



2020 Biennial Review of Alcohol
and Other Drug Programs

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 Task Force;
- Department of Counseling and Human Development;
- Center for Health Education and Promotion;
- Clery Center;
- Department of Athletics;
- Housing and Residential Programs;
- Office of Human Resources;
- Office of Orientation and Transition Programs;
- Office of Student Conduct and Community Standards;
- Millersville University Police Department;
- PA State System of Higher Education;
- Office of the Vice President for Student Affairs and Enrollment Management.

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 2018-2020 Academic year/calendar year.

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;
- 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 conduct 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.

For the most recent and complete Federal Trafficking Penalties information, visit the Website of the U.S. Drug Enforcement Administration at www.dea.gov/agency/penalties.htm.

Substance abuse and drug dependency are issues of staggering proportions in our society today. They are the leading causes of preventable illness, disability, and death in the United States. Alcohol/chemical dependency is a disease that affects not only individuals, but every component of the family system, workplace, and the community. Chemical abuse not only includes alcohol and illegal drugs, but also prescription drugs such as tranquilizers, pain killers, sleeping pills, etc.

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 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. Marijuana smoke contains about 50% more benzopyrene and nearly 75% more benzanthracene, both known carcinogens, than a comparable quantity of unfiltered tobacco smoke.
- Alcohol is frequently associated with sexual violence, date rape, poor sexual decisions as well as accidental injury and death. Alcohol is associated with over 1825 deaths of college students each year.

Chemical dependency is treatable. With an understanding of the disease and its impact on the lives of employees and students, family members and friends can take necessary steps to help reduce enabling behaviors. Staff members at Health Services, Human Resources, the Center for Health Education and Promotion, Title IX Office, Office of Learning Services, and the Center for Counseling and Human Development can provide additional information and services relating to substance abuse, 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 related to academic success

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 responsibility, stress management, sexual and relationship violence, and substance use and abuse. For more information about drug and alcohol prevention programs, please contact Millersville University's Center for Health Education and Promotion at (717) 871-4141 or visit the web page at www.millersville.edu/chep.

Alcohol and Drug in the Workplace

The unlawful manufacture, distribution, dispensing, possession, or use of alcohol and other controlled substances by a Millersville University employee while on duty, or on University grounds is prohibited. Inappropriate use of alcohol or other controlled substances by any employee while 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:

<https://www.millersville.edu/about/administration/policies/pdf/administration/alcoholic-beverages.pdf>

Tailgating policy

The following Tailgating Policy outlines the established guidelines put forth by Millersville University to manage on-campus tailgating activities and ensure a safe and enjoyable environment. The policy applies to all patrons and guests on the Millersville University campus.

Location: Tailgating on the campus of Millersville University for home football games is designated to the lower level parking garage and parallel parking lot off of Pucillo Drive. Tailgating will not be permitted on the roof of the parking garage or any other location on the Millersville University campus. Anyone seen tailgating outside of the designated area will be asked to move to the designated tailgating area.

General Guidelines:

- A.** Tailgating activities may begin three (3) hours prior to the beginning of the game. Tailgating is not permitted during the course of the game.
- B.** Tailgating activities may continue for up to one (1) hour following the conclusion of the game.
- C.** Tailgating must incorporate food and non-alcoholic beverages into the activities. The preparation and consumption of food is limited to personal use. No food may be sold at tailgating activities.
- D.** Propane (gas) grills are permitted inside the designated tailgating areas only. **Charcoal grills are prohibited.**

- E. Alcohol consumption is permitted inside the designated tailgating areas only and in accordance with State law. **Hard liquor and spirits are prohibited.**
- F. Only individuals who are 21 years of age or older may possess, consume, transport, or store alcoholic beverages. **These individuals must be prepared to show valid identification at all times.**
- G. All alcoholic or non-alcoholic beverages must be in cans or plastic cups or containers. **Glass bottles are prohibited.**
- H. Kegs, party balls, multi-quart containers are prohibited.
- I. All drinking paraphernalia and drinking "games" of any sort are prohibited.
- J. Tailgaters are responsible for the disposal of trash and debris in appropriate trash receptacles following the conclusion of each tailgate. Tailgaters are expected to maintain a clean and sanitary space.
- K. Each car is permitted one parking space inside the designated tailgating area. The space may be extended a reasonable distance while still allowing for an accessible traffic lane at all times.
- L. Pets are not permitted in the tailgate area.
- M. Tailgaters are expected to respect the rights of others. Everyone is expected to maintain good sportsmanship and refrain from the use of loud and/or offensive language, disorderly behavior, and amplified sound.
- N. All Millersville University policies are enforced throughout the campus including the tailgating areas. Millersville University Police or any other law enforcement has the authority to remove any individual or group who does not abide by these policies.
- O. Millersville University is not responsible or liable for accidents, damage, loss or theft of materials, items, or personal property.

Tent/Canopy Guidelines:

- A. No tents larger than 10' x 10'. Any tent must be located directly in front of a parked car or within a parking space. **There must be a clear path for traffic at all times.**
- B. Tents or canopies must be secured at all times to ensure the safety of all patrons.

Athletics Substance Abuse Policy

The Athletics Substance Abuse Policy was approved March 2017. The main goal of the Millersville University Department of Athletics substance abuse policy is to protect the health and welfare of the University's student-athletes. This policy requires student-athletes to engage in substance abuse education, testing, and if necessary, rehabilitation. The Department of Athletics will review this policy on an annual basis and will revise it as needed. Additional information can be gathered by contacting the Department of Athletics. The policy can be viewed at:

<http://www.millersville.edu/about/administration/policies/athletics-substance-abuse.pdf>

Open Container Ordinance

The Borough of Millersville and neighboring Manor Township have open-container ordinances.

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 Student Conduct and Community Standards. 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 Conduct and Community Standards Handbook is available online at: <http://www.millersville.edu/studentconduct/files/studentcodeofconduct.pdf>

Some violations that are subject to campus conduct 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.

Student Conduct and Community Standards Handbook Prohibited Conduct Related to Alcohol and Drugs

Millersville University is a "responsible use" campus, which means that alcohol is not permitted on campus or any affiliated campus property or event without the express written permission of the Vice President for Student Affairs and Enrollment Management. All approved service of alcohol must adhere to the Alcoholic Beverages Administrative Policy found at

<https://www.millersville.edu/about/administration/policies/pdf/administration/alcoholic-beverages.pdf>

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, drugs not prescribed for the person in possession of the drug, or drug paraphernalia are prohibited. 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 or synthetic substances, frequently referred to as “designer drugs”. (V.3.B)

Responsible Action Policy

Millersville University holds the safety, security and well-being of its students as one of its highest priorities. The University prides itself on offering all of the benefits of a public institution while preserving a caring, individualized community. Millersville University recognizes that a student’s concern for potential disciplinary action while under the influence of alcohol and/or other substances may hinder a student’s actions in response to seeking assistance in certain emergency situations and/or reporting incidents. It is imperative that medical attention be sought should concerns arise for a person’s own safety or the safety of others. This policy is intended to increase the reporting of incidents requiring emergency assistance during a life-threatening or drug/alcohol-related illness and will in turn result in increased safety for students and the campus community.

As such, medical amnesty is in effect to ensure those students who seek assistance for another individual who may have consumed excessive alcohol or other drugs will turn to the appropriate personnel to seek emergency medical assistance without fear of being cited for a violation under the Commonwealth of Pennsylvania’s Crimes Code or charged by the University for violating Section V.2.A, Alcohol or V.3, Drugs of the Student Code of Conduct, if:

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 he/she was 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 his/her 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 the person’s 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. Counseling, treatment programs, restrictions from facilities, or other conditions may be imposed when deemed appropriate. The University may impose any combination of the following sanctions:

Interim Suspension - Pending final action on charges of violating the Student Code of Conduct, the student may be subject to immediate suspension or loss of privileges if it is determined by the Vice President for Student Affairs & Enrollment Management or designee that the student’s presence on campus may constitute a threat to the health, safety and welfare of the University community. In

addition, a student may be placed on interim suspension if the student poses an ongoing disruption of, or interference with, the normal operations of the University.

If a student is placed on interim suspension, an administrative hearing will be scheduled within 10 class days to determine a final sanction. Unless extenuating circumstances prevent the facilitation of a hearing, the reversal of an interim suspension shall not be construed as a determination that the student is not in violation of the Student Code of Conduct. The University reserves the right to extend the required time period for exceptions based on the health and/or mental-health concerns that may impede the student's ability to effectively participate on his/her behalf. In such matters the Vice President for Student Affairs & Enrollment Management or designee will have sole discretion. During a period of interim suspension, students may not continue to participate in classes.

While on interim suspension the student is responsible for the payment of all tuition and fees in accordance with the University payment policies. Please reference the offices of Housing and Residential Programs and Office of Student Accounts fee schedules for more details.

Educational Sanctions - This action will be commensurate with the violation. The objective of educational sanctions is to provide the responsible student with a dynamic and active educative experience. The goal is to help the student better understand the impact of his/her conduct on themselves and on the community, and to help rebuild healthy communities, increase the violator's social capital, decrease the likelihood of future negative conduct, repair harm and restore relationships.

- Educational Reflection
- Educational Development
- Service Restitution
- Counseling Services
- Conduct Contract
- Behavioral Mentor
- Restorative Practices

Retributive Sanctions - This action will be commensurate with the violation. The objective of this administrative imposition of sanction is to hold accountable the responsible student with a proportionate penalty in response to their role in violating the Code of Conduct.

- Deferred Action
- Reprimand
- Financial Restitution
- Fines
- Parent Notification
- No-contact directives
- 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 Student Conduct and Community Standards 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 Student Conduct and Community Standards through an online report through the judicial software, Maxient. The Student Conduct Handbook details the conduct 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 treatment services. Staff members at Health Services, the Center for Health Education and Promotion and the Center for Counseling and Human Development can provide additional information and services relating to substance abuse problems.

In 2018-2019, 28 students were referred to BASICS. 96.6% completed the two-part intervention. A total of 53 students were referred to a complete an AOD assessment. 76.8% completed the assessment and engaged in counseling.

In 2019-2020, 20 students were referred to BASICS. 90% completed the two-part intervention. A total of 47 students were referred to complete an AOD assessment. 81% completed the assessment and engaged in counseling.

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 concerns. With early assistance it is less likely that serious consequences will result from an alcohol or other drug concern. 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://www.nycalanon.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 University 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.

Alcohol and Other Drug Counselor Prevention Programs

During the 2018-2019 academic year, the AOD counselor presented 10 different outreach education sessions to a variety of different student populations such as Greeks, athletics, Freshman class, CHEP peer educators and classroom classes. Several hundred students attended these events. During the 2019-2020 academic year, the AOD counselor presented 13 different outreach education sessions to a variety of different student populations such as Greeks, athletics, Freshman class, CHEP peer educators and classroom classes. Again, several hundred students attended these events.

Peer Education

As peers are one of the most significant source of health information among college students, Millersville University hires, trains and evaluates a team of 25-30 peer educators. Alcohol and other drug information is infused in sexual and relationship violence and mental health programming efforts. Peer to peer programming takes place through educational outreach, lifestyle programs, and awareness events. Student-athletes and students involved in a fraternity or sorority provide peer to peer programming within their respective communities.

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 where funding from Student Senate, are alcohol-free.

MU 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, substance-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 and 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 four-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 Student Conduct and Community Standards 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.

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 holiday). These provides students with a substance-free location on campus for social gatherings and quiet study. The McNairy Library's hours can be found <https://millersville.libcal.com/hours/>.

Housing and Residential Programs, Leadership Training

MU provides leadership positions for over 100 students within the residence halls. These positions include Graduate Assistants, Resident Assistants, and Desk Attendants. All student leaders are required to attend several training sessions before their leadership positions begin and continue throughout the academic year. These trainings provide information on health and safety, including information regarding responsible 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 numerous issues, including substance use.

Not Anymore Alcohol and Other Drug Education Portal

The University contracted with Student Success, Inc. to provide the online education program, *Not Anymore: Alcohol and Other Drugs* to all incoming students and select student leaders for the 2018-2019 and 2019-2020 academic years. 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 2018-2019, 891 students completed *Not Anymore: Alcohol and Other Drugs*. The average pretest score was 57 percent and the average posttest score improved to 84 percent. In 2019-2020 we saw a decrease in student participation due to enrollment. 736 students completed *Not Anymore: Alcohol and Other Drugs*, the online alcohol education portal. The average pretest score was 58 percent and the average posttest score improved to 84 percent.

Bystander Intervention

Prevention programming has continued 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 offers a comprehensive discussion of the dimensions of wellness including such topics as physical fitness, nutrition, psychological well-being, time- and stress-management, STI prevention, sexual violence risk reduction, active bystander interventions, addictive behaviors related to alcohol and other drugs, cultural competence, as well as chronic diseases. Collaboration between Academic and Student Affairs/Enrollment Management allowed for updating the timing of when the information related to alcohol and other drugs was presented in class. In additional, data from the Student Success portals was utilized to help students learn those areas that were not correctly identified within the portal's posttest. This assisted in providing 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.

Stall Talk

Stall Talk (restroom newsletter) articles were published bi-weekly and included Alcohol and Other Drug 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 and the Center for Student Involvement and Leadership, Homecoming/Alcohol Awareness Week activities provided harm reduction strategies and AOD awareness activities for students across campus.

National College Health Assessment

The National College Health Assessment was administered in April 2018 to all undergraduate students. 809 students completed the assessment. Separate data reports were obtained for first-year students, students involved in sorority and fraternity life, and student athletes. This data was utilized to continue social norms marketing efforts, inform prevention programming, prioritize programming needs, budget for priority programs, and inform campus partners on the health of our students. An updated assessment is scheduled for April 2021.

Approximately 82.8% of college students responding described their health as very good or excellent. Students were asked to respond to report their use of alcohol and drugs and their perceived use of alcohol and drugs of a typical student within the last 30 days. The following are results of those responding to the assessment:

61.3% of males and 66.4% of females reported any use of alcohol within the last 30 days.

95.7% of males and 95.7% of females perceived any use of alcohol within the last 30 days.

23.3% of males and 19.0% females reported that they never used alcohol.

15.3% of males and 14.6% females reported that they used alcohol but not in the last 30 days.

22.2% of males and 19.7% of females reported any use of marijuana within the last 30 days.
89.5% of males and 91.1% of females perceived any use of marijuana within the last 30 days.
56.8% of males and 58.9% females reported that they never used marijuana.
21.0% of males and 21.3% females reported that they used marijuana but not in the last 30 days.

Within the last 12 months, students reported the following factors affecting their individual academic performance, defined as: received a lower grade on an exam, or an important project; received a lower grad in the course; received an incomplete or dropped the course; or experienced a significant disruption in thesis, dissertation, research, or practicum work:

Alcohol use: 5%

Drug use: 1.7%

Alcohol & Other Drug Task Force

Comprised of Faculty, Staff, Administrators, Community Members and Students from across the University the AOD Task Force meets monthly to discuss prevention and intervention programs, review and develop policy and plan assessment strategies.

Strategic Plan

At the recommendation of the PA State System of Higher Education Alcohol Coalition, a campus specific strategic plan was developed to identify a specific mission, goals and objectives of the AOD abuse prevention program at Millersville University. The work of the strategic plan is executed through action teams assigned to work on each goal area. The Strategic Planning document for the 2020-2023 academic year is:

Vision Statement:

We seek to engage the campus community in awareness of AOD issues, recommend treatment resources and services, support students in recovery, develop and recommend policy, and educate faculty, staff, and students.

Mission Statement:

The Alcohol and Other Drug Task Force of Millersville University will provide a framework for a comprehensive approach to alcohol and other drug abuse prevention and response that contributes to student success and the health and safety of our community.

Goal 1: Develop Clear University-Centered AOD Policies.

Objective 1: Review current Alcohol and Other Drug policies, violations, sanctions, and enforcement strategies against best practice.

Action 1: Collect existing policies, violations, sanctions and enforcement strategies.

Action 2: Identify best practice policies, violations, sanctions and enforcement strategies.

Action 3: Compare best practices to current Millersville practices.

Objective 2: Make recommended changes and/or further development to policies, violations, sanctions and enforcement strategies.

Action 1: Obtain directive from upline administrators on task force responsibilities.

Action 2: Identify which policies, violations, and sanctions are in need of change.

Action 3: Prepare recommendations for review.

Action 4: Work with key stakeholders on policy, violation, sanction and enforcement strategy recommendations.

Objective 3: Obtain approval of updated policies, violations, sanctions and enforcement strategies.

Action 1: Determine appropriate approval process.

Action 2: Develop presentation/ proposal to approving body.

Action 3: Schedule a meeting with approving body and present recommendations.

Action 4: Refine recommended policy, violation, sanction and enforcement strategy revisions as needed.

Objective 4: Disseminate updated policy, violations, sanctions and enforcement strategies to the campus community.

Action 1: Create an effective communication plan for delivery.

Action 2: Determine areas in need of additional training.

Action 3: Develop a publication and/or online resources containing information regarding employer's AOD policies and hiring practices.

Goal 2: Recommend Evidence-Based Intervention, Treatment, and Services for Ongoing Recovery Support.

Objective 1: Review available campus AOD interventions and recovery support services.

Action 1: Assess the quality of internal service provider care.

Action 2: Identify gaps in campus services.

Action 3: Understand referral process to campus intervention services.

Action 4: Ensure promotion of services within the campus community.

Objective 2: Examine current relationships with external service providers.

Action 1: Identify external service providers.

Action 2: Assess the quality of external service provider care.

Action 3: Create MOU agreements with desired community service providers.

Objective 3: Establish new relationships with external service providers.

Action 1: Identify external service providers.

Action 2: Assess the quality of external service provider care.

Action 3: Create MOU agreements with desired community service providers.

Goal 3: Establish A Progressive AOD Knowledge and Prevention Education Model.

Objective 1: Develop a four-year curriculum prioritizing initiatives.

Action 1: Research best practices based on national standards.

Action 2: Examining peer institution programming.

Action 3: Align initiatives with Millersville University strategic plan.

Action 4: Creating four-year curriculum.

Action 5: Obtaining feedback from key stakeholders.

Action 6: Work collaboratively with faculty to suggest curriculum infusion regarding AOD. Create a training program for faculty to encourage curriculum infusion.

- Objective 2: Identify existing programs and processes.
 Action 1: Develop tool for data collection.
 Action 2: Compile information on existing programs and processes.
 Action 3: Identifying student perceptions of existing efforts.
- Objective 3: Determine where existing efforts align with education model.
 Action 1: Comparing best practice model to existing efforts.
 Action 2: Assigning existing programs to appropriate place within the model.
 Action 3: Catalogue gaps in programming.
- Objective 4: Assess identified gaps and develop further education programs.
 Action 1: Identify missing programming.
 Action 2: Identify who is responsible for providing missing educational pieces.
 Action 3: Engage students and faculty in AOD research and the development of further education programs.
 Action 4:
- Objective 5: Work with Human Resources to ensure ongoing AOD education for University employees.
 Action 1: Advocate for additional resources and staffing dollars.
 Action 2: Identify current training efforts.
 Action 3: Identify opportunities for additional and ongoing training.
 Action 4: Identify areas of assistance and resource for employees.
- Goal 4: Assess Ongoing AOD Efforts, Task Force Membership, and AOD Initiatives Moving Forward.
 Objective 1: Develop assessment schedule for ongoing review of each goal of the strategic plan.
 Action 1: Include program evaluations in all aspects of strategic plan implementation.
- Objective 2: Annually evaluate the composition of the AOD Task Force.
 Action 1: Articulate the role of the AOD Task Force and each of its members.
- Objective 3: Seek additional funding opportunities to support the efforts of the strategic plan.
 Action 1: Explore and apply for external grant opportunities.
 Action 2: Identify opportunities to offer professional development opportunities and grant funding to support campus AOD projects and research.

PASSHE Alcohol and Other Drug Coalition

Several members of the University participate in efforts coordinated by the PA State System of Higher Education to strategically address AOD prevention, intervention and policy efforts through a concerted effort across the system.

Summary of AOD Program's Strengths and Challenges

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 MU 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., *Not Anymore: Alcohol and Other Drugs*) 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 Task Force

- 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 *Not Anymore: Alcohol and Other Drugs*, 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 social norms campaign to disseminate realistic norms to students.
- Early intervention that includes high visibility programming for first year students.
- Increased engagement and risk management with Fraternity and Sorority Life. Continued use of the GCAT standards rating system with Fraternity and Sorority Life chapters on campus.
- Strong and vigilant enforcement by Millersville University Police. Strong support and participation in prevention efforts by the Chief of Police.
- Community policing model that is characteristic of Millersville University Police department.
- Improved enforcement of AOD policies by Resident Assistants and other Housing and Residential Programs.
- Support from the Wellness and Sports Sciences Program to work collaboratively both in and out of the classroom.
- 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 student conduct process that focuses on treatment and creates a system to monitor and track students who are identified through the student conduct process.
- Update and implementation of the Responsible Action Policy.

Challenges

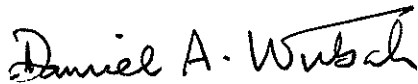
- With all that we are doing AOD abuse remains a significant concern.
- Intervention efforts extending beyond when a student violates a university policy.
- Finding effective communication streams with student to provide AOD education, policies and resource information.
- Need to drill down on the trends and to use information to adjust the program.
- No single “point person” whose job it is to oversee and direct AOD prevention program. Additional personnel are severely needed in many areas
- 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?
- Improving engagement of students in the work of Alcohol and Other Drug Task Force.
- Lack of clear connection for faculty and administrators between poor academic performance and abuse of alcohol and drugs.
- Ongoing review of Alcohol and Other Drug policies.
- Lack of recovery efforts, support, and space.

Recommendations for revising AOD programs

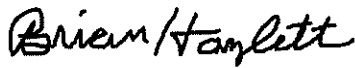
1. Guided by the Division of Student Affairs and Enrollment Management and the Pennsylvania State System of Higher Education AOD Coalition, the University will continue with ongoing goals and objectives as prioritized by the AOD Task Force at Millersville University.
2. Enhance use of assessment data including campus data collected from the National College Health Assessment to shape future program development.
3. Improve and increase communication of the AOD Task Force goals, objectives and achievements with the campus community.

4. Identify most effective ways to communicate policies, practices and procedures regarding alcohol and other drugs including through the use of social media.
5. In consultation with campus and system leaders, identify areas of prevention, policy development, and enforcement of medical marijuana.
6. Address increasing use of electronic cigarettes through education and explore broader tobacco use policies on campus.
7. Work with campus and community stakeholders to identify best practices to address opioid addiction.
8. Increase AOD outreach efforts to include transfer students, commuters, nontraditional age students, graduate students, and students living off campus.
9. Explore external funding streams to enhance AOD efforts.
10. Update and review current AOD policies and incorporate tobacco.
11. Faculty and staff education to support students.

Respectfully submitted,



Daniel Wubah
President



Brian P. Hazlett
Vice President for Student Affairs
& Enrollment Management



Renardo A. Hall
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