

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 2020 – June 2022

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 AOD 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 DAAPP and identify any improvements that need to be implemented;
- b. Identify the number of AOD 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 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.

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 Bonges
 - 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 Thursday from 8:00 p.m to 12:00 a.m and Friday and Saturday from 8 p.m to 1:00 a.m. No events can be held Sunday through Wednesday. 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)
 1. Alcohol may only be consumed by persons 21 years of age or over.
 2. College funds may not be used to purchase alcohol.
 3. A sufficient quantity of non-alcoholic beverages and food must be provided.

4. 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 Collegeville 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:

It is the policy of Ursinus College to comply with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 and its amendments (DFSCA). According, Ursinus College is required to adopt, prohibit, and put into effect programs to prevent the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs and alcohol by all employees on Ursinus property, at college sponsored activities or events, and to offer anti-drug and alcohol abuse programming.

Employees in violation of this prohibition 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.

These federal regulations also require the college to distribute annually to students and employee's information which outlines the following:

- The health risks associated with alcohol and drug use and abuse;
- Alcohol and drug abuse resources for students and employees;
- Policies on alcohol and other drugs;
- Information on state, municipal and federal laws and sanctions; and
- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of its on-campus or off-campus activities.

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 recent full review of the alcohol and drug policy was implemented in the summer of 2014 with smaller edits taking place each summer. The Social Event Guidelines and Event Director policy and expectations were reviewed and updated in Summer 2020.

- 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. A new position of Director of Student Conduct was created in 2021 to formalize the conduct process and streamline its services. Resident Advisors are trained paraprofessionals that live among students in the Residence Halls and serve as advisors, guides, and policy enforcers and conduct rounds in the halls. One member from the Senior Duty Team and one member from the Leadership Duty Team are

always on call. Campus Safety Officers are available on patrol 24/7/365. During large-scale events, additional security and/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. Some highlights from the past two years are found below using these definitions:

- a. Incidents: based on one case number in Maxient
- b. Unique Students: based on student ID number within the case in Maxient
- c. Charges: based on policy violation name within Maxient
- d. Sanctions: based on requirements given to students as part of outcome in Maxient case

Summary of Policy Violations	AY 2020-2021 (July 1, 2020- June 31, 2021)	AY 2021-2022 (July 1, 2021- June 31, 2022)	Total Biennial Review Period: 2020-2022
Incidents Involving Alcohol	23 (41 unique students)	33 (34 unique students)	56 (75 unique students)
Number of Sanctions Given for Alcohol Violations *One student might be given multiple sanctions	74	49	123
Incidents Involving Drugs	20 (42 unique students)	14 (17 unique students)	34 (59 unique students)
Number of Sanctions Given for Drug Violations *One student might be given multiple sanctions	81	36	117
Incidents Involving Social Event Policy Violations	0	4 (12 unique students)	4 (12 unique students)
Number of Sanctions Given for Social Event Violations	0	12	12
Alcohol or Drug Related Fatalities	0	0	0

Alcohol Related Incidents and Charges

Because some incidents can result in multiple charges, the 56 alcohol incidents resulted in 97 alcohol-related charges and 17 non-alcohol related charges, totaling 114 charges.

Findings for the alcohol-related charges were as follows: 56 acknowledged responsibility, 11 were found responsible, 19 were found not responsible, and 11 were coded as NULL. Analyses for the following section excluded charges where the finding was NOT responsible (N = 67).

Table 1: Alcohol-related charges for alcohol incidents by academic year

Charge	2020-21	2021-22	This Review 2020-2022	Last Review 2018-2020
Underage drinking	17	14	31	103
Irresponsible use	10	5	15	57
Unlawful possession or purchase of alcohol	2	3	5	12
Transported or stored in a container larger than 1 gallon	0	0	0	5
Being in the presence of or use of grain alcohol	0	0	0	4
Possession or being in the presence of binge drinking paraphernalia	12	0	12	4
Unlawful distribution	0	1	1	3
Open Container	1	0	1	2
DUI	2	0	2	0
Total	44	23	67	190

Findings for the non-alcohol related charges were as follows: 15 acknowledged responsibility and 2 were found responsible. Analyses for the following section excluded charges where the finding was NOT responsible (N = 17). Of the 17 total non-alcohol-related charges, 11 were issued during the 2020-21 academic year and 6 were issued during the 2021-22 academic year.

Table 2: Non-alcohol related charges for alcohol incidents by academic year

Charge	2020-21	2021-22	This Review 2020-2022	Last Review 2018-2020
Causing a community disturbance	-	2	2	18
Violation of Social Event Policy	-	1	1	8
Guest Policy Violation	-	-	-	3
Misuse of College property	-	-	-	8
Hazing	-	-	-	6
Sexual Misconduct - Sexual Harassment	-	-	-	3
Failure to comply with college policy	8	-	8	3
Failure to comply with directions from a college official	-	1	1	3

Trespassing	-	-	-	2
Theft	-	-	-	2
Sexual Misconduct - Non-Consensual Sexual Contact	-	-	-	2
Public Urination	-	1	1	2
Possessing flammable chemicals or fireworks	-	-	-	2
Failure to comply with conduct sanctions	-	-	-	1
Threats	-	-	-	1
Fire Safety Violation	-	1	1	1
Failure to complete conduct sanctions	-	-	-	1
Public Nudity	-	-	-	1
Destruction of Property	-	-	-	1
Noise Violation	2	-	2	1
Providing false information to a college official	1	-	1	0
Total	11	6	17	69

Analysis

This Biennial Review’s count of charges resulting from an alcohol incident (84) compared to the last Biennial Review’s count of charges resulting from an alcohol incident (259) shows a difference of 175 charges. This is due in big part to the CoVid-19 pandemic. Students returned to campus in August 2020 but with restrictions in place on socializing and no registered events being allowed during the entire year. Our CoVid Guidelines did not allow students to socialize outside of their family units or without masks. Many students did not return to campus and chose to study remotely for the semester and/or year. This is seen in the decrease in community disturbance charge that went from 18 in the year review to just 2 in this review.

Another significant decrease was the hazing incident in 2019 which accounted for 6 hazing violations – there were no hazing incidents on campus in the last two years. Another position shift we continue to see is the low number of open container charges which is consistent with the last review and as a result of the culture shift reported on in the last Biennial Review.

Sanctions for Alcohol Incidents

The 67 alcohol charges resulted in 123 sanctions. 74 sanctions were awarded for the 23 incidents during the 2020-21 academic year and 49 sanctions were awarded for the 33 incidents during the 2021-22 academic year.

A warning was most common in 2020-2021 followed by parental notification and BASICS. In 2021-2022, online education being most common, followed again by parental notification and BASICS.

Table 3: Sanctions awarded for alcohol incidents by academic year

	2020-21			2021-22			All Years		
	Sanctions (N)	Incidents (N)	% Incidents	Sanctions (N)	Incidents (N)	% Incidents	Sanctions (N)	Incidents (N)	% Incidents
Warning	21	11	47.83%	8	8	24.24%	29	19	33.93%
Online Alcohol Education (Alcedu)	8	4	17.39%	13	13	39.39%	21	17	30.36%
Parent/Guardian Notified	14	11	47.83%	9	9	27.27%	23	20	35.71%
Basics Program Assigned	14	12	52.17%	9	9	27.27%	23	21	37.50%
Apology Letter	2	1	4.35%	1	1	3.03%	3	2	3.57%
Follow-up Meeting	2	2	8.70%	-	-	-	2	2	3.57%
Disciplinary Probation	2	2	8.70%	4	4	12.12%	6	6	10.71%
Disciplinary Probation – Athletic Exception	3	2	8.70%	4	4	12.12%	7	6	10.71%
Paper	2	1	4.35%	-	-	-	2	1	1.79%
Residence Hall Suspension	4	1	4.35%	1	1	3.03%	5	2	3.57%
INFMJ	2	1	4.35%	-	-	-	2	1	1.79%
Total	74	47		49	49		123	97	

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

Sanction	Rose Roberts	Lauren Stroud	Michael Thompkins	Alvert Hernandez	Alyssa Caffarelli
Warning	2	7	4	8	3
% of all students	10.5%	46.7%	28.6%	100.0%	60.0%
Parent/Guardian Notified	5	6	2	5	0
% of all students	26.3%	40.0%	14.3%	62.5%	0.0%

BASICS Program Assigned	5	3	4	6	3
% of all students	26.3%	20.0%	28.6%	75.0%	60.0%
Online Alcohol Education	4	2	4	1	1
% of all students	21.1%	13.3%	28.6%	12.5%	20.0%
Disciplinary Probation – Athletic Exception	1	5	0	0	1
% of all students	5.3%	33.3%	0.0%	0.0%	20.0%
Total incidents	11	8	13	5	5
Total individual students	19	15	14	8	5

It is important to note that the use of warnings for first-time offenses and parental notifications are often given to students are new to campus and underage. Also, a shift to require more students to go through BASICS was enacted during this review period since it is a proven effective technique and was not being utilized often enough.

Drug Related Incidents and Charges

During the 2020-21 and 2021-22 academic year, 34 incidents involved drugs, all assigned to individuals with an Ursinus ID with 20 taking place during 2020-21 and 14 taking place during 2021-22. Because some incidents can result in multiple charges, the 34 drug incidents resulted in 61 drug-related charges and 5 non-drug related charges, totaling 66 charges from 34 incidents.

Findings for these charges were as follows: 41 acknowledged responsibility, 6 were found responsible, 17 were found not responsible, and 2 were coded as NULL. Analyses for the following section excluded charges where the finding was NOT responsible (N = 47).

Table 5: Drug-related charges for drug incidents by academic year

Charge	2020-2021	2021-2022	All Review Period 2020-2022	Last Review Period 2018-2020
Possession of drugs or drug paraphernalia	10	5	15	21
Drug Use	9	5	14	20
Being in the presence of drugs, controlled substance, paraphernalia	13	-	13	16
Smoking, using hookahs or vaporizing devices where prohibited	-	-	-	9
Distribution or attempted distribution	-	-	-	2
Purchase of drugs	-	-	-	1

Total	32	10	42	69
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The 34 drug incidents resulted in 5 non-drug-related charges. Findings for these charges were as follows: 3 acknowledged responsibility and 2 were found responsible.

Table 6: Non-drug related charges for drug incidents by academic year

Charge	2020-2021	2021-2022	All Years 2020-2022	Last Review 2018-2020
Fire Safety Violation	-	-	-	6
Failure to comply with college policy	-	-	-	4
Noise Violation	-	-	-	2
Failure to comply with directions from a college official	-	-	-	1
Misrepresentation	-	-	-	1
Harassment	-	-	-	1
Animal Policy Violation	-	-	-	1
Guest Policy Violation	-	1	1	0
Roof Violation	-	2	2	0
Smoking, using hookahs or vaporizing devices where prohibited	-	2	2	0
Total	0	5	5	16

Analysis

The 47 drug-related charges from this review period is less than the last review period which showed 86 drug charges, which is a decrease of 39 charges. Part of this decrease is due to CoVid-19 and many students who chose to study remotely during the 2020-2021 academic year. Additionally, the socializing rules were changed, and many people did not want to socialize given the health implications. 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 34 drug incidents resulted in 117 sanctions with 81 (out of 20 incidents) during 2020-2021 and 36 (out of 14 incidents) during 2021-2022.

Table 7: Sanctions awarded for drug incidents by academic year

	2020-21			2021-22			All Years		
	Sanctions (N)	Incidents (N)	% Incidents	Sanctions (N)	Incidents (N)	% Incidents	Sanctions (N)	Incidents (N)	% Incidents
Warning	18	8	40.0%	5	4	28.6%	23	12	35.3%

Parent/Guardian Notified	17	10	50.0%	10	7	50.0%	27	17	50.0%
Influence of Marijuana Class	19	11	55.0%	7	5	35.7%	26	16	47.1%
Follow-up Conversation	1	1	5.0%	1	1	7.1%	2	2	5.9%
Basics Program Assigned	12	9	45.0%	6	5	35.7%	18	14	41.2%
Disciplinary Probation	8	6	30.0%	5	4	28.6%	13	10	29.4%
Disciplinary Probation – Athletic Exception	6	2	10.0%	2	1	7.1%	8	3	8.8%
Total	81	20		36	14		117	34	

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

Sanction	Lauren Stroud	Michael Thompkins	Alvert Hernandez	Dan Kelly	Rose Roberts
Warning	5	5	11	2	-
% of all students	21.7%	41.7%	100.0%	28.6%	-
Parent/Guardian Notified	15	5	2	2	3
% of all students	65.2%	41.7%	18.2%	28.6%	60.0%
Influence of Marijuana Class	11	3	7	1	3
% of all students	47.8%	25.0%	63.6%	14.3%	60.0%
BASICS Program Assigned	6	2	3	3	2
% of all students	26.1%	16.7%	27.3%	42.9%	40.0%
Disciplinary Probation	8	-	-	3	2
% of all students	34.8%	-	-	42.9%	40.0%
Total incidents	10	6	4	6	4
Total individual students	23	12	11	7	5

Alcohol and Drug Related Incidents and Charges

During the 2020-21 and 2021-22 academic year, 4 incidents involved both drugs and alcohol, all assigned to individuals with an Ursinus ID. Of these incidents, none occurred during the 2020-21 academic year and 4 occurred during the 2021-22 academic year.

Table 9: Total students involved in an alcohol and drug incident by academic year

	2020-21	2021-22	All Years
Total Incidents (students only)	-	4	4
Unique Students	-	5	5

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

Social Event Related Incidents and Charges

During the 2020-21 and 2021-22 academic year, 4 incidents involved a social event policy violation, with none taking place in 2020-2021 and 4 taking place in 2021-2022.

This major decrease is due to the CoVid-19 Guidelines which did not allow social events for the entire 2020-2021 academic year. Additionally, many students chose to live at home and study remotely during that year.

Table 10: Total students involved in a social event policy violation by academic year

	2020-21	2021-22	All Review 2020-2022	Last Review 2018-2020
Total Incidents (students only)	-	4	4	27
Unique Students	-	12	12	24

The 4 social event policy violations resulted in 12 sanctions given during 2021-2022 academic year. A warning was the most awarded sanction, given in 50% of all social event policy violation incidents.

Table 11: Sanctions awarded for social event policy violation incidents by academic year

	2020-21			2021-22			All Years		
	Sanctions (N)	Incidents (N)	% Incidents	Sanctions (N)	Incidents (N)	% Incidents	Sanctions (N)	Incidents (N)	% Incidents
Warning	-	-	-	5	2	50.0%	5	2	50.0%
Follow-up Meeting	-	-	-	4	1	25.0%	4	1	25.0%
Alcedu	-	-	-	1	1	25.0%	1	1	25.0%

Apology	-	-	-	1	1	25.0%	1	1	25.0%
Parent/Guardian Notified	-	-	-	1	1	25.0%	1	1	25.0%
Total	-	-	-	12	4	100.0%	12	4	100.0%

Two hearing officers issued the 12 social event sanctions (all in the 2021-2022 academic year) as the new office of Student Conduct was created and all event violations were given to the two in that office. Out of the four social event incidents, only two of those incidents resulted in sanctions for five students. The event violations were so low given the restrictions on events placed in 2020-2021. Upon bringing events back in 2021, students were very cautious and eager to continue to allow them, so event rules were followed precisely. Also, the training had improved and included 2 hours of training, instead of 1 hour.

Table 12: Sanctions awarded for social event policy violation incidents by hearing officer

Sanction	Lauren Stroud	Dan Kelly
Warning	4	1
% of all students	100%	100%
Follow-up Meeting	4	-
% of all students	100%	-
Alcedu	-	1
% of all students	-	100%
Apology	-	1
% of all students	-	100%
Parent/Guardian Notified	-	1
% of all students	-	100%
Total incidents	1	1
Total individual students	4	1

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 2020-2022 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):

- *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 created in July 2019 and is staffed by one full-time master's level professional and during this review period and did not have a graduate assistant during 2020-2021 due to covid but did have one graduate assistant for 10 hours a week during 2021-2022.
- *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.
- *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 on nights and weekends.
- *Wellness Center* advocates for health and wellness for all students and works collaboratively 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 on 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: Ursinus renewed our contact in 2020 with EverFi, Inc. and they were soon purchased by Vector Solutions. They continue to provide online education to all incoming students with modules including AlcoholEDU and Prescription Drug Abuse Prevention. Both modules also include content around marijuana, recovery support, and bystander intervention. 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.

In 2020 and 2021 academic years, Ursinus saw 100% compliance as all incoming first-years completed their modules.

- 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.

In 2021, Prevention and Advocacy created a new workshop titled “Everything You Need to Know About Events” and that workshop was targeted to first year students and one even took place in the First Year Centers.

- 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 2020 and Fall 2021, RAs received 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 met with Prevention and Advocacy for 90 minutes to learn about their role in prevention including issues for their residents, content around AOD, and how to best prevent and intervene with issues related to AOD. Additionally, RAs were also required to attend a two-hour Event Director Training to learn about the social events with alcohol on campus.

- 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 2020: OneTeam did not train together as most trainings were remote given the Covid pandemic.

In Fall 2021: The OneTeam training included learning about the curricular approach, ways to work together using their strengths (StrengthsQuest), time management as a student leader, resources on campus, inclusive leadership, conflict management, and resilience training. They also worked together to take pictures of occupancy limits in each event space to help campus safety, RAs, and event directors know when an event is over capacity.

- 5) Event Director Program: Students living in event spaces can host events with alcohol in their suites or houses. To do so, they must have 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 Fall 2020, due to Covid-19, registered events were cancelled for the year and therefore event director training was cancelled along with it.

In Summer 2021, focus groups with students took place to evaluate the return of events to campus and asked for ideas to improve the training. The training moved to a flipped classroom model first providing 45 minutes of liability content consisting of two videos: one on PA law including Campus Security Authority information and one on UC policies. These videos were followed by a quiz. Once students passed the quiz, they could sign up to attend the in-person leadership segment which was one hour in length. During that hour-long training, students discussed specific situations and how to intervene and ensure safety of all while serving as an event director. At the end, those who passed the final quiz were certified to serve in this role.

In 2021-2022, 395 students (of which 77% were first time EDs) were trained over 14 in person sessions in the fall semester and another 44 were trained in 3 in person sessions in the spring, totaling 439 certified event directors.

In Spring 2022, after a semester of focus groups were done to evaluate the biggest issues during events on campus, some suggestions were made to require 3 Event Directors in Reimert instead of just 2 and this began around March as a pilot. We also began requiring all event directors to attend a pre-event meeting with campus safety and RAs in Phafler to review the events for the night, get to know the officers and RAs on duty, and ask any questions they might have about their event. Both seemed to go well and we will continue to require this moving forward.

- 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 2020, a new class was created called Creating a Culture of Care during Covid which was for anyone violating our new covid policies around socializing and focused on bystander intervention techniques.

- 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.

In Fall 2020, Prevention and Advocacy staff hosted 4 different sessions to be able to meet with all Greek life members during their New Member Education period. They were all hosted online due to in-person covid restrictions and discussed AOD content, warning signs of a problem, and how to help a friend. A total of 149 attended as it was for all Greek life members.

In Fall 2021, this session was hosted twice in-person and a total of 87 attended – all new members.

- 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) Coaches have individual conversations with their teams about the rules and expectations regarding substances on their team.
- d) During 2020-2021 academic year, the following athletic teams met with Prevention and Advocacy. Before the meeting, they completed the online E-Chug individually and during the group motivational enhancement session, they reviewed the social norms of the team and reviewed risks associated with substances. All teams met during the year.

Team	Date	Attendance
Softball	July 22nd at 730pm	25
Women's Soccer	August 10th at 8pm	32
Swim Team	Sept 10th at 5pm	24
Baseball	Sept 21st at 5pm	54
Mens Lacrosse	Sept 21st at 7pm	50
Women's Basketball	Sept 22nd at 530pm	14
Women's Lacrosse	Sept 25th at 5pm	26
Tennis Team (MW)	Sept 29th at 730pm	22
Volleyball	October 1 at 445pm	18
Mens Basketball	October 5th at 6pm	12
Football	October 6th at 545pm	105
Mens Soccer	October 6th at 7pm	35
Field Hockey	October 7th at 530pm	20
Gymnastics	October 12th at 430pm	15
Track Field/CC	October 15th at 730pm	83
Wrestling	October 16th at 3pm	24
Golf	November 18th at 5pm	15

- e) During 2021-2022 academic year, the following athletic teams met with Prevention and Advocacy. They reviewed the previous year's data for their own team compared to all athletes at UC and discussed ways to build a welcoming and supportive environment for all on their team. All teams met during the year.

Team	Date of Presentation	Number in Attendance
Field Hockey	Aug 24 at 11:15am	27
Football	Aug 19 at 9am	138
Soccer mens	Aug 20 at 930am	34
Soccer womens	Sept 13 at 530pm	27
Volleyball	Aug 19 2pm-3pm	21
Basketball mens	Sept 8 at 7pm	12
Basketball womens	Oct 12 at 530-630pm	13
Gymnastics	Sept 8 from 545pm-645pm	12
Track and Field (men)	Sept 15 at 715pm	63
Swimming	Sept 9 at 5pm	19
Wrestling	Sept 28 at 7pm	50
Baseball	Sept 13 at 7pm	25
Golf	Dec 6 630-730pm	29
Lacrosse (mens)	Aug 31 from 6-7pm	47
Lacrosse (womens)	Oct 11 from 5-6pm	19
Softball	Oct 4 at 7pm	51
Tennis	Nov 3 545-645pm	15
Track and Field (women)	Sept 15 at 6pm	47

Additionally, Field Hockey went through a Allies of Recovery workshop in February 2022.

- 1) Students in Recovery: Services for students in recovery and for allies of students in recovery have been added to the offerings provided by Prevention and Advocacy in 2020. A new Peer Education team was created in October 2020 with grant funding and they began offering a peer recovery support group weekly during the semester in spring 2021 and continued that through the rest of the review period. The peer educator group also assisted with the Voices for Recovery event in October 2021

which brought a local musician in recovery to the Commons to sing about her experiences and share her strength and hope with the crowd. Additionally, questions about the interest in recovery housing were added to the Housing Questionnaire in spring 2021 and spring 2022. While 36 students marked their interest in 2021, only 2 self-selected into the offering during housing selection. We hope to continue to ask about it and offer it when the need is there.

2) 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.

In Fall 2021, the Homecoming Committee worked to create new signage around the rules for alcohol in the parking lots to address tailgating concerns. Those permanent signs will be used at all future large events where tailgating takes place.

- b) Addressing Trends: New information or programming is created as an educational gap is discovered.

In Spring 2022, the focus groups around events discovered that the upperclassmen felt the underclasses didn't know the rules about events and it made it that much harder to address issues as an event director. Therefore, the office of prevention and advocacy created a new workshop called Everything You need to Know About Events and offered it to underclassmen.

- c) 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 Engagement, alcohol-free, late-night and weekend events are planned through a program called Weekend Vibrancy. On-campus and off-campus take place each week such as movies, board games, and craft nights on campus and trips to Hershey Park, King of Prussia Mall and other locations off campus.

Due to COVID, programming in the 2020-2021 academic year was abnormal and largely virtual or hybrid. That year, Student Engagement sponsored virtual comedians and musicians, and socially distant on-campus activities. There were no off-campus events. In 2021-2022, Weekend Vibrancy was in-person and again off-campus. The newly introduced May Fair celebration included a day of carnival activities, food trucks, and

live music, and was followed by a formal dance at an off-campus venue. About 600 students attended May Fair, a big carnival for all students outside. Other big signature events that were brought back include Late Night Breakfast (once a month, typically sees about 300 students), Stuff a Bear (once a semester, typically sees about 150 students), and the Super Bowl party (with live streaming, food, raffle prizes, and more).

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. The Commons building was opened in 2021 and offers Starbucks coffee and space for students to socialize and hang out inside and on the patios/decks. 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.

During the 2021-2022 academic year, College personnel worked to build a relationship with the Trappe Ambulance company to discuss the issue of barrier for students regarding the financial cost of being evaluated or transported if needed. The College and Trappe Ambulance are working on an arrangement to remove the cost from students and place that cost on the College. This has not yet been finalized but has taken many months to get to this point. We hope it will be finalized next academic year.

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 spent the two years during this review period analyzing the culture and environmental impacts of hosting events with alcohol. They assessed the policies and procedures as well as the marketing of events with alcohol. The team created content for a booklet for all employees called Guidelines to Events with Alcohol which the Communications Department designed. The booklet includes questions to consider, planning tips for hosting events, bystander intervention techniques to ensure safety during the event, and how to end the event smoothly. The document will be added to the HR website, the Events website, and shared with faculty and staff at their campus-wide meetings.

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 licensed psychologists, a licensed clinical social worker, and doctoral-level practicum students, who are supervised by the professional staff. The College strongly urges its students 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) During 2020-2022, Ursinus contracted with EverFi, Inc to offer online educational modules to incoming first years and upperclassmen on a variety of health topics. The results showed that there is an increase in students who are coming to college sober – from 43% in 2020 to 49% in 2021.

	Fall 2020 N-445		SP21–Part 2* N= 168		Fall 2021 N-445 (225)		SP21 – Part 2* N=190	
	Yes	No	Yes	No	Yes	No	yes	no
Q#3: During the past year, have you consumed alcohol?	57	43	61	39	51	49	62	38

	Fall 2020 N=253		Sp21–Part 2* N=106		Fall 2021 N=114		SP21 – Part 2* N=190	
	Yes	No	Yes	No	Yes	No	yes	no
Q#6: During the past two weeks, have you consumed alcohol?	52	48	62	38	55	45	63	37

Q#10: During the past two weeks, how many times have you had (four for women or five for men) or more drinks in a row within a 2-hour period?	Fall 2020 N=131	Fall 2021 N=63
Never	49	59
Once	35	30
Twice	12	8
Three or more times	5	3

- 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 661 students during this review period. The average number of drinks consumed in a typical month equals 26.72 with the median being 10 and mode being 0 - which is lower than the last review period. The highest BAC level during a typical week was .08 BAC on average with median .5 Bac and mode 0 – this again is much lower than the previous review period which was .12, .11 and .17 respectively.

- 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. In Fall 2020:
 - i. Knowledge around the cause of a black out from alcohol increased in the athlete session from 34% right at pretest to 78% right at post test which shows an increase of knowledge by 44%.
 - ii. Belief that AOD use by a teammate could impact the whole team began high with 79% strongly agreeing but ended even higher with 88% strongly agreeing.

- b. In Fall 2021:
 - i. Knowledge around the percentage of students who don't drink at UC increased in athlete session from 68% right at pretest to 93% right at post-test which shows an increase of knowledge by 25%.
 - ii. Belief in the acceptability of teammates drinking to the point of hangovers starting moderately with 29% strongly disagreeing with this behavior and ended with 28% strongly disagreeing.
- 4) Event Director Training did not take place in 2020-2021 due to events being prohibited due to CoVid-19. When events resumed again in 2021, the training had been updated to include two parts; online and in person. A total of 395 students went through the training of which 77% were first-time Event Directors.
 - a. From the post-survey of 383 respondents: "This in person scenarios-based training was effective in educating me on how to be an active bystander" – 79% extremely effective, 19% very effective, 1% moderately effective
 - b. From pre-to post survey with 420 and 383 respondents respectively, there was a 10% increase in the strong agreement of this statement: "I feel personally accountable for problem-solving issues of health and safety if they arise at an event I would be directing."
 - c. A new Event Director e-newsletter was created in Fall 2021 to provide education and address trends. A total of 6 newsletters were sent and the open rate was between 45-56%.
- 5) Due to feedback from the Event Directors themselves during focus groups, our office created a new workshop: Everything You Need to Know About Events that first years were encouraged to attend. The pre-post test with 38 respondents showed a 42% increase in the knowledge regarding what the 3 Ds of bystander intervention.
- 6) Due to the ACHA survey results which showcased that 90% of our 21+ year olds consume alcohol, we created a new program called the 21st Birthday Program. This program was a collaboration with the local bar The Trappe and included providing an email with education to all students turning 21 that month, and offered a free appetizer coupon if they showed up to get their birthday swag bag – which included more educational content and often came with a quick developmental conversation with staff as well.
 - a. A total of 162 students celebrated a birthday in fall 2021 and received our email with harm reduction tips and 9% (15) came to pick up their birthday

swag bag. We had 11 responses to the survey at the end of their birth month.

- i. 8 out of 11 celebrated with alcohol and 2 out of those 8 said they drank more than then intended, the rest drank what they intended to drink
- ii. 9 out of 11 did not pick up birthday swag bag; the 2 who did say it was moderately useful (1) and very useful (1).

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) \$50,000 in Grant Funding:

- a. In 2020, the Director of Prevention and Advocacy was awarded a two-year \$40,000 grant from the Pennsylvania Liquor Control Board (PLCB). This grant allowed UC to form a new student peer educator team called Ucrew: Ursinus Cultivating Respect, Education, and Wellness. This was one of the recommendations from the last review. The grant also paid for additional security to be hired during high-risk times and events and covered the cost of EChug for two years, an online tool used to help students evaluate their own behaviors around alcohol. Finally, the grant allowed us to create printed social norms marketing posters, promo pens and pop-sockets, 3 short PSA videos, and 1 longer training video all surrounding the theme of leadership using the tagline Rethink that Next Drink.
- b. In 2021, the Director was awarded a \$7,000 mini-grant from Montgomery County to provide students with a subscription to the Fabulous App which is a science-backed habit-building app around well-being.
- c. In 2022, the Director was awarded a \$2,500 mini-grant from Montgomery County to host a finals week Kahoot on self-care, print wellness stickers, and purchase Peer-To-Peer Leadership textbooks for our peer educators.

2) Community Conference: The last Biennial Review made the institutionalization recommendation to host an alcohol and drug summit for the campus to promote the power of prevention and share the data we've been collecting for the past two years. On March 2, 2022 a collaborative community conference took place hosted by the President's Office and the CSAS Committee under the title Well-being: Yours, Mine, and Ours. There were 125 attendees including mostly faculty/staff/administration but also included students. Select alumni, parents, and Board of Trustees members were invited to zoom into the event and we had 8 attend. There was a 35-minute presentation by the Director of Prevention and Advocacy on the power of prevention: the charge of the CSAS Committee, the cost of alcohol on campus, the impact of prevention work on enrollment and retention, and the data we've collected highlighting the main issues and what we are doing to address them. That session was

followed by a community discernment activity where we collected ideas for health promotion activities in the future.

- a. Our office was also able to present this content to the Parent's Leadership Council and the New Faculty Colloquium in 2021.
- 3) Critical Processes and Policy Review within the CSAS Committee: The last Biennial Review made the recommendation to gather and analyze data regarding all types of events with alcohol on campus, review the need for an off-campus events policy, and consider the tailgating policies and procedures. The Committee spent the last two years in the large group and in subgroups evaluating events not hosted by students and decided a *Guidelines to Events with Alcohol* booklet should be drafted, with no change to off campus event policies. The Committee created the content for this document which included questions to consider, ways to appropriately plan and market the event, strategies for safety during the event, and reminders of policies. The Communications Department then designed this booklet to live on the HR website, the Events website, and to be given to all employees who have a hand in planning events for campus. The group determined the tailgating policy itself did not need editing but enforcement. The group created signs to post in the parking lots and worked with Prevention and Advocacy's above-mentioned grant to hire additional security during Homecoming and other high-risk times for tailgating. Another recommendation in this category was to create a trends document to follow data points over time and this was created.

G. Strengths and Opportunities

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

- 1) Event Director Program: This program is a strength at Ursinus given its reach to students, with around 30% of all students going through this training each year, and the robust education it provides, it is a strength to the alcohol abuse prevention program at Ursinus. The training now includes 2-hours of training both online and in person with two quizzes to assess knowledge and understanding. The content is not just on policy but the impact of substances on the body and brain, and is engaging students on leadership impacts as well. The data collected from this program, including the semester-long focus group evaluations done in collaboration with Dr. Goodman's Capstone class, have helped to inform the program changes. The data collected on registered events themselves is also an asset as that data can inform the way Ursinus provides services and on-going education. The opportunity is to continue to utilize the data to enhance the program and grow services and education related to events with alcohol.
- 2) Collaborative Relationship between Student Affairs and Athletics: The relationship between Student Affairs and Athletics is strong and continues to grow each year. Athletics saw the need for alcohol prevention programming for

athletes and began requiring all teams to meet with Prevention and Advocacy every fall for this, starting in Fall 2020. Data has been collected at those sessions and has helped inform the need for services and educational programs for that population. Additionally, a Summit was implemented by athletic staff and student affairs staff in Spring 2022 for sophomore and senior athletes which had high attendance and appeared very successful. Finally, the office of Prevention and Advocacy has been moved to the athletics division which was renamed the Division of Health and Wellness. This will only continue to ensure the strong relationship continues. There are opportunities here to evaluate coaches and athletic staff understanding of AOD issues and educate them more on how to utilize team policy and expectations to reduce high risk behaviors, especially since high risk traditions like Rock Star Week and other Reimert related behaviors are often tied to teams. Incorporating more bystander intervention and leadership training with student-athletes is another opportunity here.

- 3) Re-Organization of 3 Divisions Addressing Outside the Classroom Behaviors – creating a New Division of Health and Wellness: Each of the 3 divisions: Student Affairs, Inclusion and Community Engagement, and Health and Wellness are now given the time, attention, and priority each area deserves. Students and staff are becoming more cognizant of the overall wellness issues and the intersection of issues related to substances such as how it impacts mental health and relationships. There are many exciting collaborative opportunities that lie ahead with the formation of these 3 divisions starting with Wellness Week in September.
- 4) 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. One strength is that PA updated its Good Samaritan Law to ensure callers, and those who need help, both will not be charged with underage drinking when calling for help. 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. We also could utilize this as an opportunity to create more trust in the conduct process to encourage more active bystanders in the community. Reimert Council is one great example of how a group of students can address issues in their own community through active participation in a group community of care.
- 5) Social Norms: The grant funding from the last two years provided for social norms marketing for campus including posters, videos, pens, and pop-sockets. The opportunity is to now evaluate those efforts and see if the social norms marketing is working in changing the mindset of students to recognize that not all students drink or use drugs. Students are also being more cognizant of overall wellness and we are capitalizing on that interest and understanding. There are

opportunities there to further outreach and education given the student interest. Additionally, we have noticed fewer events on campus for faculty and staff that include alcohol such as the holiday party and recent presidential retirement party. Both events had strong availability of mocktails for attendees. This is seen as a shift and a positive one that can continue to grow.

VI. Recommendations

The Community Standards on Alcohol and Substances (CSAS) committee was originally formed in December 2019. This is an institution-wide committee, charged by then President Blomberg, 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.

The CSAS Committee will continue to work towards the recommendations in the June 2020 Biennial Review and offer the recommendations below to Ursinus College to further advance improvements to the campus culture.

Institutionalization: degree of institutional-wide support for alcohol and drug prevention efforts

- 1) CSAS Committee will promote the vision for Ursinus College to become a Health-Promoting Campus. The Administration, including the new President and Board Chair, will be encouraged to speak publicly about the College's commitment to becoming a Health-Promoting Campus by signing the Okanagan Charter and speaking openly about the connection between well-being, substances, and student success.
- 2) Prevention and Advocacy will partner with non-profit Recovery-Friendly Workplaces PA to lead the process of becoming the first Recovery-Friendly Workplace that is a college campus in Pennsylvania.
- 3) CSAS Committee recommends additional staffing be added to the Prevention and Advocacy team as well as additional funding to support the initiatives proposed to improve the health, safety, and success of every student.

Critical Processes: adherence to data-driven processes for strategic planning and assessment

- 1) CSAS Committee will gather and analyze data regarding tailgating on campus; continuing to review our policy, procedures, and enforcement efforts and benchmarking with other institutions, while beginning to gather information from a wide variety of constituents.
- 2) Prevention and Advocacy will implement the American College Health Association's National College Health Assessment in spring 2024 to continue evaluating the campus climate (last implemented in spring 2021 for \$3,000)

Policy: ability to showcase consistency and impact in communication and enforcement of policies

- 1) CSAS Committee will begin evaluating plans for accommodations for students with medical marijuana needs as well as developing possibilities for a cannabis related policy if the federal government ever changes its current stance on cannabis as a schedule 1 drug.

Programming: the scope and impact of current evidence-based prevention programming efforts

- 1) Prevention and Advocacy, Athletics, and Alumni will work together to apply for a grant to use Social Perception of Adulthood theory in the creation of a social norms marketing campaign addressing tailgating and Rock Star Weeks to move towards a culture of mature use of alcohol among students, parents, and alumni.

The above 7 recommendations are in addition to continuing the work that developed out of the previous Biennial Review recommendations which are listed below:

- 1) The CSAS Committee will market the new Guidelines to Events with Alcohol to faculty, staff, and administration
- 2) The CSAS Committee will host a Substances Summit every 3 years; the next event will be in 2024-2025
- 3) CSAS Committee will continue to:
 - a. attend Faculty meeting(s) to share the impact of substances on student's academic and overall success
 - b. assess the adequacy and consistent enforcement of College policies relating to substances and share results in the Biennial Review
- 4) Prevention and Advocacy will continue to:
 - a. host group motivational enhancement sessions for athletic teams and Greek life groups offered by Prevention and Advocacy
 - b. advise the newly created Peer Education team funded through the PLCB grant for another 2-year term

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 because 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.