

Methodist University Biennial Report

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SECTION ONE

Descriptions of the AOD program elements.

- **New Student Orientation:** Before classes begin in the fall semester, new students and their parents are presented with information about drug and alcohol prevention, violations, and sanctions.
- **Alcohol Violation Parental Notification:** If an underage student is found responsible for the alcohol policy, a letter notifying the parent of the violation is mailed to the home address.
- **Recovery Festival:** The Center for Personal Development plans a Recovery Festival in the fall semester that raises awareness of alcohol and drug addictions.
- **Addictions Specialist:** An addictions specialist is available on campus to support students who are struggling with drug and alcohol addictions.
- **Alcohol Awareness Week:** Each year, a week of activities has raised awareness about the risk of alcohol abuse. Examples of activities have included beer goggles, mocktails, and a crashed car.
- **Late Night Programming:** In an effort to encourage students to stay on campus and refrain from consuming alcohol, on-campus programming has been provided when students were most likely to leave campus to drink.
- **Resident Assistant Training:** In early August, Resident Assistants (RAs) are trained about the risks and prevention of drug and alcohol abuse. Furthermore, RAs are trained on confrontation, documentation, and emergency management procedures related to alcohol and drug use.
- **Counseling Assessments:** Students who are found in violation of the alcohol policy must be assessed by a licensed on-campus counselor and follow-through with any subsequent counseling sessions. Students who are found in violation of the drug policy face suspension. Prior to their return, they must undergo a substance abuse assessment with an off-campus provider and comply with any recommendations on campus.
- **Alcoholics Anonymous:** Students have access to AA meetings on campus.
- **Greek Speak:** Students who are members of fraternities and sororities participate in alcohol awareness sessions.
- **Peer Educators:** Student leaders provide education about the effects of alcohol and drug use.

- **Substance Abuse Booth:** Each year, a booth is set up in the Student Center to raise awareness about the effects of substance abuse.
- **Annual Health Fair:** Students are encouraged to visit booths at the Health Fair that promote healthy choices and behaviors.

SECTION TWO

Alcohol and Other Drug Prevention Program Goals

The goals of the Alcohol and Other Drug Prevention Programs at Methodist University are centered on the prevention of overuse of alcohol on and off campus and the prevention of illegal drug use (including unauthorized prescription drug use) on and off campus. The justification for the focus on alcohol overuse is the research which clearly demonstrates that those students involved in heavy episodic alcohol use (alcohol overuse) are several times more likely to do something they regret, fall behind in college work, engage in unplanned and unsafe sex, get injured, damage property, get in trouble with campus discipline officers or the police, and/or drive under the influence (Weschler, et al, 2000). The necessity of working towards the prevention illegal drug use needs no justification beyond that which exists in the awareness of the general population.

The awareness that youth are heavily influenced by the behavior of their peers is also a given in the field of education. Specific research has established that college aged youth are influenced to increase their use of alcohol and other drugs when they perceive that heavy drinking and drug use is normal amongst their college classmates (Perkins and Weschler, 1996). Our campus policy which prohibits of-age and under-aged possession of alcohol on campus is designed to eliminate the open use of alcohol on campus. This and our zero tolerance of illegal drug use policy contributes to the quality of campus life.

We are not naive enough to believe that our students do not drink or use drugs. However, we are confident that while on campus, our students do not observe other students casually walking about with alcohol drinks as they drift from one noisy drinking party to another. We also are confident that our residential students do not routinely smell marijuana in their halls, nor do they observe open use of drugs. Minimizing this type of exposure, without a doubt, decreases the perception on our campus that 'drunk or stoned is the norm for college students. When a 'no alcohol on campus' policy is well known and widely enforced with heavy fines and mandated assessment, there are only a few reasons that individual students violate the policy. These might include: 1. the violator believes that he/she is tricky enough to avoid detection, 2. the student violates often enough that the odds of getting caught increase or 3. the students' judgment around taking chances is impaired by heavy drinking or 4. the students' need for alcohol exceeds the need to avoid being caught. It is also possible that a given student is a non-drinker or legal and light social drinker who just happened to be in the wrong place at the wrong time. Our assessment procedures will delineate between these types of violators and which follow up education and/or treatment will be appropriate to each individual's risk for

alcohol use, overuse or addiction. Effective interventions of these types should predictably decrease the chance of repeated violations.

The ideas reported in the journal article "A Typology for Campus-Based Alcohol Prevention: Moving Toward Environmental Management Strategies" were used in the design of the following prevention effort focus and goals.

MISSION AND GOALS

The mission of the prevention program is to support and maintain a campus free from alcohol overuse/drug use and alcohol/drug related negative behavior by encouraging positive decision making, accountability and healthy and productive lifestyles for students, faculty and campus staff. The specific goals of the program include:

Goal One:

To influence the attitudes and behavioral intentions of students, we will create and provide informational and motivational programs which are student focused and college curriculum infused involving at least 50% of all students enrolled during each academic year.

Goal Two:

To bring about environmental change, we will attempt to exert some influence on improvements in state and local laws governing the use by youth of alcohol and drugs. We will maintain consistent enforcement of state and local laws and enforce our campus policies which include: no alcohol possession on campus, no alcohol advertising on campus, zero-tolerance of illegal drug possession (with minimum of suspension penalty standard). Annually, we will assess our satisfaction with our involvement in influencing state and local laws. We will assess our campus policy enforcement by monitoring the number of violations enforced each year.

Goal Three:

To maintain individualized early intervention we use an evidence based model of screening assessment, brief intervention with follow up customized education and/or treatment (SBIRT reference). We will continue to mandate that each individual violator of our alcohol policy participates in one-on-one meetings with a counselor (supervised by a certified addiction specialist) in an assessment and documented follow through with the counselor's recommendations of education and/or treatment. We will monitor the efficacy of the counseling by keeping records of first and further violations. We will expect that less than a 20% of first offenders will offend a second time in any given academic year.

OUTCOME MEASUREMENT

While we are confident that our Alcohol and Other Drug Policy is effective, we wish to go further and influence our students' overuse of alcohol in any context and decrease the acceptance of illegal drug use common too much of their generation. We can only maintain our sense that we are doing this by monitoring the effect of our policies and programming. We are relying on measuring the participation in programs designed to influence attitudes and the

incidence and outcomes of violations of campus policy.

DISCUSSION OF GOAL ACHIEVEMENT

In this two year period, we have done well in the achievement of our goals.

GOAL ONE: The intention of this type of prevention effort is to bring about attitude change toward making alcohol overuse and drug use less of an acceptable behavior in the perception of our student body. We exceeded our goal of 50% of our student body being involved in participating in the healthy life style programs presented in classes, informal informational booths and more formal residence hall and Greek village programming. We find that insuring the participation of first year students is more certain than that of third and fourth year students. We hope to continue to improve the quality and quantity of participation in this type of programming.

GOAL TWO: Understanding that programming to influence attitude change is necessary, we also realize that it is insufficient as a stand-alone prevention effort. Our second goal has been to bring about environmental change. We brought our attention to addressing environmental change by influencing state and local laws. We encouraged and supported our employed Licensed Addiction Specialist's involvement in the Addiction Professionals of North Carolina's lobbying efforts toward influencing state legislation against the sale of 'spice' and other 'synthetic marijuana' in convenience markets.

We continued our environmental change efforts by maintaining a high quality of campus enforcement of local laws and campus policy. We have documented 39 cases of alcohol policy violation which is only 3.5% of our residential campus population. We have recorded 9 drug violations for which our sanction is suspension from the university. These numbers help us to be confident that our enforcement policies are working.

We have refused to have alcohol vendors advertise on our campus and routinely destroy unauthorized advertisements as they surface. Our efforts have continued to minimize the use of alcohol on campus by enforcing fines and mandating individualized assessment and education and/or treatment. We also maintained our zero tolerance policy on illegal drug use by strong enforcement and suspension of all known offenders. We monitored the occurrence of alcohol and other drug violations by thorough documentation. We have good reasons to assert that these environmental change measures have minimized the perception that alcohol overuse and drug use is 'normal' on our university campus.

GOAL THREE: Our third goal was to use early intervention on an individual basis for those students at high risk for alcohol overuse. The monitoring and documentation of alcohol policy violations have allowed us to measure the recurrence of alcohol violations by the same students. The fact that second violations by the same individual are only 13% of first violations is encouraging and is reason to assume that our assessment and intervention in alcohol overuse has been effective in minimizing the continuation of alcohol overuse on campus by those same individuals.

SECTION THREE

Alcohol and Other Drug Prevention Program Strengths and Weaknesses

STRENGTHS

Our strengths lie in our involvement in many arenas of environmental change. We work with a larger association toward the change of state laws in order to reduce the availability of alcohol and drugs to youth. We attempt to decrease the local lure by refusing to allow alcohol and alcohol related establishments to advertise on campus. In our campus environment we have strong policies which we firmly enforce. We influence student attitudes toward healthy life styles and away from acceptance of alcohol overuse and drug use through active programming. We intervene with high risk individuals through evidence based practices of assessment, education and/or treatment. Our evaluations of our efforts show effective enforcement through the number of violation actions reported. The infrequency of alcohol and drug related negative behaviors in the residence halls are also good evidence of enforcement. The low percentage of first violators who are charged with second violations are remarkably low.

WEAKNESSES

Our weakness lies in our influence on student attitudes. While we met our goal of student participation in attitude change programming, the rates of participation are low, especially among third and fourth year students. We need to reach more students with these efforts because older students do influence the attitudes of younger students. In addition to programming which influences attitudes, it would be good to bring our attention to the participation of students in alternative activities. Perhaps our task force is too narrow and inclusion of Student Activities and Greek Life professionals would bring more attention to what students actually do with leisure time. While we have a good solid program of alcohol and other drug prevention, it remains imperative that we closely monitor our progress and change and improve as we continue to serve our students.

SECTION FOUR:

University Compliance with Federal Regulations

Policy Distribution

The Student Judicial Code is outlined in the Methodist University Student Handbook which is disseminated on annual basis to all new students during the check-in process for NSO, New Student Orientation, and the Student Handbook is disseminated through the Public Safety office as students receive their ID cards and parking decal for upper-class students. Students also may pick up a handbook in the office of Student Affairs. The Student Handbook is also available online under the Division of Student Affairs website. The Student Handbook page can be assessed at this web address: http://www.methodist.edu/student_life/handbook.htm

Also, the Dean of Students addresses both parents and students about University policies and state laws governing the use, possession and distribution of alcohol and drugs during New

Student Orientation. Also, these policies are covered by the residence life staff during their first hall meetings as well. The message is clear and consistent that Methodist University does not allow alcohol on the campus and/or at any University functions, and we do not tolerate the use, possession, and/or the distribution of illegal drugs.

The policies for faculty and staff are sent out on annual basis either in hard copy or online links. The policies that govern faculty and staff are within their respective handbooks.

SECTION FIVE

Standards of Conduct and Disciplinary Sanctions (Students)

The University Judicial Code prohibits the “use and possession of alcoholic beverages on campus and at University-sponsored activities. The University Judicial Code also prohibits “illegal, use, possession or distribution of any controlled substance on campus or at University-sponsored events.

Alcohol Policy

Excessive use of alcohol has led to the early termination of more academic careers, and the disruption of more personal lives, among University students than any other single cause. Half of all accidental deaths involving University students can be attributed to the excessive use of alcohol. At Methodist University, we are very concerned about the negative impact that alcohol is having on the youth of our country. We also feel that there is no place for the excessive use of alcohol as part of the overall development experience for any of our students. With this in mind, we have established and long maintained the policy described on the following pages.

The State of North Carolina prohibits the use of alcohol by persons under the age of 21. It is also illegal, in our state, for a person of legal alcohol drinking age to purchase for or provide alcohol to anyone who is underage. Methodist University fully supports and upholds the state law.

Because the overwhelming majority of our students are underage and very susceptible to the negative impact of alcohol, and because we support the mandates of the United Methodist Church, the **possession or consumption of any alcoholic beverage is prohibited on the Methodist University campus regardless of one’s age.**

Possession is defined as having any alcoholic beverage or its commercially produced container on the student’s person, in the student’s room, in the student’s automobile, or among properties owned or being used by the student. Given reasonable cause, residence hall rooms and automobiles may be searched for alcohol. All residents and/or visitors who are present in a common living area when alcohol possession or consumption is established, in a common living area, are subject to the same sanctions as the individual(s) who actually brought the alcohol and/or alcohol containers into the environment or were possessing or consuming it regardless of how long they were present in the room or common living area.

Consequences of Alcohol Related Violation

The first time that a student is found responsible for the possession, on campus, of an alcoholic beverage or a commercially produced alcoholic beverage container, he or she will be subject to the following sanctions:

- 1. Up to a \$100 fine (The actual amount of the fine is related to the severity of the offense). Students will also be assigned up to 20 hours of community service, which must be completed within the designated time given.**
- 2. Required participation in a substance abuse assessment and, any follow-up counseling, education, and/or treatment to be conducted by the Director of the Center for Personal Development. If a student fails to comply with the assessment, education, and/or treatment recommended by the Director of the Center for Personal Development, he or she will be subject to a minimum of an additional \$500 fine, and a maximum of suspension. Students will also be assigned up to 20 hours of community service, which must be completed within the designated time given.**
- 3. If the student is under the age of 21, the Dean of Students will write a letter to the parent(s) or legal guardian(s) of the student informing them that the student has been found responsible for his or her first alcohol related offense. The letter will also recommend that the parents become directly involved in an effort to create a situation that will minimize the chances of the student becoming involved in a second alcohol related incident.**

The second time that a current student is found responsible for possession, on campus, of an alcoholic beverage or a commercially produced alcoholic beverage container, he or she will be subject to the following sanctions:

- 1. Payment of a \$200 fine.**
- 2. Additional participation in a substance abuse assessment and, if required, follow-up counseling, education, and/or treatment to be conducted by the Director of the Center for Personal Development. As in the case of the first offense, if a student fails to comply with the assessment, education, and or treatment related directions provided by the Director of the Center for Personal Development, he or she will be subject to a minimum of an additional \$500 fine, and a maximum of expulsion.**
- 3. If the student is under the age of 21, the Dean of Students will write a letter to the parent(s) or legal guardian(s) of the student informing them that the student has been found responsible for his or her second alcohol related offense. The letter will also recommend that the parents become directly involved in an effort to create a situation that will minimize the chances of the student becoming involved in a third alcohol related incident (for students under 21).**

The third time that a current student is found responsible for possession, on campus, of an alcoholic beverage or a commercially produced alcoholic beverage container; he or she will be subject to a **minimum of suspension and a maximum of expulsion.**

Alcohol and Disruptive/Destructive Acts of Behavior

Maintaining a high quality of life in our community is very important to us. For this reason, we will apply even greater consequence for acts that are disruptive or destructive to our campus that include the possession of alcohol. Such acts include, but are not limited to, supplying alcohol

to minors, acts of vandalism, destruction of personal or University property, disruptive noise, public drunkenness, regurgitation in shared living areas and public areas, verbal attacks, harassment, and acts of violence. If a student is found responsible of conducting acts that are disruptive or destructive to our campus community while in the possession or under the influence of alcohol, they will be subject to the following sanctions:

First incident, an additional \$150 fine

Second incident, minimum additional \$250 fine, and a maximum of suspension

Third incident, a minimum of suspension, and a maximum of expulsion

If a student's disruptive or destructive acts result in damage to personal or University property, the student will also be fined the same amount that will be required to repair or replace the damaged property. **Students who commit disruptive or destructive acts can also be held responsible for other violations of the judicial code, if warranted.**

Readmission after Alcohol Suspension

Any student who is suspended for an alcohol related offense, and who wishes to be considered for readmission to Methodist University will be required to undergo a substance abuse assessment, given by a certified substance abuse counselor. The student must also successfully complete all prescribed education and treatment. The student's substance abuse counselor must then write a formal letter to the Dean of Students that clearly indicates what specific treatment/education was administered to the student. The letter must also note that the student has successfully completed that treatment, and that the counselor recommends that the student be allowed to return to Methodist University. The student must also sign a release, for his/her substance abuse counselor, that allows that individual to freely discuss the student's treatment and rehabilitation status with both the Dean of Students and with the Director for Counseling and Psychological Services.

Once the contents of the letter are verified, the Dean of Students will inform the student, in writing, of the Dean's decision on his/her request for readmission. **Any student who is suspended for an alcohol related offense, and is eventually allowed to return to Methodist University, will be required to continue substance abuse treatment and education at the discretion of the Director of the Counseling and Psychological Services. The Dean of Students may impose additional readmission restrictions on a case-by-case basis.**

Resources for Help

Methodist University provides counseling and treatment for its students, employees, and their families who have substance abuse problems or are concerned about substance abuse in others. There is no fee for counseling services provided on campus.

The Center for Personal Development: The Methodist University Center for Personal Development is located in Pearce Hall. The staff includes a North Carolina Certified Substance Abuse Counselor. Services provided by the Center for Personal Development may be obtained by calling 630-7150.

Campus Minister: The Campus Minister also provides help and assistance. The Campus Minister's office is in the Berns Student Center, and the minister can be reached at 630-7157.

Employee Assistance Program. Methodist University provides free assessment and referral services for students, employees and their families through a contract with Cape Fear Valley Health Systems. To use this program, call 829-1733 and ask for the Methodist University Employee Assistance Program Representative. Fees for many referral services are provided on a reduced sliding scale basis. All inquiries about counseling or treatment are strictly confidential. No student or employee will ever be penalized for seeking or accepting assistance.

Drug Policy

The consumption of illegal drugs and the misuse of prescription drugs represent one of the most serious socioeconomic problems in our country today. Hundreds of thousands of American lives are directly or indirectly affected every year by this social plague. The impact of illegal drug use has also seriously disrupted or ended many academic careers. In far too many instances, the use of illegal drugs on University campuses has also resulted in the tragic loss of life.

Methodist University has never tolerated the sale, possession or consumption of illegal drugs on our campus. Equally intolerable to us is the misuse or the sale of over-the-counter or prescription drugs for illegal or harmful purposes. Such actions are not only prohibited by our judicial code, but are also a violation of North Carolina and federal laws.

Drug Possession

Methodist University defines the possession of controlled or illegal substances as the presence of such substances or associated paraphernalia which includes hookahs on the student's person, in his or her room, automobile, or among properties controlled, owned or used by the student. All residents or visitors who are present at a time that illegal drug possession or consumption is established are subject to the same sanctions as the individual(s) who brought the drug into the environment or were possessing it or consuming it. Given reasonable cause, drug testing may be required of students suspected of a drug related offense. Refusal to participate in such testing may be used as grounds for the suspension or other discipline of a suspected violator or consuming it regardless of how long they were present in the room or common living area.

Student(s) who possess expired prescription drugs and/or unreasonable, large quantities of prescription drugs will be asked to provide independent, medical verification that the quantity and the prescription is valid. If students are unable to obtain medical verification, he or she will be subject to the sanctions outlined in this policy.

Drug Sanctions

Any student who is found in violation of Methodist University's policy against use, possession, and or sale of illegal drugs, or drug-related paraphernalia, or in violation of the University's policy against the abuse or sale of prescription drugs or over-the-counter drugs will be subject to a **minimum of suspension** and to a **maximum of expulsion**. When large quantities of illegal drugs are involved or there is evidence of drug distribution, the implicated student will be subject to **criminal arrest and will face prosecution by civil authority**.

Readmission after Drug Suspension

Any student who is suspended for a drug related offense, and wishes to be considered for

readmission to Methodist University, will be required to undergo a substance abuse assessment, conducted by a certified substance abuse counselor. The student must also successfully complete all prescribed education and treatment and must pass periodic drug testing during the period of their suspension, as directed by the Dean of Students.

The student's substance abuse counselor must then write a formal letter to the Dean of Students, clearly indicating the specific treatment and education administered to the student and reporting that the student has successfully completed that treatment. Finally, the letter must clearly recommend that the student be allowed to return to Methodist University.

The student must also sign a release that allows his or her substance abuse counselor to freely discuss the student's treatment and rehabilitation status with both the Dean of Students and with the Director of Counseling and Psychological Services.

Once the contents of the letter are verified, the Dean of Students will inform the student, in writing, of the Dean's decision on the request for readmission. **Any student who is suspended for a drug related offense and is eventually allowed to return to Methodist University will be subject to periodic and unannounced drug testing for a period of one year from the date of his or her registration. Additionally, the readmitted student will be required to continue substance abuse treatment and education at the discretion of the Director of Counseling and Psychological Services. The Dean of Students may impose additional readmission requirements on a case-by-case basis.**

Standards of Conduct and Disciplinary Actions (Faculty and Staff)

Substance Abuse Policy

It is the policy of the University to maintain a work place that is free from the effects of drug and alcohol abuse.

1. All employees at Methodist University are viewed as role models for students and, in their personal and professional lives, are expected to be examples of responsible, moral, and legal behavior. All employees are required to follow federal and state alcohol and non-prescribed drugs and narcotics laws. In addition, they are prohibited from the consumption, sale, dispensation, distribution, possession, or manufacture of illegal or non-prescribed drugs and narcotics or alcoholic beverages on University property (excluding businesses and University-owned private residences), in University vehicles, or at University-sponsored events, or when students are guests of employees. Employees will be subject to disciplinary action, up to and including dismissal, for violations of this policy.

2. The University reserves the right to ask an employee to undergo a drug or breathalyzer test when such a test is necessary for the safety and security of the faculty, students, and staff. Employees refusing to submit to such tests are subject to disciplinary action, including termination.

3. Supervisors should report immediately to the Public Safety Department any action by an employee who demonstrates a threat to the safety and security of faculty, students, and staff.

Public Safety Officers will recommend whether the employee seek medical attention or counseling services. For the protection of faculty, students, and staff, employees' believed to be under the influence of drugs, narcotics, or alcohol will be required to leave the premises. The Public Safety Department should be notified to arrange safe transit.

4. Employees who are experiencing work-related problems resulting from drug, narcotic, or alcohol abuse or dependence may request, or be required to seek, counseling help. University-sponsored or required counseling is to be kept confidential and is to have no influence on performance appraisals. Job performance alone, not the fact that an employee seeks counseling, is to be the basis of all performance appraisals.

5. Any employee who is abusing drugs or alcohol may be granted a leave of absence to undertake rehabilitation treatment. The employee will not be permitted to return to work until certification is presented to the Human Resources Department that the employee is capable of performing his job. Failure to cooperate with an agreed-upon treatment plan may result in discipline, up to and including termination. Participation in a treatment program does not insulate an employee from the imposition of discipline for violations of this or other University policies.

6. An employee must notify the Human Resources Department, in writing, of his or her conviction for a violation of a criminal drug statute or for driving while impaired no later than five calendar days after such a conviction.

SECTION SIX

Recommendations for revising AOD programs

1. The University will need to form an AOD campus committee to help form the goals and objectives of our University initiatives.

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