol (EChug): This online assessment gathers data and provides personalized feedback to students who complete it. Typically, this is offered to students as a reflection assignment as a part of a sanction after being found responsible for violating the alcohol policy.

E-Chug gathered data from 51 students during this review period. The average alcohol use disorder inventory test (AUDIT) score was 7.65 with the mode being 6. This is cut in half from the average for the last biennial review (AUDIT of 11 with a mode of 12). This decrease indicates healthier and safer alcohol consumption from those who took the survey compared to those who took it between 2016 and 2018.

- 3) Individual programs often consist of pre-post tests to measure change in knowledge, attitude, or intended behavior. More specific details can be found with Prevention and Advocacy files. Below are just a few examples:
- a. Knowledge increased for students attending the Influence of Marijuana Class in 2019. The pre-test showed just 89% of the students knew how marijuana was classified (as stimulant and depressant) yet the post-test had 100% get that answer correct.
 - b. Knowledge increased for students attending the Alcohol’s Impact Class in academic year 2019-2020:

	Correct at Pre-test (N-40)	Correct on Post-test (N-37)	Change
Point of Diminishing Returns is .06 BAC	47%	76%	+29%
Good Samaritan Law applying to both caller AND the person in need	65%	89%	+24%
Rate of First Years who are abstainers in Fall 2018 is 44%	20%	95%	+75%
Cause of a Black out is drinking fast to a .13 BAC	65%	76%	+11%

- 4) Individuals who went through the BASICS sessions with Prevention and Advocacy staff also were evaluated at intake and at follow-up. An additional 6-week post meeting survey was also sent with a lower response rate.

Below are some results from the post-meeting evaluation from 9 out of 23 students. Demographics for the evaluation includes 8 women and 2 men; 7 freshmen, 2 juniors, and 1 senior. The reason for the visit was 5 for a transport to the hospital, 3 for a drug violation, and 2 for an alcohol violation.

Post-Meeting Evaluation <i>-from 9 out of 23 students</i>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I feel the time spent during my session was productive	66% (6)	22% (2)	11% (1)	0	0
As a result of my sessions, I am likely to make some change around my alcohol or drug use	33% (3)	44% (4)	11% (1)	0	11% (1)
The sessions I attended helped me to further determine what matters to me	44% (4)	33% (3)	22% (2)	0	0
The sessions I attended helped me take personal responsibility for my choices and actions	44% (4)	22% (2)	33% (3)	0	0

The sessions I attended helped me to consider what I will do in the future situations	66% (6)	11% (1)	22% (2)	0	0
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F. Goals and Achievements

The most notable achievements of Ursinus College, as it relates to this review, include the updates from the recommendations from the last Biennial Review:

- 1) Staff: The last Biennial Review made the recommendation to create an office of Prevention and Advocacy and hire a Director to serve as the campus expert on all issues relating to alcohol and other drugs. In Fall 2019, a Director was hired and began formalizing the work previously done by many staff members on campus to ensure consistency and impact in the efforts on campus. A graduate intern was also hired.
- 2) Data: The last Biennial Review made the recommendation to gather more data from students to understand the culture and the needs of campus. Efforts to collect data from students about their alcohol or other drug related attitudes and behaviors grew after the contract with EverFi began in summer 2019. Freshmen at UC are now required to take the online modules offered (AlcoholEDU and Prescription Drug Abuse Prevention) which provides important data about each year’s first year class. Additionally, multiple focus groups took place in 2019-2020 to evaluate the social events with alcohol on campus and gather student feedback. In addition to new evaluations being created for all trainings and presentations hosted by Prevention and Advocacy staff, new individual intake forms and an evaluation as well as a 6-week follow-up evaluation was created for those undergoing BASICS meetings with Prevention and Advocacy staff. All of this data is helping to create a deeper understanding of the student needs and gaps in knowledge.
- 3) Bystander Intervention: The last Biennial Review made the recommendation to create educational initiatives around bystander intervention and alcohol and drug education targeting high risk groups including first year students during the first six weeks, students-athletes and students involved in Greek Life. In Fall 2019, Prevention and Advocacy presented an interactive workshop to all student-leaders in OneTeam on Bystander Intervention during their fall training. Additionally, their staff and the Peer Advocates worked with Residence Life to create an in-hall program for first years in residence on bystander intervention within the first few weeks of the semester. Finally, a new 3-tiered leadership certificate program on bystander intervention was created by Prevention and Advocacy to address many issues including alcohol and drug use and abuse on campus.
- 4) Athletic Department Partnership: The last Biennial Review made the recommendation to enhance the athletic department’s role in alcohol and other drug education for student-athletes. During the 2019-2020 academic year, two student

affairs/athletics retreats were held where alcohol education, hazing, motivational interviewing, and social events on campus were shared with coaches and athletic staff. These topics were new to many. A buddy system was also created where each athletic staff person was paired with a student affairs staff person to meet and utilize each other as a resource. Based on these growing relationships, Athletics made it required for each athletic team to meet with Prevention and Advocacy to talk about the alcohol culture on their team starting in 2020-2021.

- 5) Policy Updates: The last Biennial Review recommended that a link in the student handbook tied the alcohol and drugs policies to the social events policy. This was done to ensure both policies were easy to find and follow and was a stylistic change, not a substantive change. Human Resources revised the Drug Free Workplace Policy to have wording that aligns with the student alcohol and drug policies.
- 6) CSAS Committee: *Community Standards for Alcohol and Substances*. This committee, with faculty, staff, and student representation, was created with institution-wide support and charged by the President to review the current culture around alcohol and drugs on campus and create recommendations for improvement. This committee is already working towards some of those recommendations and will continue to serve in two-year terms that align with the Biennial Review period.

G. Strengths and Opportunities

The CSAS Committee spent time reviewing the strengths and opportunities of the College and developed the following list together:

- 1) CSAS Committee Development: The institutional commitment to these issues via the Presidential charge to create this committee is a top strength. The openness and growth mindset of campus administrators to collaborate and work together to make positive changes and improve the culture around alcohol and other drugs. The opportunity lies in the work and determination of this group to continue to foster more wide-spread support.
- 2) Access to Students: Ursinus College has an abundance of actively engaged student leaders. Education about alcohol and drugs can be infused into the groups or teams required time together giving the administration easy access to require prevention education for a majority of students. The opportunity is to identify more and different students so students don't burn out due to their active engagement.
- 3) Culture of Care: Given the small liberal arts environment, students have direct interaction with many staff, faculty, and administrators throughout their time on campus. The genuine relationships that develop between students and employees help to provide resources and support for students in need. This also relates to the high numbers of help-seeking that is seen by the student body. The opportunity is to utilize this culture of personal relationships to help individuals identify warning

signs of a problem with alcohol or drugs and normalize help-seeking for those developing signs of a substance use disorder.

- 4) Prevention and Advocacy: The development of this new office and the experts on staff are a huge strength to being able to give time and attention to these important issues. An opportunity is to brand the office better to promote the service and availability for students and the entire community to utilize it more.
- 5) Collaborative Relationship between Student Affairs and Athletics: The strength is the relationship between Student Affairs and Athletics that continues to grow each year. The two divisions host annual retreats to learn from one another and meet weekly to discuss individual students of concern and how best to support them. An opportunity is to focus additional specialized training and educational efforts for student-athletes as they are 43% of the population.
- 6) Online Resources: Students, especially since CoVid-19, are tech-savvy and do much of their work and play online. The Prevention and Advocacy staff have already transitioned all of their presentations, trainings, and classes to be virtual and offers 1:1 remote meetings as well for students. The opportunity is to further develop the website with more information within a variety of formats such as videos or podcasts that would help engage students with the content. The office has an Instagram account but could benefit from having more followers.

VI. Recommendations

The Community Standards on Alcohol and Substances (CSAS) committee was formed in December 2019. This is an institution-wide committee, charged by the President, to evaluate the campus culture and make recommendations to improve the campus culture for all students, faculty, and staff. The committee utilized EverFi, Inc as a partner in this work and applied their pyramid process of self-evaluation with the four categories listed below. Below are the prioritized final recommendations developed by this committee and shared with the President in May 2020.

Institutionalization:

1. CSAS Committee recommends the inclusion of student wellness as a priority in the new strategic plan specifically including substance use as a known factor impacting student success.
2. President Blomberg is recommended to speak in a short video sharing how alcohol and drug abuse could negatively impact student success to be shared at New Student Orientation and other critical moments.
3. Prevention and Advocacy will attend a Faculty meeting every year to share the impact of substances on student's academic success and invite them to Alcohol, Drugs, and Student Success training to learn more about their role.
4. CSAS Committee will share their research findings and recommendations including data on student success via passive campaigns and an Alcohol & Drug Summit every three years with the first one in AY 2021-2022

5. Prevention and Advocacy will partner with the Institute for Inclusion & Equity to create content framing the support for students in recovery from a substance use disorder or living a sober lifestyle as an inclusion and allyship issue.

Critical Processes:

1. CSAS Committee will gather and analyze data regarding all types of events with alcohol on campus, and collect feedback from all constituents involved, to examine consistency and impact on student success.
2. CSAS Committee will collaborate with Academic Affairs to gather national research and Ursinus' specific data on the impact of hosting classes on Fridays and in the mornings to build capacity and interest for this best practice.
3. Prevention and Advocacy will collaborate with others to compile campus-wide data already being collected (NSSE, Athletics Survey, data points on EMT visits, etc) into a Trends Report to see annual results and compare to impact on student success over time.

Policy:

1. CSAS Committee will review the tailgating policy, procedures, and enforcement for consistency and impact.
2. CSAS Committee will research possibilities for funding 15-20 students to serve as lead event directors to monitor events with alcohol on campus for other organizations along with their own student event directors.
3. CSAS Committee will consider the need and impact of a policy for sponsored events hosted off-campus with alcohol.
4. CSAS Committee will continue to assess the adequacy and consistent enforcement of College policies relating to alcohol and drugs and share results in the Biennial Review.

Programming:

1. Prevention and Advocacy has submitted a grant to create a Peer Education team addressing substance use/abuse.
2. Each athletic team and Greek chapter will be required to meet for a group motivational enhancement and social norms clarification session with Prevention and Advocacy once per academic year.
3. Prevention and Advocacy and Athletics will submit a grant to create a social norms marketing campaign addressing the binge drinking culture during high impact times to move towards a culture of mature use of alcohol.
4. Prevention and Advocacy will update Event Director Training to include more bystander intervention skills and motivational interviewing techniques, add an outline for sanctions if policy violations occur, determine process to highlight groups who host without any issues, and continue to evaluate the Event Director Training program.

VII. Conclusion

Ursinus College, in compliance with the Drug Free Schools and Communities Act, certifies that it has adopted and implemented a comprehensive program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees both on the College premises and as part of any of its activities. Disciplinary sanctions as a result of violations to the Ursinus College Drug and Alcohol policies have been consistently enforced. Ursinus College has implemented a comprehensive substance abuse prevention and intervention program including a wide range of support services and educational opportunities for students and employees. The College will continue to improve and enhance its outreach to the campus community around alcohol and other drug issues to increase knowledge and awareness of substance use issues and reduce the harm related to the negative secondary effects.