

Millersville University



**Biennial Review of
Alcohol and Other Drug Programs 2014-2016**

Introduction:

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) such as Millersville University to certify it has implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by Millersville students and employees on its premises and as a part of any of its activities. At a minimum each institution of higher education must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A clear statement that the institution will impose sanctions on students and employees 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.

The law further requires that the institution conduct a biennial review of its program with the following objectives:

- Determining the effectiveness of the policy and implementing changes to the alcohol and other drug programs if they are needed; and
- To ensure that the sanctions developed are enforced consistently.

Millersville University acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and authorized an administrative review to be conducted to determine if the college fulfills the requirements of the previously mentioned Federal regulations. The purpose of this report is to comply as best as possible, using data collected over the past two years. The following campus units provided information for biennial reports:

- Alcohol and Other Drug Steering Committee
- Department of Counseling and Human Development
- Center for Health Education and Promotions
- Office of Judicial Affairs
- Office of Orientation and Transition Programs
- Millersville University Police Department
- Human Resources Office

The intention of this document is to meet the legal requirements of conducting a biennial review and also summarize the programs and activities related to alcohol and drug prevention on Millersville University's campus during the period of time of 2014-2016.

The following information was examined for the biennial review:

- Prevention initiatives that were offered during the review period.
- Various resources available to students and employees regarding drug and alcohol abuse.
- Expectations of students related to alcohol and drugs.
- Alcohol and drug information.
- Student Handbook policies related to drug and alcohol use on campus and the sanctions imposed for failure to comply.
- Employee policies related to drug and alcohol use by college employees and the sanctions imposed for failure to comply.
- Incident reports related to any possible infractions of the drug and alcohol policy presented to students.
- Local, State and Federal Mandates.
- Review of Drug-Free Schools and Campuses Regulations check lists.

Drug and Alcohol Policy

The University complies with federal, state and local laws including those that regulate the possession, sale and use of alcoholic beverages and controlled substances. Millersville University students who use, sell, exchange, consume, or possess alcoholic beverages or illegal drugs or drug paraphernalia on University property or at University functions will be dealt with in accordance with the University judicial policy as well as Commonwealth, federal and local laws. Non Students and employees who violate the University's policies and whose actions are not in compliance with the orderly operation of the University will be prosecuted in accordance with Commonwealth, federal and local laws. Non Students involved in on-campus violation of these policies may be banned from University property. Millersville University students need to be aware of local, state and federal laws, as violations may have long-term effects on their lives. Examples include:

1. Pennsylvania Act 31 concerns underage drinking including: misrepresentation of age to secure liquor; purchase, consumption, possession or transportation of intoxicating beverages; carrying a false identification card and using same to obtain or attempt to obtain liquor. In addition to fines for conviction of these offenses, the court will order the motor vehicle operating privileges of the person suspended, and a copy of the order will be sent to the Department of Transportation. The suspension will be 90 days for the first offense, one year for the second, two years for any offense thereafter.
2. Pennsylvania House Bill 1139 requires public and private schools, intermediate units and area vocational-technical schools to require prospective employees to submit with their employment application a report of criminal history record information from the Pennsylvania State Police or a statement from the State Police that the central repository contains no such information relating to that person. Many Millersville University students intend to become educators and need to be aware of these provisions.
3. Pennsylvania law now requires parental notification for all alcohol law violations where the offender is less than 21 years of age.

In addition to the life impact related to a criminal record, the University wishes to remind employees, students and other members of the campus community of the many psychological and physical risks associated with the abuse of alcohol and other substances. Alcohol abuse is clearly associated with impairment of academic functioning and students often find it difficult to maintain their academic focus and meet their responsibilities. Alcohol is frequently related to poor academic achievement, low GPA or the decision to leave school without a degree. The following list includes some additional information about the risks associated with drug and alcohol use.

- Any drug, even over-the-counter or a doctor's prescription, has possible side effects that can cause impairments. There are no guidelines for the use of illegal drugs, and one can never be sure of their strength or purity.
- Cocaine is a highly addictive drug--both psychologically and physically.
- Alcohol is a depressant drug; it slows the central nervous system. Impairs judgement and in high doses can be fatal.
- THC, the active ingredient in marijuana, remains in your body for one month following use. THC concentration has been increasing in marijuana which increases the risk of harmful effects.
- Marijuana smoke produces all of the harmful effects of tobacco smoke and contains 50 percent more of the cancer-causing chemicals.
- Alcohol is frequently associated with sexual violence, date rape, poor sexual decisions as well as accidental injury and death. Alcohol is associated with the death of over 1,700 college students each year.

Staff members at Health Services, the Center for Health Education & Promotion and the Center for Counseling and Human Development can provide additional information and services relating to substance abuse problems including:

- Accidents due to impaired judgment
- Unwanted sexual activity
- Physical damage to include heart, lung and liver problems
- Physical and psychological dependence

- Difficulty in learning and attention

In addition to offering professional counseling services, the University hires student peer educators, who provide lifestyle change workshops. Workshop topics include a wide variety of wellness-related topics to include: nutrition, sexual behavior, stress management, HIV and AIDS, and substance abuse. For more information with Drug and Alcohol programs please contact Millersville University's Center for Health Education & Promotion at 717-871-4141 or visit the web page at www.millersville.edu/chep .

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at https://www.dea.gov/pr/multimedia-library/publications/drug_of_abuse.pdf#page=30.

Alcohol and Drug in the Workplace

The unlawful manufacture, distribution, dispensing, possession or use of alcohol and other controlled substances by a University employee while on duty, or on University grounds is prohibited. Inappropriate use of alcohol or other controlled substances by any employee while or on University grounds is prohibited. Such conduct shall subject the employee to appropriate discipline, up to and including termination. Employees who are taking a controlled substance, as prescribed by a medical provider, are not in violation of University policy.

Drug-Free Workplace Policy

PA State System of Higher Education Board of Governors had adopted a drug-free workplace policy (1989-02). It states, The State System of Higher Education, Commonwealth of Pennsylvania, hereby declares as its policy that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited at any workplace under the authority of the Board of Governors. Any employee violating the policy will be referred to the Commonwealth's employee assistance program and/or disciplined, in an appropriate manner, up to and including termination. Discipline, when appropriate, shall be taken under relevant provisions of collective bargaining agreements, Civil Service Commission policy, or other human resource policies adopted by the Board of Governors.

The link to the Drug Free Workplace policy is:

http://www.passhe.edu/inside/policies/BOG_Policies/Policy%201989-02.pdf

Alcoholic Beverage Administrative Policy

The following is a link to the University Policy regarding alcoholic beverages:

<http://www.millersville.edu/about/administration/policies/pdf/administration/administrative-policy-alcoholic-beverages-policy.pdf>

Student Code of Conduct

Millersville University wants to ensure that all of our students and student organizations have a rich and worthwhile educational experience in a civil environment. In order to maintain such an environment, Millersville University has adopted this Student Code of Conduct in support of its mission to prepare students to become well-rounded individuals who become involved in productive roles as civic and community-engaged leaders and citizens. The Student Code of Conduct reflects the University community's concern that students and student organizations on our campus and in our communities maintain the highest standards of conduct. It guarantees due process and protects the individual freedoms of our students while holding students accountable for conduct that violates the terms of the Code. Disciplinary action may be imposed on a student whose conduct violates the Code, whether that conduct occurs on or off campus. The Student Code of Conduct details the rules and regulations for students and student organizations. It is reviewed annually by the Office of Judicial Affairs, and amendments to the Code must be approved by Millersville University's President and Council of Trustees.

Millersville University students are governed not only by local, state and federal laws, but also by regulations of the Millersville University Code of Conduct. "Student" for the purposes of the Code of Conduct refers to any person who accepts an offer of admission indicating intention to enroll at the University, including participation in a course or participation in a University-sponsored program. A person who is not enrolled for a particular semester but who otherwise has a continuing relationship, including students who are on a Medical Leave of Absence with the University is considered to be a "student" for the purpose of the Code. Violation of those regulations may lead to University judicial action in addition to any action taken by civil or criminal courts.

A complete copy of the Student Code of Conduct appears in the Student Handbook available online at <http://www.millersville.edu/judicialaffairs/files/studentcodeofconduct.pdf>.

Some violations that are subject to campus judicial and/or criminal court action include:

- Use, sale, exchange or possession of alcoholic beverages on campus.
- Use, sale, or exchange or possession of controlled substances on campus.

Judicial Affair Handbook Prohibited Conduct Related to Alcohol and Drugs

The following activities are prohibited:

- Conduct involving the personal consumption and/or possession of alcohol in violation of the law on or off campus (V.2.A)
- Distribution of alcoholic beverages to minors (V.2.B)
- Knowingly being in the presence of unauthorized use, possession or distribution of alcoholic beverages (V.2.C)
- Public drunkenness (V.2.D)
- Violations of the University Alcoholic Beverage Administration Policy (V.2.E)

Acts involving the manufacture, distribution, sale, exchange, use, offer to sale or possession of illegal drugs, narcotics or drug paraphernalia. Illegal drugs are defined by state and federal statutes. The following activities are also prohibited:

- Knowingly being in the presence of unauthorized use, possession or distribution of drugs (V.3.A)
- The use of counterfeit substances under this section is also a violation of the Code of Conduct (V.3.B)

Responsible Action Policy

The University will take into consideration actions taken by students to obtain aid for a fellow student in the event of an emergency as a result of excessive alcohol consumption. A student coming to the aid of a fellow student will be considered during sanctioning as part of the judicial process should the student demonstrate the following:

1. The only way law enforcement officers or University officials became aware of the person's violation of the Student Code of Conduct is because the person placed a 911 call, or a call to campus safety, police or emergency services, in good faith, based on a reasonable belief and reported that another person was in need of immediate medical attention to prevent death or serious injury.
2. The person reasonably believed they were the first person to make a 911 call or a call to campus safety, police or emergency services, and report that a person needed immediate medical attention to prevent death or serious injury.
3. The person provided their own name to the 911 operator or equivalent campus safety, police or emergency officer.

4. The person remained with the person needing medical assistance until emergency healthcare providers arrived and the need for their presence had ended.

Potential Consequences of Being in Violation of Alcohol and/or Drug Policy

The following are general University sanctions which may be imposed upon a student or an organization that is found responsible for a violation of the Student Code of Conduct. This list is not intended to be exhaustive, and the University and its agents reserve the right to impose additional sanctions to ensure the highest standards of conduct. The University may impose any combination of the following sanctions:

- Interim Suspension
- Educational Sanctions
 - Educational Reflection
 - Educational Development
 - Service Restitution
 - Counseling Services
 - Conduct Contract
 - Restorative Practices
 - Behavioral Mentor
- Retributive Sanctions
 - Deferred Action
 - Reprimand
 - Financial Restitution
 - Fines
 - Parent Notification
 - Loss of Privileges
 - Probation
 - Censure
 - Suspension
 - Inactivation
 - Termination of University Recognition
 - Expulsion

Enforcement/Violations:

The primary sources on campus that enforce the alcohol and drug policies are members of the Millersville University Police Department and the staff of Housing and Residential Programs. It is the primary responsibility of the Office of Judicial Affairs to assess instances of infractions of the Code of Conduct by students and to determine appropriate sanctions.

Student violations of the University's AOD policies may come to the attention of the Office of Judicial Affairs through an online report through the judicial software, Maxient. The Judicial Handbook details the judicial process of violations of the AOD policies. Each incident is reviewed on a case-by-case basis following due process.

Intervention

Millersville University has several options available for students and employees who need to address alcohol and other drug abuse issues. Students can obtain assessment and treatment of substance abuse disorders at the Center for Counseling and Human Development. Students who violate the University Alcohol Policy participate in a two-part BASICS intervention program consisting of a group meeting and an individual personalized feedback session. The Center for Counseling and Human Development can assist in referrals to off-campus services. Staff members at Health Services, the Center for Health Education & Promotion and the Center for Counseling and Human Development can provide additional information and services relating to substance abuse problems.

In 2014-2016, 49 students were referred to BASICS, 42 (85.7 percent) completed the two-part intervention. Recidivism rate was 11.9 percent (five students).

In 2014-2016, 63 students were referred to BASICS, and 47 (74.6 percent) completed the two-part intervention. Recidivism rate was 6.4 percent (three students).

Resources for Assistance

All students and employees are encouraged to seek early help if they feel they have a problem with alcohol and/or other drugs, and to learn how to assist others with substance abuse problems. With early assistance it is less likely that serious consequences will result from an alcohol or other drug problem. There are resources on campus and in the community for assistance. Employees with questions are directed to Human Resources, located in the Dilworth Administration Building, Room 105, 717-871-4950.

Some other resources include:

- State Employee Assistance Program – 1-800-824-4306
- Alcoholics Anonymous – <http://www.aa.org>
- Al-Anon – <http://pa-al-anon.org>
- Narcotics Anonymous – <http://www.na.org>
- National Suicide Prevention Lifeline – 1-800-SUICIDE (784-2433)
- US Department of Veterans Affairs Educational Services – 1-888-442-4551
- US Department of Veterans Affairs (medical care) – 1-800-827-1000
- Center for Health Education and Promotions – 1-717-871-4141
- Millersville University Police - 1-717-871-4357
- Millersville Health Services – 1-717-871-5250

PROGRAM ELEMENTS

While not an exhaustive list, below are several examples of the programs, services and initiatives sponsored by the University within the area of alcohol and drug education.

First Six Weeks Programming

Millersville “front-loads” a portion of alcohol and other drug abuse prevention efforts during the first six weeks of the term. At Millersville, an AOD and sexual violence initiative was implemented during the fall 2015 semester. Programming included:

- The Wellness and Sports Sciences showing of the documentary *The Hunting Ground* followed by a panel discussion.
- Outreach by the peer educators pertaining to the “Red Zone” high-risk period of the semester.
- A bystander intervention panel discussion sponsored by the Sociology, Anthropology and Women’s Studies Departments.
- Lambda Chi Alpha fraternity presented information on the It’s On Us program.
- The YWCA in partnership with the University sponsored a “Walk A Mile in Her Shoes” event aimed at increasing consciousness of sexual violence.
- Numerous Peer Education programs offered by the Center for Health Education and Promotion.
- The Wellness and Sports Sciences Department sponsored the showing of the documentary *Run Ricky Run* – a documentary about a professional football player addicted to drugs.
- Escalation dating violence awareness presentation.
- Take Back the Night (sexual violence prevention community event).

Social Norms Marketing

Millersville utilizes social norms marketing to provide incoming students with accurate information about AOD use among Millersville University students. A new program, It's Your Choice, was developed by the peer educators to be facilitated by the orientation leaders during new student orientation. Faculty and staff trained the orientation leaders in August 2015 to present the program within their orientation group of new students. The program was designed to supplement the materials not provided in the *Zombies, Alcohol and You* online portal and actively engaged participants in conversations around the norms and expectations of college AOD use. Additionally, Orientation leaders, resident assistants and peer educators wore Make Smart Choices shirts on the same day during new student orientation to spread the Make Smart Choices educational campaign message. An extensive Social Norms campaign was mounted with posters, yard signs and floor decals showing statistics regarding student alcohol and drug use were displayed across campus.

Social Programming, Extracurricular and Recreational Opportunities

The over 150 student clubs, campus recreation and intercollegiate athletic teams provide a wide range of social and recreation opportunities for the university community. All of these activities and any event with funding from Student Senate are alcohol-free.

Millersville University Employee Wellness Program

The Millersville University Wellness Program has been designed to educate, encourage and inspire the faculty and staff to achieve and maintain a healthy lifestyle by providing information and resources to promote better overall health and wellness. An example of an initiative is the Take a Hike program.

Ville After Dark Programming

The mission of Ville After Dark is to provide students with frequent, safe, alcohol-free and engaging late night activities that take place on the weekends. Ville After Dark works in collaboration with student organizations, campus departments and local businesses to develop and support late night programs. The Center for Student Involvement and Leadership in partnership with University Activities Board provides activities, but seeks to educate and empower students to plan and participate in socially responsible programming both on and off campus.

New and Transfer Student Orientation

All students new to the University are required to participate in a 4-day orientation program at the beginning of the fall semester, which offers programs and activities that provide information, education and assistance in transitioning to Millersville University. Sessions presented by the Office of Judicial Affairs and the Millersville University Police Department include information on drug and alcohol abuse and policies, the Student Code of Conduct, relevant local, state and federal laws and violations and sanctions of these laws and policies. Additional information regarding Parental Notification of alcohol violations, the Responsible Action Policy, prevention and personal safety is also provided.

Open Container Ordinance

In accordance with Pennsylvania State Law, Millersville University does not permit any open containers of alcohol in any public space on campus, including outdoor areas and non-residential buildings. Additionally the Borough of Millersville and neighboring Manor Township have open-container ordinances.

Fitness Center

The SMC Fitness Center offers a top of the line facility designed to meet the fitness needs of students, faculty, staff and alumni. General University enrollment fees provide students with access to the Center which is open for expanded hours. Community members not affiliated with the University can take advantage of our services and equipment.

Late Hours

Both the Student Memorial Center and McNairy Library have extended their hours of operation (with the exception of certain holidays). The Library lobby is open until 3:00 a.m., Sunday through Friday. This provides students with an alcohol-free location on campus for social gatherings and quiet study.

Housing and Residential Programs, Leadership Training

Millersville University provides leadership positions for a number of students within the residence halls. These positions include: Graduate Hall Directors, Resident Assistant, administrative assistants and desk attendants. All student leaders are required to attend a number of training sessions before their leadership positions begin and throughout the academic year. These trainings provide information on health and safety, including information regarding use of AOD. It is required that all student leaders have a basic knowledge of and be able to refer other students to an appropriate resource for a number of issues, including substance use.

Zombies, Alcohol & You

The University contracted with Student Success, Inc. to provide the online education program, *Zombies, Alcohol & You* to all incoming students and select student leaders for the 2014-2015 and 2015-2016 academic year. Pre- and post-assessment demonstrated significant increase in general knowledge about alcohol and its associated risks, and positive attitudes to responsible behavior. More specifically, in 2014-2015: 1,296 students completed *Zombies, Alcohol & You*. The average male pretest score was 36 percent and the average male posttest score improved to 83 percent. The average pretest score for female participants was 36 percent with the post-test scores improving to 86 percent. In 2015-2016: 1,126 students completed *Zombies, Alcohol & You*, the online alcohol education portal. The average pretest score was 35 percent and the average posttest score improved to 83 percent.

Bystander Intervention

Prevention programming has placed an increased emphasis on "Bystander Intervention" over the past several years. This training assists students in developing skills and confidence to effectively intervene in risky situations.

Wellness 175 Course

As a graduation requirement, all students need to enroll in and successfully complete Wellness 175 course. This course encourages students to think about their physical and emotional well-being as an important part of their academic life. Through collaboration between Academic and Student Affairs/Enrollment Management a curriculum was developed to provide students with useful skills to appraise risk, reduce harm and understand the effects of alcohol and drug use especially in the context of University life.

NCAA Choices

To address AOD abuse prevention in the high risk group of student athletes, the University successfully proposed a grant to the NCAA. This three year grant focused on providing athlete specific social norms information as well as the development of athlete/peer facilitated discussion groups on alcohol and other drugs throughout the Athletics Department. The NCAA Choices alcohol education grant--ending July 1, 2016-- reached 1,175 students with alcohol education programs and activities.

PA Liquor Control Board Grant

Millersville successfully prepared a grant application to the PA Liquor Control Board and received funds in the fall 2015 semester. The \$40,000, 2-year award, seeks to address high risk drinking on campuses. Efforts focus on first-year students, Greek Life programming, the administration of the National College Health Assessment and the subsequent development of an extensive Social Norms Marketing Campaign.

Stall Talk

Stall Talk (restroom newsletter) articles were published bi-weekly and included AOD and Social Norm information.

Alcohol Awareness Week Activities

To address the increased risk of dangerous drinking and drug use associated with Homecoming, over the past three years the University coordinated its Alcohol Awareness Week with Homecoming events. In partnership with the Department of Athletics, Homecoming/Alcohol Awareness Week activities provided harm reduction strategies, and AOD awareness activities for students across campus, with a tag: "Have a Homecoming you can remember!"

National College Health Assessment

The National College Health Assessment was administered in the Spring 2016 semester and 1,052 undergraduate students completed the assessment. Separate data reports for first-year students, student-athletes and those involved in Greek Life were generated to assist with grant initiatives and focus programming efforts. The social norms committee will work to identify ways to share the data campus-wide to inform members of our campus community about the health needs of our students.

Alcohol & Other Drug Steering Committee

Comprised of faculty, staff, administrators, community members and students from across the University the AOD Steering Committee meets monthly to discuss prevention and intervention programs, review and develop policy and plan assessment strategies.

Strategic Plan

Document identifying mission, goals and objectives of the AOD abuse prevention program at Millersville University. The Strategic Planning document for the 2016-2019 academic year is:

Alcohol and Other Drug Task Force Vision, Mission, Goals

We aspire to the Vision articulated by the PASSHE Coalition for Prevention and Reduction of Underage and Binge Drinking

Vision Statement

The Pennsylvania State System Coalition measurably will improve the quality of life and student success on its constituent university campuses by implementing innovative and evidence-based strategies for the reduction of high risk and dangerous drinking by students, while promoting harm reducing and health promoting values, in its academically challenging and culturally rich campus environments.

Mission Statement

The Alcohol and Other Drug Steering Committee is a network of students, faculty, staff and community leaders who work to develop and implement a comprehensive approach to the prevention of alcohol and other drug abuse at Millersville University. Realizing that alcohol and other drug abuse threatens a student's achievement of academic and personal goals, and compromises our community's quality of life, we are activists who promote change through policy development, education, prevention and intervention in the campus community. We value open and frank discussion about the problems that alcohol and other drug abuse create in our community and the obstacles that interfere with their solution.

The Alcohol and Other Drug Steering Committee of Millersville University will implement a comprehensive approach to alcohol and other drug abuse prevention and response that contributes to student success. We will increase awareness of AOD issues in our community, engage the campus, provide treatment and educate faculty, staff and students.

Goals

A. Develop, review and disseminate clear and student-centered policies regarding AOD

1. Identify current policies, violations and sanctions regarding Alcohol and Other Drugs
 - a. Student Code of Conduct (contains RAP).
 - b. University-wide AOD Policy.
 - c. Procedures and Policies for high risk groups.
 - d. Identify consistent campus-wide message regarding alcohol.
 - e. Reinforce off-campus violations that have on-campus implications.
2. Answer the following questions:
 - a. Is the policy clearly stated? Understood? Student-centered?
 - b. What are best communication avenues?
 - c. Identify gaps in either policy or education/awareness of policy.
 - d. Recommend changes or revisions to policies.
3. Assessment Action Steps:
 - a. Identify who is responsible for each prevention/education/intervention effort.
 - b. Determine what accountability a campus office has in implementing a program or meeting a goal.
 - c. Identify the “crucial data points” that should be collected.

B. Promote preventive education initiatives that contribute to student success.

1. Identify current initiatives MATRIX.
2. Identify and incorporate “best practices” from resources such as NIAAA Tier Rankings, College AIM Document.
3. Identify gaps in content regarding specific substances and/or specific target groups.
4. Identify funding resources and personnel to support prevention initiatives.
5. Prioritize the messages communicated to Millersville students about alcohol and drug use insuring that they are consistent and increase awareness of the risks of substance abuse.
6. Promote the work of the Prevention team/AOD Steering Committee members.
7. Connect campus prevention efforts with course learning objectives.
8. Accountability: Identify who is responsible for implementing a given prevention program/initiative.
9. Assessment to ensure success.

C. Deliver Evidenced-Based Intervention

1. Identify what interventions are available for students with alcohol or drug related problems on campus: BASICS, follow up sessions to students involved in BASICS, individual substance abuse therapy at Counseling Center, Alcoholics Anonymous, and referral for community outpatient, IOP, IP treatment.
2. Identify campus “best practices” with consultation by NIAAA and College AIM.
3. Identify any gaps or necessary revisions/additions.
4. Identify ways of assessing the effectiveness of interventions through the use of Counseling Center statistics through Titanium (software) regarding students seeking substance treatment.

Summary of AOD Program's STRENGTHS and WEAKNESSES

STRENGTHS

- Staff with strong commitment, energy and enthusiasm for prevention work.
- Good communication between University departments regarding alcohol related issues and events.
- The prevention program at Millersville University has a cross section of support from the campus. Faculty, staff and students are involved and invited to provide input on the development, and continuous improvement, of the program.
- Alcohol and other drug issues are seen as vital to student success.
- Strong support from Mr. Brian Hazlett, the Vice President of Student Affairs Enrollment Management.
- Prevention efforts (e.g., *Alcohol Zombies & You*) embedded in Orientation of first-year students.
- Excellent clinical work in the substance abuse area by AOD Counselor/Faculty at the Counseling Center.
- Strong leadership in the AOD Steering Committee.
- Participation in the PASSHE Coalition of Universities.
- There are assessment measures in place to evaluate the program, and there is an effort to utilize assessment to improve the program.
- The use of *Alcohol Zombies & You*, BASICS, E-toke and other tools to support awareness, education and support.
- Active Social Norms program. Regular administration of the National College Health Assessment. Follow up marketing campaign to disseminate realistic norms to students.
- Early intervention that includes high visibility programming for first-year students.
- Increased engagement with the Department of Athletics; "buy in" from coaches and staff.
- Increased engagement with Greek Life. Continued use of the GCAT standards rating system with Greek chapters on campus.
- Strong and vigilant enforcement by Millersville University Police. Strong support and participation in prevention efforts by the Chief of Police.
- Improved enforcement of AOD policies by Resident Advisors and Graduate Assistants supervising the residence halls.
- Strong Peer Health Education program through the Center for Health Education and Promotion.
- Funding from grants and University dollars to support the program.
- The linkage to the judicial process that focuses on treatment and creates a system to monitor and track students who are identified through the judicial process.

WEAKNESSES

- With all that we are doing AOD abuse remains a significant concern.
- Need to drill down on the trends and to use information to adjust the program.
- No single "point person" whose job it is to oversee and direct AOD prevention program.
- Not reaching the high risk/dangerous drinkers.
- Limited "peer accountability." Students seem to feel inhibited to challenge and confront peer behaviors. Students, fearful of being called a "snitch," don't speak out about behavior, even when it negatively affects them.
- Communication to campus community regarding AOD Program's goals, objectives and achievements. How do we best communicate our message to the community?
- No Student Advisory Committee: How do we invite conversation with students about alcohol and other drugs?
- Lack of clear connection for faculty and administrators between poor academic performance and abuse of alcohol and drugs.

Recommendations for revising AOD programs:

1. Guided by the Division of Student Affairs Enrollment Management and the Pennsylvania State System of Higher Education AOD Coalition, the University will continue with ongoing goals and objectives and increase NIAAA Tier 1 and Tier 2 programs and services.
2. Enhance use of assessment data to shape future program development.
3. Improve program follow up on remediating gaps in student's content knowledge after completing the Zombies, Alcohol, You or similar online, educational program.
4. Increase targeted prevention/intervention efforts based on 2016 NCHA Data indicating a concerning percentage of students drinking seven or more drinks the last time they socialized.
5. Improve and increase communication of the AOD Program's goals, objectives and achievements with the campus community.
6. Identify most effective ways to communicate policies, practices and procedures regarding alcohol and other drugs.
7. Implement the newly revised Strategic Plan.
8. Identify ways to utilize social media and web-based information to support the alcohol and drug policy and social norms messaging.

Respectfully submitted by,



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