

# 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 2022 – June 2024

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 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.

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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/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.

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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.

#### **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. Students may not sell, provide, or furnish alcohol to those under 21. 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 and is not permitted in outdoor spaces, except for events approved by the College. For more information, refer to [Requirements for Registered Events](#).
- Possessing or being in the presence of:
  - Alcohol, including beer, wine, liquor, or mixed drinks being consumed in a container larger than 16 ounces.
  - Grain alcohol
  - Alcohol transported or stored in a container larger than 1 gallon.
  - Binge drinking paraphernalia including but not limited to:
    - Kegs
    - Beer Balls
    - Beer Bongos

- Common Source Containers such as a punch bowl or trash cans
- Beirut, beer pong, or water pong tables
- Irresponsible use of alcohol:
  - Binge drinking (i.e. “Shotgunning” or “Funneling” a beer)
  - Engaging in or organizing activities, games, and/or other behaviors designed for the purpose of rapid ingestion or abusive use of alcohol (e.g., use of binge drinking paraphernalia, keg stands, “around-the-world” parties, flip cup, quarters, beer/water pong, Beirut, power hour, beer die, and/or other alcohol consumption based on speed and/or volume, etc.
- Operating a vehicle while under the influence of alcohol or illicit drugs/controlled substances.
- 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), cannabis, or paraphernalia.
- Being in the presence of illicit drugs, controlled substances (including stimulants, depressants, narcotics, or hallucinogenic drugs), cannabis, or paraphernalia.
- Illegal possession, use, or distribution 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 and was updated with clearer language in 2023.

### Registered Events

Ursinus policies and procedures allow students to hold social events within designated spaces on campus (“Registered Events”). These events must be registered through the process outlined in the Event Hosting and Registration section below. 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 Registered Events will do so with full recognition of the rights and reasonable expectations of others living on and off campus. At all times, Registered Events in residence halls and houses must comply with policies dealing with noise and cannot be disruptive to the living, learning, and working environments of others. Registered Events are only permitted in houses approved by facilities based on house structure and generally include Reimert, Maples, Olevian, Omwake, Todd, Shreiner, and Duryea. Registered Events may be held Thursday from 8:30 p.m to 12:00 a.m and Friday and Saturday from 8:30 p.m to 1:00 a.m. No Registered Events can be held Sunday through Wednesday.

### Event Hosting and Registration

An event must be registered with the College if alcohol is provided, served, and/or made available by a student or organizational host, if alcohol is consumed in the event space, and/or if alcohol is brought by guests (BYOB). In addition to the above, one or more of the following criteria must exist to trigger the registration requirement:

1. There will be more than 15 people at the event at any given time.
2. There will be potential for music or noise to be heard outside the building or beyond the property in which the event is taking place.
3. There will be guests coming and going from the site of the event throughout the event.
4. Other criteria deemed appropriate by the office overseeing the registration process for the student or organization in question.

If at any time an unregistered social gathering meets the criteria outlined above, the gathering must cease, and the hosts could face sanctions including but not limited to suspension of event privileges, removal from housing, or other disciplinary sanctions as a result of hosting an unregistered event.

Students must be a Certified Event Director to host a Registered Event. To become a Certified Event Director, one must complete both Part 1 and Part 2 of the Liability and Leadership training hosted by Prevention and Advocacy. Part 1 begins online in a Canvas Course and only those who are eligible to serve in this role – i.e., sophomores, juniors, and seniors who are not first-semester transfer students – are invited to the Canvas Course. Part 2 is in-person and ends with a quiz. Students passing the quiz with 80% or more will become a Certified Event Director.

Events must be registered by 4:00 p.m. the day of the event or 4:00 p.m. on Friday if the event is occurring over the weekend. The Registration Form can be found on the Canvas Course. Review the policies and expectations of being an Event Director before registering your event.

### Registered Events Requirements

*At all registered events, the following requirements will apply:*

1. All registered events must have the required number of Event Directors serving at the event. Individual volunteers who choose to serve their community by serving as Event Directors must abide by all Event Director policies and procedures as outlined in the training program.
  1. At least one Event Director must be at the entrance(s) of the event and at least one event director must be circulating the event.
  2. All event directors must be present, sober, and visible by wearing a yellow bandanna and must be available throughout the event should any issues arise.
  3. At least one of the Event Directors in Reimert must be 21+ years old and at least two of the Events Directors on Main Street must be 21+ years old.

2. All hosts and guests of a Registered Event must abide by the Code of Conduct as well as the following: ([Illegal, Unauthorized or Irresponsible Substance Abuse Policy](#)).
3. While all students are invited to participate in social gatherings, only those 21 and over are permitted to possess or consume alcohol.
  1. College funds may not be used to purchase alcohol.
  2. A sufficient quantity of non-alcoholic beverages and substantial food must be provided based on the estimated guest count or using the maximum occupancy limit of the space.
  3. Advertising or promotion of the event, including on social media, may not include any reference to drinking or to the availability of alcoholic beverages.
4. Hosts are not permitted to open/start their event until all pre-event requirements are complete, including the Resident Advisors on duty completing their pre-event host check-in and complete the event opening form.
5. Visitors must be escorted to the Registered Event by their hosts.
6. Events should not exceed posted fire code occupancy limits. It is the responsibility of the Event Directors to manage the number of individuals present at the event and request assistance from Campus Safety and/or Resident Advisors if needed.

*The following guidelines/requirements apply to Registered Events in Reimert:*

1. Glass bottles and other glassware are prohibited in the Reimert Courtyard.
2. Students who are 21 or older are permitted to have one 16 oz or less alcoholic beverage, excluding liquor bottles, in the Reimert Courtyard.
3. No speakers are allowed outside, or in the doorways and/or windows, of residence hall suites. No coolers are allowed outside of residence hall suites.
4. No furniture is permitted outside of residence hall suites.
5. Large groups may not congregate on balconies or staircases. Balconies and staircases must always remain clear for accessible exit.

*The following guidelines/requirements apply to Registered Events on Main Street:*

1. Glass bottles and other glassware are prohibited outdoors, including porches and yards.
2. No alcohol is permitted outside, including the porches and yards.
3. No speakers are allowed outside, or in the doorways and/or windows, of houses. No coolers are allowed outside of houses.
4. Large groups may not congregate on porches. Porches must always remain clear for accessible exit.

Events in violation of any of these guidelines/requirements or any violation of the Student Code of Conduct, including hosting a disruptive gathering, will lose their status as a Registered Event. Hosts, including individual students, organizations, and residents of the event space, may be held responsible for hosting an event that was not registered or that lost its status as a registered event. Sanctions may include the following: educational classes in person or online, suspension of event privileges for the



event space 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 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 three 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 have at least one Event Director be over 21 years of age.
- Must be sober before and throughout the event.
- May not be in possession of alcoholic beverages, drugs, or drug paraphernalia throughout the 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.
  - At Reimert, one Event Director should be at the door managing entry and exit, including monitoring occupancy limits, while two other Event Directors should be circulating the event inside managing behaviors of guests. At Main Street houses, Event Directors have the same responsibilities, one Event Director should be at the front door and one at the back door with two Event Directors circulating inside.
- 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 by the deadline and only occurring within approved times.
- One Event Director from each event must attend the mandatory pre-meeting with RAs and Campus Safety.
- Must review and complete the opening form with RAs or Campus Safety before starting the event.
- 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.

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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 recent full review of the alcohol and drug policy was implemented in the summer of 2014 with smaller edits taking place each summer since. The Registered Event Guidelines and Event Director policy and expectations were reviewed and updated in Summer 2020 and again in 2023.

- 1) **Enforcement:** Assistant Directors in Student Affairs within the Division of Campus Life, 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. With turnover, the position changed in 2023 to an Associate Dean of Students role. 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 Staff 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

<b>Summary of Policy Violations</b>	<b>AY 2022-2023 (July 1, 2022- June 31, 2023)</b>	<b>AY 2023-2024 (July 1, 2023- June 31, 2024)</b>	<b>Total Biennial Review Period: 2022-2024</b>
Incidents Involving Alcohol	22 (41 unique students)	27 (56 unique students)	49 (97 unique students)
Number of Sanctions Given for Alcohol Violations *One student might be given multiple sanctions	52	51	103
Incidents Involving Drugs	10 (19 unique students)	5 (6 unique students)	15 (25 unique students)
Number of Sanctions Given for Drug Violations *One student might be given multiple sanctions	38	7	45
Incidents Involving Social Event Policy Violations	2 (5 unique students)	1 (1 unique student)	3 (6 unique students)
Number of Sanctions Given for Social Event Violations	3	1	4
Alcohol or Drug Related Fatalities	0	0	0

**Alcohol-Related Incidents and Charges**

Because some incidents can result in multiple charges, the 49 alcohol incidents resulted in 126 alcohol-related charges and 34 non-alcohol-related charges, totaling 160 charges.

Findings for the alcohol-related charges were as follows: 53 acknowledged responsibility, 6 were found responsible, 37 were found not responsible, 8 were coded as “addressed”, and 22 were coded as NULL or still open. Table 2 below excludes charges where the finding was NOT responsible (37 “not responsible” removed).

**Table 2. Alcohol-related charges for alcohol incidents by academic year (responsible only)**

Charge	2022-23	2023-24	All Years	Last Review (20-22)
Alcohol - Underage drinking	14	20	34	31
Alcohol - Possession or being in the presence of binge drinking paraphernalia	1	15	16	12
Alcohol - Unlawful possession or purchase of alcohol	3	12	15	5
Alcohol - Irresponsible use	4	6	10	15
Good Samaritan - Alcohol	3	7	10	-
Alcohol Concerns	3	1	4	-
Unlawful distribution	0	0	0	1
Open Container	0	0	0	1
DUI	0	0	0	2
<b>Total</b>	<b>28</b>	<b>61</b>	<b>89</b>	<b>67</b>

The above table shows the alcohol-related charges for alcohol incidents of which two new charges were coded; Good Samaritan and Alcohol Concern were not coded in the same way in the previous review.

Findings for the non-alcohol-related charges were as follows: 21 acknowledged responsibility and 2 were found responsible. Table 3 below excludes charges where the finding was NOT responsible (11 “not responsible” removed).

**Table 3. Non-alcohol-related charges for alcohol incidents by academic year (responsible only)**

Charge	2022-23	2023-24	All Years
Disruptive Behavior		2	2
Drugs - Possession of drugs or drug paraphernalia	2		2

Failure to comply with directions from a college official		4	4
Fire Safety - Removing or covering smoke detector head	2		2
Fire Safety Violation	2		2
Guest Policy Violation	1		1
Misuse of College property or services	1		1
Noise Violation		3	3
Providing false information to a college official		1	1
Trespassing		3	3
Weapons Violation	1	1	2
<b>Total</b>	<b>9</b>	<b>14</b>	<b>23</b>

Sanctions for Alcohol Incidents

The 49 alcohol-related incidents, associated with 89 alcohol-related charges (“not responsible” excluded) resulted in 103 sanctions. The most common sanction was an online alcohol education module followed by a warning for lower level incidents or BASICS for more concerning incidents.

**Table 4. Sanctions for Alcohol-related incidents**

	n	% of total
Online Alcohol Education	28	27.18%
Warning	17	16.50%
Basics course	17	16.50%
Parent/ guardian Notify	14	13.59%
Apology	10	9.71%
Paper	5	4.85%
Disciplinary probation	3	2.91%
Apology conversation	2	1.94%
Create bulletin board	2	1.94%
Community service	2	1.94%
Area ban	1	0.97%
Housing relocation	1	0.97%
No contact order	1	0.97%
<b>Total</b>	<b>103</b>	<b>1</b>

Drug Related Incidents and Charges

During the 2022-23 and 2023-24 academic year, 15 incidents involved drugs. Because some incidents can result in multiple charges, the 15 drug incidents resulted in 36 drug-related charges and 26 non-drug-related charges, totaling 62.

Findings for the drug-related charges were as follows: 17 acknowledged responsibility, 8 were found responsible, 10 were found not responsible, and 1 was “addressed”. Table 5 below exclude charges where the finding was NOT responsible (10 “not responsible” removed).

**Table 5. Drug-related charges for drug incidents by academic year (responsible only)**

Charge	2022-23	2023-24	All Years	Last Review (20-22)
Drugs - Possession of drugs or drug paraphernalia	11	2	13	15
Drugs - Use	7	2	9	14
Drugs - Being in the presence of drugs, controlled substance, paraphernalia	1		1	13
Drugs - Distribution or attempted distribution		1	1	0
Drugs - Manufacturing or attempted manufacturing		1	1	0
Good Samaritan - Drugs		1	1	0
<b>Total</b>	<b>19</b>	<b>7</b>	<b>26</b>	<b>42</b>

Findings for the non-drug related charges were as follows: 16 acknowledged responsibility, 8 were found responsible, and 4 were found not responsible. Table 6 below excludes charges where the finding was NOT responsible (4 “not responsible” removed).

**Table 6. Non-Drug-related charges for drug incidents by academic year (responsible only)**

Charge	2022-23	2023-24	All Years
Alcohol - Unlawful possession or purchase of alcohol	2		2
Failure to comply with federal, state, or local law		2	2
Fire Safety - Removing or covering smoke detector head	2		2
Fire Safety Violation	2		2
Misuse of College property or services	2		2
Providing false information to a college official	2		2
Roof Violation	2		2
Trespassing	2		2
Weapons Violation	2		2



Failure to comply with college policy	1	1
Failure to comply with conduct sanctions	1	1
Failure to comply with directions of a Law Enforcement Officer	1	1
Possession, use, manufacturing, and/or distribution of false identifications	1	1
<b>Grand Total</b>	<b>16</b>	<b>22</b>

Sanctions for Drug-Related Incidents

Table 7 below shows the 45 sanctions that resulted from the 15 drug incidents.

**Table 7. Sanctions for Drug-related incidents**

	n	% of total
Disciplinary probation	9	20.00%
Basics course	9	20.00%
Parent/ guardian Notify	8	17.78%
Warning	7	15.56%
Influence of Marijuana Class	5	11.11%
Disciplinary probation (athletics)	3	6.67%
Paper	3	6.67%
Suspension	1	2.22%
<b>Total</b>	<b>45</b>	<b>100</b>

**Analysis:**

This review period seems in line with the previous Biennial Review without any significant outliers. This Biennial Review shows slight decreases in overall incidents, unique individuals involved, and sanctions. The Social Event Violations is the most drastic down, from 12 in the last 2-year review to 4 in this 2-year review, which is likely due to the additional violations imposed during COVID for students gathering even in small groups. The above review showcases the consistency and impact of Ursinus policies and enforcement efforts.

**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 2022-2024 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 was combined with the division of health and wellness in 2022 and merged back with Student Affairs in 2023 and is now called the Division of Academic and Campus Life. This large division 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):

- *Health Promotion Office (previously called Prevention and Advocacy)* provides campus-wide programs and targeted educational campaigns covering a wide range of wellness issues including alcohol and drug education and harm reduction.. The office was created in July 2019 as the office of Prevention and Advocacy but transitioned to Health Promotion in 2022. The office is staffed by one full-time master's level professional. During this review period, a part-time grant-funded Peer Recovery Support Specialist was hired for one year, January 2022 to December 2022. The office also hired a full-time master's level Assistant Director in August 2023 but lost that position a few months later during layoffs.
- *Residence Life* promotes health and wellness throughout the halls in numerous ways. The department invites Health Promotion 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 take place throughout the year.
- *Campus Safety* assists in implementing and enforcing the alcohol and drug policy and monitors the safety of all individuals by patrolling campus 24/7.
- *Student Engagement Office* provides late-night and weekend programs for all students to provide sober options and ways to build community on nights and weekends. This office also oversees clubs and orgs and encourages/trains student leaders in planning their own programming.
- *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.
- *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.

Outside of the division of Academic and Campus Life, many additional departments collaborate to educate the student body:

- *Faculty Members* at Ursinus College are often great collaborators bringing AOD education to students in the classroom. This happens through inviting 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) which is offered through Unum provides information for employees on alcohol and drug use and abuse and connects employees to additional services as needed. Throughout 2022-2023, HR worked with local counseling center, Sanctuary Counseling, to develop an MOU which allows Ursinus staff and their families, outside of insurance, to attend counseling in person or online for just \$60 while Ursinus pays the rest.

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 and 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. Educational outreach efforts are highlighted below.

- 1) Orientation for First Year Students: Ursinus renewed our contract in 2020 with EverFi, Inc. and before the end of 2022 they were 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 cannabis, 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 Fall 2023, a total of 430 students out of 460 (93%) completed the AlcoholEDU module, and 427 out of 460 (93%) completed the Prescription Drug Misuse Prevention module. Those who didn't complete the module did not matriculate at Ursinus.
  - Fall 2022 data is no longer accessible as EverFi and Vector merging lost some of our data but we can confidently say the rates are similar each year.

- 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 policies and expectations. Additionally, the first-year halls get additional programming addressing AOD within the first few weeks of the semester.
- 3) Resident Advisors (RAs): RAs serve as leaders and educators in the residential communities as well as policy enforcers. Various in-hall programs led by RAs take place each year to educate the community on health and safety.
  - In Fall 2022 and 2023, 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/Health Promotion 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 required to attend a two-hour Event Director Training to learn about the registered events with alcohol on campus.
- 4) Student Leaders: Students who take on a leadership role on campus such as Dispatchers, Peer Advocates, and Bonners all attend a training together with Health Promotion. Crigler Students and their Leaders also get time with Health Promotion in August as part of their summer class.
- 5) Event Director Program: Students living in event spaces can host Registered 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 2022-2023, 424 students were trained over 21 in-person sessions.
  - In 2023-2024, 439 students were trained over 17 in-person sessions.
    - 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.
- 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.

- 7) Greek Life: Every chapter is given the ability to meet with the Health Promotion staff or a staff person from the Wellness Center for an individual presentation for their chapter. Chapter Advisors are an additional resource to students to ensure events are following policy. Additionally, the recruitment and new member education periods are not allowed to have alcohol present at any format events.
  
- 8) Student-Athletes:
  - a) Drug Testing: The NCAA only drug tests Division III student-athletes who make it to the NCAA national tournament, and the student-athletes are randomly chosen. The NCAA does not require Division III schools to drug test their student-athletes during the regular season. The Ursinus drug testing policy can be found on the athletics website: <https://www.ursinus.edu/athletics/athletic-department-manual/guidelines-for-coaches/>
  
  - b) Upperclassmen student-athletes were invited to take the EverFi module on sexual assault prevention which includes content around alcohol use and consent. Tips on safe alcohol consumption are included in that course.
  
  - c) Coaches have individual conversations with their teams about the rules and expectations regarding substances on their team.
  
  - d) During 2022-2023 academic year, the following athletic teams met with Health Promotion. 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
Football	August 19 at 10am	125
Mens Soccer	August 19 at 345pm	33
Field Hockey	August 22 at 10am	22
Volleyball	August 22 at 130pm	20
Women's Basketball	October 11 at 430pm	18
Tennis Team (MW)	October 11 at 6pm	14
Baseball	October 21 at 330pm	39
Mens Lacrosse	October 24 at 6pm	40
Wrestling	October 4 at 5pm	35
Softball	September 12 at 5pm	21
Women's Soccer	September 13 at 5pm	28

Men TF/XC	September 14 at 5pm	45
Women TF/XC	September 14 at 615pm	40
Gymnastics	September 20 at 5pm	20
Swim Team	September 21 at 5pm	23
Mens Basketball	September 7 at 7pm	13
Women's Lacrosse	September 9 at 315pm	18
Golf	November 16 at 5pm	14

During the 2023-2024

academic year, teams met in larger groups listed below for a review of the resources related to overall wellness, group social norms clarification and group motivational enhancement, as well as bystander intervention training.

Team	Date	Attendance
Football	August 18 at 12pm	111
Soccer (m.w), field hockey, volleyball	August 22 at 1pm	99
Basketball (m,w), Lacrosse (m,w), gymnastics, wrestling	September 12 at 730pm	156
Track, field, cross country (m,w) and swim team	September 13 at 7pm	95
Tennis (m,w), baseball, softball, golf	October 25 at 6pm	75

Additionally, coaches offer their own meetings with expectations around social behaviors including Team Culture Workshops in September/October with various teams including track and field, cross country, gymnastics, and women’s lacrosse.

- 9) Peer Educators: Trained and paid student leaders make up a group called UCrew: Ursinus Cultivating Respect, Education, and Wellness. This group began in 2020 with funding from the PA Liquor Control Board and has evolved in the last four years to now be funded by an alum. In 2022, Ucrew hosted 21 events that reached 314 students. In 2023, Ucrew hosted 26 events that reached 395 students. From tabling efforts to passive campaigns to workshops, the group is becoming recognizable across campus and is continuing to increase their events and services for campus.
- 10) Students in Recovery: Services for students in recovery and for allies of students in recovery have been added to the offerings provided by Health Promotion over the last two years. With an Independence Blue Cross Recovery grant awarded in December 2022, Ursinus began hosting many more events and programs for students in recovery.

- a) We began by hosting some interest meetings for students in recovery which brought 1 student to the first meeting and 1 to the second but they never returned. We began a weekly recovery meeting on campus at first hosted by our part-time Peer Recovery Support Specialist but over the entire semester, just 1 student attended once.
- b) The student intern, a person in recovery from self-harm, had better success and created a program we call What's the Buzz which is that weekly recovery meeting with a coping strategy activity to help bring people in. Over 21 sessions in 2023-2024, a total of 251 students attended. Many were in recovery from a mental or behavioral health condition through the focus on substance use disorder waned.
- c) We were able to offer Recovery Month programming in September and Collegiate Recovery Week programming in April. Events like harm reduction trainings, tabling and info sessions about the No Shame Pledge, and speak outs took place among other events.

11) Campus-wide Efforts:

- a) High Risk Times: Educational programming takes place each year during times that tend to be high-risk for alcohol and/or drug abuse, such as Halloween, St. Patrick's Day, and Homecoming. Additionally, educational content and policy reminders are sent via email to all students from the Dean of Students regarding alcohol policy and safety tips prior to these drinking holidays.
- b) Addressing Trends: New information or programming is created as an educational gap is discovered. This is often found through survey collection. In Spring 2024, the American College Health Association (ACHA) Survey was implemented on campus with a 17% response rate.
- 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/health-promotion/assessments/>

12) Off Campus Collaborations:

- a) Showcasing Our Commitment: In Fall 2022 and Fall 2023, Health Promotion and Community Engagement collaborated on an event that brought together local community leaders and on-campus staff and faculty to discuss trending issues on campus and how we can work together to enhance the well-being of all.
  - i) Fall 2022 had the theme of reducing underage drinking and highlighted the efforts made by the PLCB grant activities over the past two years. A total of 22 people attended.

- ii) Fall 2023 had the theme of enhancing the well-being of people, place, and planet and highlighted the efforts made to become a Health Promoting Campus. A total of 28 people attended.

## **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.

The newly introduced Bear 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 Bear Fair, a big carnival for all students outside. Other big signature events include Video Game Nights (once a semester, around 200 students attend), and Stuff a Bear (once a semester, typically sees 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. In Summer 2024, Lower is getting a redesign and will be even more student friendly with more tables and spaces for events.

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**

### **Becoming a Health-Promoting Campus**

In October 2022, Ursinus became the first liberal arts college in the nation to adopt the Okanagan Charter. This international charter calls upon institutions of higher education to prioritize the well-being of people, places, and the planet through systems-based approaches. The office of Health Promotion led the efforts and is now the Co-Chair of the Collaborative Commission on Well-being which is focused on developing the blueprint for well-being for the college. Instead of one-off events or services for students, we are focusing on the entire campus – faculty, staff, and students – and looking to enhance the systems that influence individual and community well-being.

One example of a successful systems-based solution to decreasing student stress is the change of the class registration time. There have been many complaints over the years from students and faculty advisors regarding the 12am registration time. Many conversations were had about how to adjust this as it would impact many areas. After



consulting with the Dean's Office, Student Government, and others, the time was piloted to change to 10pm instead. Spring 2024 was the first time this took place and many people already said it helped to decrease their stress and positively impacted their sleep.

#### Becoming a Recovery-Friendly Workplace

In the summer of 2022, the college began working toward becoming the first certified Recovery-Friendly Workplace that is a college campus in the entire country. Ursinus worked with Recovery-Friendly PA, a local non-profit, and underwent a self-assessment in September 2022. That assessment was taken by 15% of students and 17% of employees. We learned that most believed that Ursinus had a destigmatizing attitude toward people with mental or behavioral health concerns at 77%. The non-profit reviewed our results and provided us with four recommendations we had to complete in order to receive the certification.

It took almost a full year but the college was able to enhance our marketing around our services and our non-discrimination policies within ADA to people with disabilities, showcase our flexible and empathetic human-centered policies, and had our high level officials undergo 10+ hours of training on how to be recovery-friendly. The final recommendation was to continue the high level of programming and education we offered to the campus community. We earned this certification in Summer 2023.

#### Additional Off Campus Collaborations

- 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. After a few years of working with the Trappe Ambulance company to work towards reducing the cost of students being evaluated or transported, the ambulance company merged with another local company and those conversations have stalled.
- 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.

#### Community Standards for Alcohol and other Substances (CSAS) Committee

The CSAS Committee spent two years during this review period focusing on the recommendations they created for the last Biennial Review which included environmental strategies listed above; earning the Health-Promoting Campus designation and the Recovery-Friendly Workplace designation. Both of those efforts took much time, energy, and effort from across campus to make a reality. The CSAS committee also had 2 sub-groups that worked on specific tasks:

- One sub-group looked at the tailgating issues on campus and ended up writing a grant to purchase signage for our parking lots that help to designate where tailgating is allowed, the rules for tailgating including no alcohol for those underage, and the phone number for campus safety encouraging bystander intervention.
- Another sub-group met to explore the feasibility of accommodations for students with medical marijuana needs to prepare for the federal changes to the drug

classification. The group included our general counsel and they attended webinars, and trainings, and met with staff from other schools to determine the plan.

#### **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 Unum. 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 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. There are weekly walk-in hours and group therapy sessions, as well as skills-based sessions open to all students.

The Health Promotion Office is not confidential but is also available for students to engage in reflection and find support. Health Promotion 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. American College Health Assessment: Every three years, Ursinus implements this campus-wide survey to gain and understanding of student behaviors, attitudes, and beliefs around all areas of health and wellness, including substance use. Ursinus staff share this data widely and use it to determine educational priorities for the campus. The response rate was lower than last time with just 17% or 235

students responding.

<i>*Ever Used in Life: Non-Medical Only</i>	<b>Total Ever</b>	Never	Once or Twice	Monthly	Weekly	Daily/Almost Daily
Alcohol	80.6	2.7	21.4	29.7	46.2	0
Cannabis	46.9	22.4	28	16.8	25.2	7.5
Cocaine	1.3	66.7	33.3	0	0	0
Prescription Stimulants	3.9	55.6	44.4	0	0	0
Methamphetamine	0	0	0	0	0	0
Inhalants	1.3	33.3	66.7	0	0	0
Sedatives	2.2	80	0	0	0	20
Hallucinogens	5.7	61.5	38.5	0	0	0
Heroin	0	0	0	0	0	0
Prescription Opioids	1.3	66.7	33.3	0	0	0
Other	1.3	1	0	0	0	0
Tobacco/Nicotine	33.8	29.9	29.9	7.8	13	19.5

The spring 2024 results showcased above, prompted staff to focus more on cannabis education and vaping/nicotine.

*Many additional items were assessed within the ACHA and can be found on the Ursinus webpage: [ursinus.edu/bythenumbers](http://ursinus.edu/bythenumbers)*

- 2) Electronic Check-Up To Go: Alcohol (EChug) is an online assessment that 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.
  - a. E-Chug gathered data from 708 students during this review period is up from 661 in the last review. The average number of drinks consumed in a typical month equals 22.42 with the medium being 6 and mode being 0 which continues the downward trend. This compares to last review with 26.72 as the average with the median being 10 and mode maintain at 0.
  - b. The highest BAC level during a typical week was .11 BAC on average, which is up from .08 BAC on average last review period. This review period’s median is .07 BAC compared to .05 last time which is also up.

This assessment shows that while students are drinking less, they are getting more intoxicated. This finding aligns with the stronger seltzers and other products on the market now.

- 3) Individual programs often consist of pre-post tests to measure change in knowledge, attitude, or intended behavior. More specific details can be found within Health Promotion files. Below are just a few examples:
  - a. In Fall 2022:
    - i. Personal responsibility to intervene with a teammate in need increased by 32% from pre-to-post within the athlete session.
    - ii. Confidence level of identifying warning signs of unhealthy or unsafe behavior among their peers increase by 17% from pre-to-post within the athlete session.
    - iii. 92% of student-athletes said they are willing to intervene with their peers if they are being unhealthy or unsafe in the post-survey.
  - b. In Fall 2023:
    - i. Knowledge of the length of time it takes to feel the effects of edible cannabis increased by 74% from pre-to-post survey in the athlete session.
    - ii. Knowledge of the serving size of THC in cannabis increased by 38% from pre-to-post survey in the athlete session.
    - iii. Comfort level of intervening with a friend, specifically after a substance-induced scary situation that includes red flags for concern, increased by 18% in the pre-to-post survey in the athlete session.
- 4) Event Director Training is a two-part training including an online module with multiple videos and quizzes on the law, policy, and guidelines to host events with alcohol on campus followed by a one-hour in-person session reviewing bystander intervention and specific tips on how to handle common issues during events.
  - a. In 2022-2023, a total of 419 students completed the training with 46% being first timers. During the post-survey:
    - i. 83% said they have an extremely clear understanding of what's expected of them as an Event Director and Campus Security Authority (CSA) after Part 1 and that moved up to 94% after the in-person second part of training.
    - ii. 76% said the in-person scenarios training was effective in building skills on how to be an active bystander during an event with 79% feeling confident to intervene.

- b. In 2023-2024, a total of 430 students completed the training with 44% being first timers. During the post survey:
  - i. 83% said they have an extremely clear understanding of what's expected of them as an Event Director and Campus Security Authority (CSA) after Part 1 (up 5% from the year before) and that moved up to 95% after the in-person second part of training (up from 1% from the year before)
  - ii. 80% said the in-person scenarios training was effective in building skills on how to be an active bystander during an event (up 4% from the year before) with 86% feeling confident to intervene (up 7% from the year before).

## **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) ~\$300k in Funding for Health Promotion:
  - a. In 2022, Health Promotion was awarded a 2-year \$20k PLCB grant to help pay for student Peer Educators, hired contracted security for high risk events, and subscriptions to EChug.
  - b. In 2022-2023, Health Promotion was awarded \$15k then \$16k from Montgomery County to help reduce substance use and promote mental health. That funding did a variety of things for campus including pay the Vector Solutions invoice, the EToke subscription, the ACHA Survey, and helped us order supplies for the Vape Buy Back program, folders for Orientation, giveaways for students, and swag for Peer Educators. This grant also allowed us to hire a student intern to run the Therapy Dog Program.
  - c. In 2023, Health Promotion was awarded \$50k one year grant from Independence Blue Cross to enhance recovery efforts on campus and build a collegiate recovery program. This money paid for our first peer recovery support specialist and many events and programs around Recovery Month and Collegiate Recovery Week.
  - d. In 2023, an alumni donor gave Health Promotion \$60k to pay for the Peer Educators hourly wage. The alumni also gave another \$100k to support general wellness efforts on campus after learning how many grants we apply to and are awarded each year.
  - e. In 2024, Health Promotion was awarded another IBC grant at \$25k. This allowed us to hire a student intern to continue the What's the Buzz program which saw immediate success. We also enhanced educational efforts with Allies of Recovery Training and other offerings to campus to reduce the stigma including the No Shame Pledge.

- f. In 2024, Cutler funding of \$20k became available for Health Promotion to hire a student intern to analyze the data from ACHA and other surveys across campus and help implement the Data Summit in fall 2024.
- 2) Becoming a Health Promoting Campus: In October 2022, Ursinus became the first liberal arts college in the nation to adopt the Okanagan Charter. This international charter calls upon institutions of higher education to prioritize the well-being of people, places, and the planet through systems-based approaches. The office of Health Promotion led the efforts and is now the Co-Chair of the Collaborative Commission on Well-being which is focused on developing the blueprint for well-being for the college. Instead of one-off events or services for students, we are focusing on the entire campus – faculty, staff, and students – and looking to enhance the systems that influence individual and community well-being.

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## **G. Strengths and Opportunities**

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

- 1) Being Grant-Funded: Being mostly grant-funded as a department has been helpful during seasons of budget cuts as Health Promotion has not felt the impact in the same way as others in terms of operational budgeting. The office can still provide the same level of services and programming for students. While being grant-funded requires time and resources from staff to be spent on applications, tracking, and reporting, the funds are not lost during budget cuts within the institution. Staff across campus are stretched thin including the Health Promotion office which lost the Assistant Director position and is now running with only a Director. There is more opportunity for collaboration while every office is doing its work with less funding and fewer staff.
- 2) The Hive: The new space that co-locates Health Promotion and counselors from the Wellness Center is welcoming to all and provides great programming space. New events that couldn't have taken place before are now happening often. Two weekly yoga classes in the serene space, plus weekly gatherings of What's the Buzz, and group therapy sessions with Wellness staff all take place there each week. Ucrew now has an office space which ensures they are more productive as each Ucrew Peer Educator works 3 office hours a week in addition to their meetings and events. The Hive has been a big asset in promoting wellness on campus. Demand for wellness services can sometimes overwhelm our resources so we must be careful to not overpromise. For example, the space only holds so many students so as yoga's popularity grew in 2023, we tried moving to the gymnastics room but it wasn't a zen vibe and storage of the supplies was difficult so we moved it back to the Hive and instead offered 2 classes a week instead of 1.
- 3) Connection to 3 Networks: Ursinus is now a part of the US Health Promoting Campuses Network and is an adoptee of the Okanagan Charter. This means we have staff meet monthly with the large network to learn about best practices and build connections across the country. As an adoptee, staff meet once a month with that smaller cohort to talk about challenges and solutions we've all been identifying on our campuses as we move to a systems-based approach to well-being. Ursinus is also a part of the Montgomery County Network of Prevention Specialists and take part in their mini-grant program. There is a quarterly meeting of all grantees where we are given updates on data from the county and offered resources to move our efforts forward. The third network is the Recovery-Friendly network and grantees of the IBC collegiate recovery grants. The technical assistance offered through the grant program, and the resources available through joining the Association of Recovery Schools in Higher Education have helped enhance our work. While it does require staff time to attend the meetings of all these networks, the resources and insights offered there are extremely helpful.
- 4) UCrew Peer Educators: This group of students started as grant-funded workers through the PA Liquor Control Board Grant back in 2020. They have now evolved to have funding from alumni to sustain their efforts and have grown to be a well-known group on campus. They host tabling at least twice a month

educating the campus and are now trained to host workshops upon request. Their training have evolved and they have a weekly training meeting with the Director of Health Promotion to address concerns and offer more insights on the work. They help to run the Out of the Darkness Suicide Prevention Walk along with students from The Hidden Opponent organization. This event has been successful the last two years and looks to become an annual event.

- 5) Cannabis: Cannabis use is a growing trend among students as the perception of risk continues to go down. Health Promotion must continue to expand education and outreach programming to meet this growing and evolving need for the campus community. The legal tensions between federal law with cannabis listed as a Schedule 1 drug and the state law offering medical cannabis create compliance challenges. These issues will become more difficult if recreational marijuana becomes legal in PA. Vaping is a growing concern as well alongside nicotine use. Each of these is concerning and requires additional education.
- 6) Late Night on Campus: The Event Director program remains 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 multiple quizzes to assess knowledge and understanding. The content is not just on policy but the impact of substances on the body and brain and engages students on leadership impacts as well. The data collected from this program and on registered events themselves is also an asset as that data can inform the way Ursinus provides services and ongoing education. The opportunity is to continue to utilize the data to enhance the program and grow services and education related to events with alcohol. The challenge is that there are not many late-night events for students between 10 pm and 2 pm that are outside of the registered events program. Ursinus is considering ways to fund student ideas for hosting their own alternative late-night programs or inviting social hosts to alternate between wet and dry offerings.

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## **VI. Recommendations**

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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 from the June 2020 and 2022 Biennial Review documents and offer the recommendations below to Ursinus College to further advance improvements to the campus culture starting in 2024:



Institutionalization: degree of institutional-wide support for substance prevention efforts

1. The college will continue to build positive town gown relations with a focus on sustainability and well-being in the revitalization of Main Street and hosting community conversations to build trust and collaboration.
2. The college will hire additional Campus Safety Staff to ensure student safety and consistent policy enforcement.

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

1. Multiple departments will share recent survey results (ACHA, SWISS, NSSE, Campus Climate, etc) campus-wide at a Data Summit in 24-25 highlighting needs and identifying systems-based approaches to addressing concerns. The summit will continue as planned to take place every three years; next in 2027-2028.
2. Institutional Research and IT will add the ACHA spring 2024 results to the Data Dashboard for easy representation of student health, flourishing, belonging, and other important factors such as food insecurity, etc.
3. Residence Life will gauge student interest in wellness-based interest housing to consider options in the future.

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

1. Health Promotion and Student Conduct will continue to promote the Good Samaritan Policy. Tracking of help seekers will be enhanced to evaluate the impact of the policy and policy promotion.
2. Student Conduct and Health Promotion will review and enhance educational substance-related sanction offerings.
3. The college will consider a policy or guideline for how and when to best refer students to a higher level of care for students with substance use or other mental health concerns.

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

1. Campus Life will explore options with student government and other student groups to host alternative events for all students on campus late-night between 10pm-2am.
2. Health Promotion will continue to focus educational efforts on harm reduction of vaping and cannabis.
3. CSAS will assist Health Promotion in offering Recovery-Friendly (RF) Trainings in collaboration with HR, an RF Learning Circle with TLI, an RF Lunch & Learn with HR, and an RF themed Conversations Across Difference with DICE.

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*The below items are previously identified as Biennial Review recommendations and are still recommended:*

1. The college will add additional staffing to the Health Promotion team and additional funding for prevention to support the initiatives proposed to improve the health, safety, and success of every student.
2. The Board, President, and Communications will continue to speak publicly about being in the US Health Promoting Campuses Network, adopting the Okanagan Charter, and being a Recovery-Friendly Workplace.
3. CSAS Committee will continue to:
  - a. market and promote the Guidelines to Events with Alcohol to faculty, staff, and administration
  - b. attend Faculty meetings to share the impact of substances on student's academic and overall success
  - c. Consider the impending changes to federal categorization of cannabis and impact on campus
  - d. assess the adequacy and consistent enforcement of college policies relating to substances
4. Health Promotion will consider 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.

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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 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.