

# Ursinus College

## Biennial Review

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

Review Period:  
August 2016 – July 2018

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

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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.

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## **II. Annual Policy Notification Process**

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### **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/live/files/2017-2017-2018-student-handbook>

### **B. Employee Notification**

When a new employee is hired, Human Resources reviews all policies during the on-boarding 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.

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### III. Standards of Conduct

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#### 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.

- I. Illegal, unauthorized or irresponsible substance use. Examples include, but are not limited to:
  - a. 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.
  - b. 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.
  - c. Possessing or being in the presence of:
    1. Alcohol, including beer, wine, liquor, or mixed drinks being consumed in a container larger than 16 ounces.
    2. Grain alcohol
    3. Alcohol transported or stored in a container larger than 1 gallon.
    4. Binge drinking paraphernalia including but not limited to:
      1. Kegs
      2. Beer Balls
      3. Beer Bonges
      4. Trash cans
      5. Common Source Containers such as a punch bowl
    5. Purposeful binge drinking (i.e., "Shotgunning" a beer).
  - d. Unlawful or unauthorized possession, manufacturing, use, purchase and/or distribution of illicit drugs, controlled substances (including stimulants, depressants, narcotics, or hallucinogenic drugs) or paraphernalia.
  - e. Being in the presence of illicit drugs, controlled substances (including stimulants, depressants, narcotics, or hallucinogenic drugs) or paraphernalia.

- f. Illegal possession or use of prescription medications.
- g. Public intoxication.
- h. 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

The enjoyment of a variety of social events is an important part of a student's college experience. The planning and execution of these events offers the opportunity for student leaders to develop a reservoir of insight, experience, and skill, upon which they can draw for a lifetime. Rather than attempt to entertain students, the College seeks to provide expertise and financial support to student leaders as they plan these events.

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 may be held no later than 12:01 a.m. Monday through Friday, and 2:00 a.m. Saturday and Sunday. Social events are only permitted in Reimert, Keigwin, Maples, Olevian, Omwake, Todd, Shreiner, and Duryea.

### Social Events Guidelines

At all social activities, the following guidelines will apply:

1. The sponsoring group will name individuals to serve as event directors, who will be responsible for planning the event, overseeing adherence to state and local laws and college policies during the event, and ensuring that proper cleanup procedures are followed after the event. Two event directors are required in Reimert and four event directors are required in the Main Street Houses; one event director must be at least 21 years of age.
2. If alcohol is present at the event, the following guidelines will apply:
  - 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.
3. Students must present a current Ursinus ID to enter any social event.
4. 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.

5. Events should not be over-crowded.

Events in violation of any of these guidelines will be “Unregistered Events.” Sanctions may include the following: weekend (morning) community service for at least two members of the area, suspension of event privileges for the organization(s) for a period of time, loss of squatting privileges, loss of housing and other individual sanctions, as necessary.

#### 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

1. One Event Director must be at least 21 years of age.
2. Must be sober before and throughout their event.
3. May not be in possession of alcoholic beverages, drugs, or drug paraphernalia throughout their event.
4. Be present inside the event suite or house for the duration of their event, with the sole exception of an Event Directors standing immediately outside of the event suite or house’s door.
5. 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 or Police.
6. Ensure all event attendees exhibit appropriate behavior; confront any inappropriate behavior that might occur during an event.
7. Notify a College Official or Collegeville Police if an attendee poses a health or safety threat to self or to others.
8. Ensure that event is operating only within registered and approved times.
9. Maintain communication with RAs and Campus Safety throughout event.
10. Ensure that the event suite or house’s exterior has been cleaned immediately following an event and interior has been cleaned by 10AM the morning following their event.

Event Directors will share judicial 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 judicial 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.

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#### **IV. Policy Enforcement and Sanctioning**

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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.

<b>Summary of Violations of Policy</b>	<b>AY 2016-2017 (August 1, 2016- June 31, 2017)</b>	<b>AY 2017-2018 (August 1, 2017- June 31, 2018)</b>
Incidents Involving Alcohol Violations	137 (121 unique students)	139 (121 unique students)
Number of Sanctions Given for Alcohol Violations *One student might be given multiple sanctions	376	471
Incidents Involving Drug Violations	37 (34 unique students)	39 (35 unique students)
Number of Sanctions Given for Drug Violations *One student might be given multiple sanctions	125	146
Social Event Policy Violations	47 (44 unique students)	18 (18 unique students)
Number of Sanctions Given for Social Event Violations	70	32
Drug and Alcohol-Related Fatalities	0	0

Consistency of Alcohol Violations and Sanctions

Because some incidents result in multiple charges, the incidents that took place resulted in 357 total charges related to alcohol where a student acknowledged responsibility, was found responsible, or did not attend the conduct hearing. Although the number of alcohol incidents only increased by two between the two years, the number of alcohol-related charges increased by 20%, perhaps explaining the increase in sanctions from year 1 to year 2 as well.

	Academic Year of Incident	
	2016-2017	2017-2018
Irresponsible use	79	75
Underage Drinking	35	63
Unlawful possession of alcohol	22	27
Public Intoxication	7	17
Binge Drinking Paraphernalia	8	3
Open Container	9	6
DUI	1	3
Container Larger than 16 Ounces	1	0
Purposeful Binge Drinking	0	1
<b>TOTAL ALCOHOL CHARGES</b>	<b>162</b>	<b>195</b>

Part of this increase can also be explained by adding more educational sanctions that focus on the well-being of the student in addition to the punitive sanctions. For example, the number of follow-up conversations assigned increased from 23 to 33 which is a 43% increase and resource referrals went up 75%, from 8 in 2016-2017 to 14 in 2017-2018.

Sanction	Total	% all incidents	2016-2017	% incidents	2017-2018	% incidents	% Change
Warning	200	70%	93	68%	107	77%	15%
Parent/ guardian Notify	165	58%	75	55%	90	65%	20%
Alcohol Education	130	46%	64	47%	66	47%	3%
E-chug Online	65	23%	28	20%	37	27%	32%
Follow-up	56	20%	23	17%	33	24%	43%
Community service	41	14%	25	18%	16	12%	-36%
Referral	22	8%	8	6%	14	10%	75%
Disciplinary probation	21	7%	13	9%	8	6%	-38%
Area ban	18	6%	3	2%	15	11%	400%
Fine	18	6%	4	3%	14	10%	250%
Apology conversation	17	6%	6	4%	11	8%	83%
Apology	16	6%	3	2%	13	9%	333%
Disciplinary probation (athletics)	15	5%	4	3%	11	8%	175%

Events suspension	11	4%	10	7%	1	1%	-90%
E-toke online	10	4%	5	4%	5	4%	0%
Guest loss	8	3%	3	2%	5	4%	67%
Restitution	6	2%	1	1%	5	4%	400%
Residence hall suspension	6	2%	1	1%	5	4%	400%
Restriction from senior activities	5	2%	2	1%	3	2%	50%
Weekend suspension	5	2%	3	2%	2	1%	-33%
Community program	3	1%	0	0%	3	2%	-
Housing relocation	3	1%	1	1%	2	1%	100%
Reimert courtyard cleanup	2	1%	0	0%	2	1%	-
Suspension	2	1%	1	1%	1	1%	0%
Banned guest	1	0%	0	0%	1	1%	-
Paper	1	0%	0	0%	1	1%	-
Total	847	-	376	-	471	-	25%

Consistency of Drug Violations and Sanctions

The 76 drug incidents produced 115 total charges related to drugs where a student acknowledged responsibility, was found responsible, or did not attend the conduct hearing. The 115 charges for drug policy violations had 271 sanctions associated with them with 125 sanctions in the 2016-2017 school year and 146 in the 2017-2018 school year, a 17% increase. Although the number of drug incidents only increased by two between the two years, the number of drug-related charges increased by 19%, which would align with the number of sanctions awarded.

	Academic Year of Incident	
	2016-2017	2017-2018
Possessing drugs	15	17
Using drugs	13	18
Possessing drug paraphernalia	9	14
Being in presence of drugs or paraphernalia	8	15
Distributing drugs	4	1
Purchasing drugs	1	0
<b>TOTAL DRUG CHARGES</b>	<b>50</b>	<b>65</b>

Sanction	Total	% all incidents	2016-2017	% incidents	2017-2018	% incidents	% Change
Parent/ guardian Notify	59	78%	25	68%	34	87%	36%
Warning	51	67%	22	59%	29	74%	32%
E-toke Online	41	54%	17	46%	24	62%	41%
Community service	20	26%	14	38%	6	15%	-57%
Fine	19	25%	4	11%	15	38%	275%
Follow-up	17	22%	6	16%	11	28%	83%
Disciplinary probation	14	18%	10	27%	4	10%	-60%
Referral	11	14%	4	11%	7	18%	75%
Alcohol Education	7	9%	3	8%	4	10%	33%
Disciplinary probation (athletics)	5	7%	2	5%	3	8%	50%
Suspension	5	7%	3	8%	2	5%	-33%
Area ban	4	5%	1	3%	3	8%	200%
Paper	3	4%	3	8%	0	0%	-100%
Residence hall suspension	3	4%	1	3%	2	5%	100%
Restriction from senior activities	3	4%	2	5%	1	3%	-50%
Housing relocation	2	3%	1	3%	1	3%	0%
Weekend suspension	2	3%	2	5%	0	0%	-100%
Apology conversation	1	1%	1	3%	0	0%	-100%
Community program	1	1%	1	3%	0	0%	-100%
Dismissal	1	1%	1	3%	0	0%	-100%
E-chug Online	1	1%	1	3%	0	0%	-100%
Guest loss	1	1%	1	3%	0	0%	-100%
<b>TOTAL</b>	<b>271</b>	<b>-</b>	<b>125</b>	<b>-</b>	<b>146</b>	<b>-</b>	<b>17%</b>

Consistency of Social Event Policy Violations

The 65 social event policy violations had 102 sanctions associated with them with 70 sanctions awarded in the 2016-2017 school year and 32 awarded in the 2017-2018 school year, a 54% decrease. This decrease is in line with the 62% decrease in social event policy violations seen over the two years. This decrease is mainly due to a name change;

the same violations were re-named from social event policy violations to failure to comply violations. The social event policy violations went from 19 to 2 in 2016 to 2017 while the Failure to Comply violations went from 3 to 17.

Sanction	Total	% all incidents	2016-2017	% incidents	2017-2018	% incidents	% Change
Events Suspension	46	71%	37	79%	9	50%	-76%
Warning	22	34%	11	23%	11	61%	0%
Alcohol Education	11	17%	11	23%	0	0%	-100%
Parent/ guardian notification	11	17%	11	23%	0	0%	-100%
Restitution	4	6%	0	0%	4	22%	+4
Community Program	3	5%	0	0%	3	17%	+3
Follow Up	2	3%	0	0%	2	11%	+2
Reimert Courtyard Cleanup	2	3%	0	0%	2	11%	+2
Apology Conversation	1	2%	0	0%	1	6%	+1
<b>TOTAL</b>	<b>102</b>	<b>-</b>	<b>70</b>	<b>-</b>	<b>32</b>	<b>-</b>	<b>-54%</b>

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## V. Evaluation of Program

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### **A. Drug and Alcohol Prevention Program**

The following information explains the educational efforts and prevention programs at Ursinus College during the 2016-2018 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 each year 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 in an effort 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 Program* provides campus-wide programs and targeted educational campaigns on alcohol and drugs. The Program 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* started providing late-night and weekend programs through a Vibrancy Program in Fall 2017 to offer more robust sober options over the weekends. Prior to Vibrancy, there were some late-night options for students. Vibrancy was created as an intentional effort to provide more robust 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. 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.

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: Each fall during Orientation an outside speaker has been invited to present “Beer, Booze, and Books.” During this talk, students use text polling to share their perceptions and real statistics are given to clarify some social norms of college students. After the presentation, the Resident Assistants help facilitate a discussion among the students.
- 2) Residential Living for First Year Students: 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, every October and February, community meetings take place with the Assistant Director to check in and discuss community impacts relating to AOD.
- 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. To educate the RAs, education on harm reduction strategies and effects of alcohol and drugs are shared each year during training. Additionally, the RAs are required to attend the first year presentation on Beer, Booze, and Books and facilitate a discussion with first years afterwards.
- 4) Event Director Training for Upperclassmen: Upperclassmen are allowed to host events with alcohol in their suites or houses. In order to do so, they must have 2 or 4 certified Event Directors at their event. The training 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.
- 5) Sanctioned Students: Students who violate policy related to alcohol or drugs are often sanctioned to receive some type of education. 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.
- 6) 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.
- 7) 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) Between 2016-2018, the following athletic teams had the education listed below:

Team	Program/Education Description
Women's Soccer	Former Prevention and Advocacy Educator and Title IX Coordinator at Ursinus, Jess Oros, ran a program on the dangers of drugs and alcohol
Men's Soccer	Alcohol Education with Kathy Wright, ATC at Ursinus
Men's Basketball	Annual Alcohol Education workshop with Head Coach, Kevin Small
Men's and Women's Swimming	Annual Nutrition Workshop and weekly reinforcement of smart nutritional choices (including the effects of alcohol and drugs)
Football	Alcohol and sexual consent education with Associate Dean of Students/Title IX Coordinator, Kim Taylor and Assistant Dean of Students/Director of Residence Life, Melissa Sanders-Geiss
Cross Country and T&F	Drug and alcohol education bi-annually with their teams during Cross Country preseason (Aug) and Track & Field preseason (Jan). Used resources found on the NCAA website and <a href="http://www.teamusa.org">www.teamusa.org</a> .

8) 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. Paddy's Day, and Homecoming. Additionally, educational content and policy reminders are sent via email to all students regarding alcohol policy and safety tips prior to these drinking holidays.
- b) Focus Groups: In the fall of 2017, focus groups on the current alcohol culture were developed with a focus on student-athletes and students in Greek Life. Some students were sanctioned to attend. The conversations were meant to allow students to share their thoughts on the current alcohol culture and areas they would want changed or ways to improve.
- c) Addressing Trends: Informational emails go out to the entire student body when a specific need arises. For example, In December 2017 after two students from a local college died of a drug overdose, an email was sent to all students with information about opioids, signs of an overdose, and resources for support.
- d) Passive Campaigns: Tabling efforts take place throughout the year to get basic alcohol and drug information out to the study body.
- e) 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.

In addition to educating students, educating parents can serve as another bridge to reaching our students. In May, during parent and student orientation, the Dean of Students shares resources to both groups and alcohol and other drugs are discussed with the parents at that time. There is also a Student Affairs Panel during Admitted Students Day.

### **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. 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.

### **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.

## **E. Assessment and Evaluation**

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

- 1) In spring 2018, the National College Health Assessment survey was conducted for all undergraduates with a response rate of 11.2% (161 respondents). Some highlights are listed below:
  - a. 14% of Ursinus students reported never using alcohol with the perceived rate of never using being just .6%
  - b. 77% of Ursinus students reported using alcohol in the last 30 days
  - c. 28% of Ursinus students reported using marijuana in the last 30 days
  - d. 12% of Ursinus students reported using stimulant prescription drugs not prescribed to them (this was the highest out of all types of prescription drugs)
- 2) Electronic Check-Up To Go: Alcohol (EChug) and Marijuana (EToke): These online assessments gather data and provide personalized feedback to students who complete it. E-Chug gathered data from 73 students during this review period. The average alcohol use disorder inventory test (AUDIT) score was 11 with the mode being 12. E-Toke gathered data from 42 students during this review period.
- 3) Individual programs often consist of pre-post evaluations and more specific details can be found with staff in Student Affairs. One example is below:

- a. Event Director Training Quiz Results - Fall 2017
  - i. 93% strongly agree and 7% agree: I have a complete understanding of the policies and procedures as an event director.
  - ii. 95% strongly agree and 5% agree: I feel ready to confront my peers at events when I feel concerned for their safety or someone else's safety.

## **F. Goals and Achievements**

Ursinus College has three pillars in the current strategic plan – Ursinus 150. Those pillars are Learning, Living Together, and Building Lifelong Connections. Some of the notable achievements of Ursinus College as it relates to this review include:

- 1) Creation of a job description for a Prevention and Advocacy Director and working to get the position approved
- 2) Review of online educational systems and approval to move forward and sign a contract with EverFi, Inc. to educate all incoming students on alcohol, drugs and sexual misconduct through engaging online course content.

## **G. Strengths and Opportunities**

### Strengths:

- 1) 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.
- 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.

### Opportunities:

Efforts have been made to enhance the institutionalized commitment from all College community members around alcohol and drug prevention issues yet there is still room for growth.

- 1) Data: Further assessing the campus climate and individual student's behaviors, attitudes, and perceptions about alcohol and other drugs would assist in determining the educational needs of the campus. The NCHA survey done in spring 2018 had a small response rate so focusing on improving response rate in the future would also be important.
- 2) Staff: Ursinus College does not have any full-time professional staff dedicated to overseeing all alcohol and drug education on campus.

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## **VI. Recommendations**

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Below are the prioritized final recommendations for the 2016-2018 term.

- 1) Hire a Director of Prevention and Advocacy and/or a Graduate Assistant of Prevention and Advocacy to help sustain efforts already taking place and provide new education and resources for students
- 2) Collect and analyze data as it relates to campus climate for alcohol and other drug issues starting with focus groups with faculty/staff/students and leading to surveys and other forms of assessment. Specific assessment of the effectiveness of the various aspects of the AOD program is needed.
- 3) 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.
  - a) Enhance the athletic department's role in alcohol and other drug education for student-athletes.
- 1) Create a link in the student handbook online from the alcohol and drug policy to the social events policy.
- 2) Update the student alcohol and drug policy to include items required in the annual notification directly into the policy specifically adding:
  - a) a description of local, state and federal laws and legal sanctions for violating said laws
  - b) a description of the health risks associated with alcohol and other drugs
  - c) a description of available counseling, treatment, referral and EAP options.

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## **VII. Conclusion**

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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.