

**Methodist University Biennial Review
2012-2014**

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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.
- **Case Management Team:** A team of professionals discuss strategies to intervene with and/or support students who are struggling with drug and/or alcohol addiction.
- **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.
- **TIPS Training:** In an effort to reduce risky use of alcohol, students are provided with TIPS (Training for Intervention Procedures) training.
- **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 (which is herein referred to as 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.

During this term evaluation and assessment we made the decision to involve Student Activities and Greek Life representatives on our task force. This involvement was recommended after our last evaluation period. We hope to see that behavior change will accompany attitude change and be reflected in student involvement in alcohol and drug free leisure time activity sponsored by the university during the periods when many students might be occupied with less positive activities. Our hope is that an increase in such activity will result in a decrease in behaviors associated with alcohol and drugs. 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. Our goals have been modified for this year based on the evaluation of our past performance.

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 (including a focus on third and fourth year students) and college curriculum infused involving at least 60% (10% increase from earlier years) of all students enrolled during each academic year. We will also monitor participation in university sponsored alcohol and drug free leisure activities.

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 through the involvement of our addictions specialist in the state association. We will maintain consistent enforcement of state and local laws and maintain 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 will continue to use an evidence based model of screening assessment, brief intervention with follow up customized education and/or treatment (Marlat, et al, 1998). 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 campus policies influence the quality of life on campus by decreasing the negative behaviors associated with alcohol overuse and drug use; we wish to go further and influence our students' overuse of alcohol in any context and decrease the acceptance of illegal drug use common to 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 student involvement in alternative activities. We will also continue to monitor 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 reached our goal of 60% 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 influenced the participation of first year students and this year saw an increase of third and fourth year student participation. We also increased the participation in alternative activities.

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 which brought about state legislation against the sale of 'spice' and other 'synthetic marijuana' in convenience markets. The emphasis of that lobbying effort is now focused on the sale of 'alcohol pop', the high alcohol content and high sugar content products which are being marketed to youth.

We continued our environmental change efforts by taking a strong look at our enforcement quality when a difficult situation arose. We obtained a report of unsanctioned drug use within an identified residence hall. We responded by immediate focus of effort on the quality of enforcement in that facility. The entire hall staff was trained in improvement of enforcement. That semester we were grateful to see an immediate spike in enforcement, followed by an increase of positive behavior in that same facility.

We are currently more confident than ever of our high quality of campus enforcement of local laws and campus policy because of the attention to enforcement this incident brought to us. We were also impressed by the lesson we learned about the power of peer pressure demonstrated by this incident. The change in numbers of violations is reported in Table 2, below.

We have continued to refuse 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 minimal 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. The table below summarizes these outcomes.

Table 1: Comparing Alcohol Violation Statistics Across Academic Years

| Academic Year | Number of Violators (First Offense) | Number of Violators (First Offense) as Percentage of Total Resident Population | Number of Second Offense Violators as Percentage of First Offense |
|--|---|---|---|
| Fall 2010 Spring 2011 | 36 | 3.4% | 13.9% |
| Fall 2011 Spring 2012 | 42 | 3.8% | 11.9% |
| Fall 2012 Spring 2013 | 36 | 3.7% | 13.9 |
| Fall 2013 Spring 2014 | 69 | 6.7% | 18.9 |
| <p>Trends Observed:</p> <hr/> <p>The percentage of first offenders who offend again is very low across the years. We believe this is because of the efficacy of our customized assessment and education mandated and provided on an individual basis</p> <hr/> | <hr/> <p>The average population over the 2nd two year period decreased by 7.3% from the average population over the 1st two year period</p> <hr/> | <hr/> <p>The percentage of first offense violators increased by only 1.6% over the 2nd two year period. We wonder whether this increase in first time offenders in the 2nd two year period was representative of changes in the population entering college.</p> <hr/> | <hr/> <p>The percentage of 2nd offense violators increased by only 3.5 % over the 2nd two year period. The increase is slight enough to for the variance to be statistically significant. We will continue to watch this trend to see if it changes significantly</p> <hr/> |

Table 2: Comparing Drug Violation Statistics Across Academic Years

| Academic Year | Number of Violations | Number of Violations as Percentage of Total Resident Population |
|------------------------|----------------------|---|
| Fall 2010-Spring 2011 | 11 | 1% (N=1,074) |
| Fall 2011-Spring 2012 | 9 | 0.8% (N=1,093) |
| Fall 2012-Spring 2013* | 32 | 3.1% (N=977) |
| Fall 2013-Spring 2014 | 14 | 1.4% (N=1,032) |

*: Zero-tolerance policy implemented at the end of this year.

Table 3: Alcohol/Drug Related Fatalities On Campus

| Alcohol/Drug Related Fatalities On Campus | Number |
|--|--------|
| Staff and Faculty – Fall 2012 –Spring 2014 | 0 |
| Students –Fall 2012 – Spring 2014 | 0 |

SECTION THREE

Alcohol and Other Drug Prevention Program Strengths and Weaknesses

STRENGTHS

Our strengths lie in the breadth and depth of our prevention efforts. We address prevention across the broadest range. We support involvement in influencing policy at the state level (through involvement with Addiction Professionals of North Carolina) and community level (through prohibition of alcohol or local bars' advertisements on our campus). We deepen our influence by providing programming aimed at changing attitudes and motivating behaviors all over campus and through the entire year. The prevention effort goes deeper as we target those

at highest risk of alcohol overuse or addiction by in-depth and individualized assessment and appropriate education and/or treatment. The relative lack of alcohol and drug related negative behavior in our campus housing demonstrates that our 'no alcohol use on campus' and our zero tolerance of illegal drug use policies are both wisely conceived and well enforced. The high quality of our campus police and security officers is apparent in the consistent and effective enforcement of the law and of our campus policies. The quality of our counseling center and residence hall staff and their training and commitment is also one of our greatest strengths. We have reason to be pleased by our prevention efforts.

WEAKNESSES

Our major weakness may lie in the measurement of our outcomes. We assume that providing programming aimed at changing attitudes and behavioral intentions, will in fact cause those changes. We do not measure the given attitudes and intentions either prior to or after the intervention of program participation. We assume that participation in alternative activities represents a lower participation in AOD related activities, but we have no data which demonstrates that.

Our measure of the effectiveness of our policy and enforcement is the number of policy violations and how that number varies. There are too many other factors involved for that single measure to be adequate. It should be noted that violations of policy may increase because of effective enforcement or decrease because peer pressure to use declines when incidents of use declines. Decrease of second violations might indicate poor enforcement or it might indicate that the intervention following the first violation was highly effective. A single measure is inadequate. We would be well advised to develop outcome research methods which are more specific to the desired outcome. Perhaps student perception of policy enforcement is a better measure of enforcement than has been used in the past. If alternative activities, alcohol awareness or anti-drug programming is hoped to influence perceptions that alcohol overuse and drug use are not acceptable behaviors, then it would be wise to attempt to measure such perceptions. If counseling effectiveness needs to be assessed it could be assessed through measures so designed. We are justifiably proud of the success of our prevention programs and the quality of life at Methodist University.

SECTION FOUR

Policy Distribution

The Student Judicial Code is outlined in the Methodist University Student Handbook which is disseminated in hard copy on an annual basis to all new students during the check-in process for NSO, New Student Orientation, and the official Student Handbook is web based, and the Dean of Students sends out an annual notification of the Student Handbook to all faculty, staff and students. 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 have a zero tolerance

for 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

Copies of the policies distributed to students and employees

Standards of Conduct and Disciplinary Sanctions (Students)

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

Alcohol Policy

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. 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, common living areas, and automobiles may be searched for alcohol. All residents and/or visitors who are found in the presence of alcohol possession or consumption 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 on the scene.

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.**

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 Counseling and Psychological Services. 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 Counseling and Psychological Services, 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 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 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 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

Methodist University has zero tolerance for the use, possession, and/or the distribution /sale of illegal drugs.

The following are prohibited:

Illicit Drugs

- a. Possessing or using illegal substances, as defined by federal, state, and local statutes.
- b. Possessing or using controlled substances as defined by federal, state, and local statutes. (Controlled substances may be taken pursuant to a properly issued prescription, provided the controlled substance is taken as and in the amount prescribed.)
- c. Distributing, selling, or possessing with the intent to distribute illegal or controlled substances, as defined by federal, state, and local statutes.
- d. Possessing or using drug paraphernalia (including but not limited to pipes, bongs, etc.).

- e. Being under the influence of illegal or controlled substances as demonstrated by actions and/or other evidence such as the smell of marijuana on the student's clothing and/or person.
- f. Growing and/or manufacturing any illegal substance.

All students, 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. Reasonable Cause in Drug Use Situations is defined as the odor of marijuana on the student's clothing and/or person, in a campus residence, personal vehicle or any other confined space that belongs to or is assigned to the student and/or in a confined space where the student is located when the odor is detected. 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 the distribution 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.

Health Risks Associated with Illicit Drug Use and Alcohol Abuse

Although Methodist University is a dry campus, the University staff educate students about the dangers of the abuse of alcohol and drugs in many different ways: New Student Orientation, First Year Seminars, Annual Health Fairs, and Residence Life hall meetings and programs, etc. The dangers of alcohol and drug additions are outlined on the website of the Center for Personal Development at

<http://www.methodist.edu/counseling/alcohol.htm> and under their self-help resources under the link substance abuse/dependence at

<https://ncadd.org/learn-about-drugs/overview>.

SECTION SIX

Recommendations for revising AOD Programs

1. In order to fully comply with the Drugs Free Schools and Campuses Act, we will add to the Alcohol and Drug Policy on the Student Handbook webpage the following health risk advisory, and we will officially amend the Student Handbook this semester as well. Next year's faculty and staff Handbooks will also include this advisory.

Health Risk and Effects:

Alcohol and drug usage causes a number of marked changes in behavior. Even low doses significantly impair judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including domestic violence and date rape. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. Repeated use of alcohol and drugs can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Long-term consumption of large quantities of alcohol and drugs particularly with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver.

2. Although our current policies refer to state and federal laws. We will add a chart of the North Carolina General Statutes and a statement about federal law. These changes will be updated immediately on the University's Student Handbook web page, and will be placed in the Staff and Faculty Handbook in the future.
3. The University will need to form an Alcohol and Other Drug committee to oversee our implementation of this program.

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