

# Biennial Review of Alcohol and Other Drug Policies, Procedures and Programming

2022-23 AND 2023-24 ACADEMIC YEARS

COMPILED AND SUBMITTED BY UNIVERSITY WELLNESS SERVICES – 10/31/2024

## Table of Contents

|   |    |
|---|----|
| <a href="#">Introduction</a> .....  | 1  |
| <a href="#">Biennial Review Process</a> .....   | 1  |
| <a href="#">Annual Notification</a> .....   | 2  |
| Northwest Missouri State University Policies.....   | 3  |
| <a href="#">Employees</a>   |    |
| <a href="#">Students</a>  |    |
| <a href="#">Residential Life</a>  |    |
| <a href="#">Alcohol Policy</a>  |    |
| <a href="#">Disciplinary Procedures</a> .....   | 15 |
| <a href="#">Summary of Programming and Prevention Efforts</a> .....                                     | 16 |
| <a href="#">AOD SWOT/C Analysis</a> .....   | 23 |
| <a href="#">AOD Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed</a> ..... | 26 |
| <a href="#">AOD Goal and Objective Achievement</a> .....  | 28 |
| <a href="#">Recommendations for Improvement</a> .....   | 29 |
| <a href="#">AOD Certification</a> .....   | 29 |
| <a href="#">Conclusion</a> .....  | 29 |

### Appendices

- Appendix A—Federal Legislation: The Drug Free Schools and Community Act Amendments, Oct. 1990
- Appendix B—University Police Annual Security and Fire Safety Report
- Appendix C—Student and Employee Illegal Drug and Alcohol Policy
- Appendix D—University Employee Handbooks (Staff, Faculty, and Student Employees)
- Appendix E—Northwest Missouri State University Student Handbook
- Appendix F—Student Code of Conduct
- Appendix G—AOD Certification

## Introduction

The Drug-Free Schools and Communities Act of 1989 (Appendix A) requires institutions of higher education to certify that, as a condition of receiving federal funding, it has adopted and implemented a drug prevention program. This program must include the following elements, which are to be distributed annually, in writing, to each employee and student within the institution:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities.
- A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- A clear statement that the IHE will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and the description of those sanctions, up to and including expulsion or termination of the employment and referral for prosecution, for violations of the standards of conduct required. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

In addition to these program requirements, the institution must complete a biennial review of the program, both to determine the effectiveness of the program (and implement changes as necessary), and to ensure that disciplinary sanctions are consistently enforced. This document is to serve as the biennial review for the 2022-23 and 2023-24 academic years at Northwest Missouri State University (Northwest). This review includes Northwest Drug and Alcohol policies, prevention programs/efforts of the institution, and enforcement and discipline practices, relevant to drug and alcohol use at Northwest. It is the purpose of this document to show that Northwest Missouri State University is in compliance with the required elements of the Drug-Free Schools and Communities Act of 1989. Furthermore, this document is to provide a comprehensive assessment of Northwest's Drug and Alcohol program, with the intent to assess both strengths and areas of improvement.

## Biennial Review Process

The Biennial Review process is a collaborative effort involving multiple departments at Northwest, as well as local/community partners. Parties involved in the Biennial Review process include:

- University Wellness Services
  - Suzanne Von Behren—Assistant Director, Wellness Services—Wellness Education & Prevention
  - Tyler Tapps—Assistant Vice President, Health & Wellbeing
  - Evan Rand – Assistant Director, Wellness Services—Operations
- Maryville Partners in Prevention (MVPIP)
- Northwest's Student Affairs Division
  - Student Rights and Responsibilities
  - Residential Life
  - Office of Student Involvement
  - Fraternity & Sorority Life
- Office of Human Resources
- University Police
- Athletics

Data is collected and assessed on an ongoing basis—through work completed by the above named offices, through presentation evaluations, and through the University Police Annual Fire and Safety Report. The Biennial Review process began in August, 2022 and will end September, 2022. Biennial Reviews are kept in the Financial Aid Office, the University Wellness Center, and are available online via the Northwest Consumer Information website (<https://www.nwmissouri.edu/aboutus/facts/consumerinfo.htm>). Hard copies can be requested by contacting Wellness Services at 660.562.1348. Biennial Reviews are to be kept for at least 10 years.

### Notification

Northwest is required by the Drug-Free Schools and Communities Act of 1989 to annually notify all students, staff, and faculty of its alcohol and other drug policies and programming. This is achieved primarily through the electronic distribution of the Annual Consumer Information Notice. All students, staff, and faculty receive an email with a link to the Drug and Alcohol Abuse Prevention Information, including information on drug and alcohol abuse, health risks, campus/local/state/federal laws for possession, use, or distribution and a Biennial Review of Policies, Procedures and Programming Report, which is published by Wellness Services. Alongside the Biennial Review is a link to The Annual Security and Fire Safety Report which contains a detailed outline of the University's Alcohol Policy. This report can be seen in its entirety in Appendix B. The Annual Consumer Information Notice reflects all information any person at Northwest would need—including, but not limited to the Alcohol and Drug Policy. In summary, the annual notification process contains these elements:

- Description of which students receive the policy;
  - Everyone enrolled in at least one course for academic credit, including continuing education students.
- Description of which employees receive the policy;
  - Every employed individual, including part-time/temporary employees, as well as those employed off-campus (outreach centers, online instructors), receive the Annual Consumer Information Notice.
- Method of distribution used;
  - Both are distributed by email, containing a link to the report.
  - Both emails are sent biennially to make sure to reach every student, faculty, and staff no matter the time they start; Fall, Spring, or Summer.
- How is the policy provided to students, faculty, and staff who join Northwest in between the email distribution?
  - The Alcohol and Drug Abuse Prevention Policy, as well as the Annual Fire and Safety Report, are accessible at any time online.
  - All students are provided a Northwest Student Handbook, which provides information regarding the University's alcohol policies and programs, and references the Annual Fire and Safety Report.
  - Also, all employees are provided an Employee Handbook, which outlines the University's alcohol policies and programs, and references the Annual Fire and Safety Report.
- Content/Copy of policy;
  - The Student and Employee Illegal Drug and Alcohol Policy can be found in its entirety in Appendix C.
  - Standards of conduct that clearly prohibits, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities.
  - A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol.
  - A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
  - A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students.

- A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with State and Federal law), 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; a disciplinary sanction may include the completion of an appropriate rehabilitation program.
- Notation of how students who are taking classes off-campus, abroad, and on-line obtain the policy;
- Additional methods used to distribute the policy (online availability, inclusion in written materials, etc.).
  - University Policies are available for review online at any time at <https://www.nwmissouri.edu/aboutus/facts/consumerinfo.htm>;
- Information on how requests for policy are granted;
  - If there is a request to view the policy, individuals are directed to Northwest’s website.

### Northwest Alcohol/Drug Policy—Employee Handbook

The Office of Human Resources provides each University employee with an employee handbook—*Employee Handbook for Administrative, Professional, and Support Staff*, *Faculty Handbook*, or *Employee Handbook for Student Employees* (all included in this report in Appendix D)—upon initial employment. In addition, this policy is included in the Annual Security and Fire Safety Report, which is distributed via email to all Northwest employees and students by the University Police Department (<https://www.nwmissouri.edu/police/PDF/2023SecurityReport.pdf>). This policy can also be viewed by University employees (including student employees) at any time by logging into myNorthwest (<https://www.nwmissouri.edu/login/index.htm>), selecting the Human Resources tab, and selecting the appropriate handbook link. The Northwest Missouri State University employee policy reads:

#### Student and Employee Illegal Drug and Alcohol Policy

**Purpose:**

The purpose of this policy is to inform students & employees that Northwest Missouri State University enforces federal, state and local rules and laws prohibiting the illicit use of drugs and limiting alcohol on campus.

**Policy:**

Northwest Missouri State University (“The University”) recognizes its responsibility to foster a learning environment that minimizes negative impact of high-risk alcohol use and drug use/possession on student life and academic success. The University recognizes that unlawful drug use must be prohibited and care must be taken to allow alcohol only in settings where it is responsible to do so, and to ensure that policies do not result in an atmosphere in which irresponsible or dangerous alcohol use is likely to result.

The University takes seriously the need to enforce federal, state and local rules and laws prohibiting the illicit use of drugs and limiting alcohol on campus and at University-sponsored events. In accordance with the Drug-Free Workplace Act of 1988, the Drug- Free Schools and Communities Act Amendments of 1989 as well as other federal, state, and local laws, the University has adopted this anti-drug and alcohol abuse policy for its campus, employees, faculty, students and student organizations. (Faculty and staff are collectively referred to as “Employees” throughout this policy)

Annual distribution of alcohol and drug prevention materials to all students and Employees are accomplished through the Annual Security Report.

As mandated by federal regulation, the University compiles a Biennial Review of the University's alcohol and drug policy and initiatives. It can be found at: <http://www.nwmissouri.edu/facts/pdf/AlcoholDrugReview.pdf>.

## **Drug Free University**

The University prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance on University owned or controlled property, as any part of a University activity, and while doing University work. The University prohibits individuals from being under the influence of illegal drugs on University owned or controlled property or as part of a University activity.

This practice does not prohibit use of legally obtained drugs, including prescription drugs and over-the-counter drugs, while on University premises, while engaged in a University activity, or while performing University work, provided those drugs are used in accordance with the prescription by the prescription holder or with over-the-counter directions.

Such use by an Employee must not impair the Employee's ability to perform the essential functions of their job effectively and in a safe manner. An Employee using prescription or over-the-counter drugs is required to report such to their supervisor or the Office of Human Resources if it may affect the Employee's capacity to perform job duties or may create a danger to the Employee or others.

Employees must report to the University any conviction or guilty plea under a criminal drug statute for violations occurring on or off University premises. A report of conviction must be made to the Office of Human Resources within five (5) days after the conviction or guilty plea.

University policy does not recognize use of illegal drugs or abuse of other drugs as an excuse for misconduct of any kind – including violations of University policies – by Employees, students, or student organizations.

## **Use of Alcohol**

### **Responsible Use of Alcohol**

University policy also does not recognize the misuse of alcoholic beverages as an excuse for misconduct of any kind – including violations of University policies – by Employees, students, or student organizations. Emphasis is placed on the responsible use of alcohol. Responsible drinking is the use of alcohol in ways that do not negatively affect either the individual or the community and do not violate the law. Alcohol is not permitted anywhere on University property except as specified in the University's Alcoholic Beverages on University Property Policy.

Other than responsible use in the context of appropriate University-related social events, Employees may not use, possess, distribute, sell or be under the influence of alcohol while on University premises or doing University work.

### **Alcohol/Drug Testing**

To ensure an environment free of illegal drugs and irresponsible use of alcohol, the University reserves the right to require an Employee to undergo alcohol and/or drug testing (such as on urine and/or blood) as a condition of employment or continued employment at the following times: *Reasonable Suspicion* - "Reasonable suspicion" exists when an Employee exhibits signs of impairment due to the use of illegal drugs and/or irresponsible use of alcohol. In such a situation, an Employee may be asked to report to a testing facility for a drug/alcohol screening.

*Post-Accident* - An Employee who is involved in an accident or other incident while on University business that results in injury and/or property damage may be subject to drug/alcohol screening. DOT Requirements. Employees to whom the testing rules of the Department of Transportation apply will be subject to drug/alcohol testing as required by the Department of Transportation regulations.

The University will incur the cost of the drug/alcohol screening. The following may result in disciplinary action up to and including termination of employment with the University: (1) a confirmed positive drug screening, and/or (2) a confirmed positive alcohol screening that demonstrates illegal conduct or – outside of responsible use in the context of appropriate University-related social events – alcohol use while on University premises or doing University work. Additionally, interference with or refusal to submit to a drug and/or alcohol screening will result in disciplinary action up to and including termination of employment with the University. Two or more diluted or adulterated samples, without a medical explanation, will be deemed interference.

The University reserves the right to inspect or search University vehicles, desks, and/or other University property at any time. Refusal to cooperate will subject the Employee to disciplinary action up to and including termination of employment from the University. A confirmed positive drug and/or alcohol screening (regardless of responsible use of alcohol) or any other violation of this policy may also influence an Employee's workers' compensation and/or unemployment compensation benefits.

### **Potential University Sanctions**

Any Employee, student, or student organization found to be in violation of this policy will be subject to appropriate disciplinary action pursuant to University policies and consistent with local, state, and federal laws. Such disciplinary action may include counseling, mandatory participation in an appropriate rehabilitation program, a verbal or written warning, suspension from or termination of employment or academic program, and expulsion from the University. Sanctions will be determined pursuant to applicable Employee, faculty, student, or student organization procedures. In addition, violators may be referred to appropriate law enforcement authorities for prosecution.

### **Drug Convictions and Student Financial Aid Eligibility**

Under federal regulations, students convicted for a drug offense that occurred during a period of enrollment while they were receiving Title IV Federal Student (Financial) Aid, lose eligibility for that aid. Federal Student Aid includes grants, loans, and work assistance otherwise provided to eligible college students under Title IV of the Higher Education Act. The period of non-eligibility begins on the date of the conviction and remains in effect until the student has met certain rehabilitation requirements.

The prohibition on federal aid applies to any student who has been convicted of any offense under any Federal or State law involving the possession or sale of a controlled substance as defined by Section 102(6) of the Controlled Substances Act (21 U.S.C. § 802(6)). Laws regulating distilled spirits, wine, and malt beverages are not included within the definition of "controlled substance."

Other financial aid programs, including certain state programs, may also limit eligibility for students convicted of a drug offense.

## **Parental Notification**

It is not the intent of the University to institute a policy of parent notification for every incident involving student use of alcohol or other controlled substances. Rather, student affairs personnel will use these guidelines to intercede in situations where alcohol and drug abuse has led to situations which threaten the health or safety of individual students, has contributed to significant deterioration of the living- learning community, or has interfered with a University sponsored activity or event.

Examples of incidences in which parents could be notified include intoxication or impairment which was deemed to be health threatening, fighting, harassment, or property damage which can be linked to excessive drinking or drug use. Evidence of recurring patterns of alcohol or drug related violations, residence hall violations, and/or other violations of the University's judicial code may also result in parent notification.

## **Federal, State, and Local Alcohol and Drug Laws**

### **Federal Law**

Federal law provides strict penalties for violation of federal drug laws. For a first conviction of illegal possession of a controlled substance, a person may be imprisoned for up to one year and/or fined at least \$1,000 but not more than \$100,000; after two or more prior convictions the penalty increases to at least 90 days in jail but not more than three years and/or a fine of at least \$5,000 but not more than \$250,000. Federal trafficking penalties for controlled substances (such as marijuana, heroin, cocaine, PCP and LSD) range from less than five years in prison and/or a fine of less than \$250,000 to life imprisonment and/or a fine of up to \$8 million (for an individual). Other penalties may apply, such as forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance, denial of certain federal benefits, and revocation of certain federal licenses.

Certain federal laws may apply to unlawful manufacture, possession, and trafficking of alcohol as well. Penalties range from fines to prison terms.

### **State and Local Law**

Missouri law and local law also provide penalties for violations of laws relating to the unlawful manufacture, sale, use or possession of controlled (and/or imitation of) controlled substances and alcohol. In addition, Missouri and localities have laws relating to underage drinking, driving while intoxicated or under the influence of alcohol and/or illicit drugs. Sanctions for violations may range from local citation to state law felonies. Penalties may range from small fines to prison terms, depending on the violation and past criminal history of the individual.

### **Further Information**

Further information on these laws and penalties is available at <http://www.moga.mo.gov/mostatutes/chaptersIndex/ChaptIndex631.html>.

## Health and Safety Risks of Drug and Alcohol Abuse

### Alcohol Health and Safety Risks

Alcohol use carries several risks. These include drinking/driving accidents, increased incidents of rape and assault, academic problems, police involvement, medical problems including alcohol abuse and dependence and fetal alcohol syndrome, and fatalities.

### Substance Abuse Health and Safety Risks

Substance abuse may result in a wide array of serious health and behavioral problems. Substance abuse has both long and short-term effects on the body and the mind. These effects may include toxicity, HIV infection with intravenous drug use, heart attack, stroke, sudden death, pregnancy complications, birth complications and defects, physical and psychological dependence, withdrawal, disruption of normal heart rhythm, high blood pressure, stroke, bleeding and destruction of brain cells, memory loss, depression, infertility, impotency, immune system impairment, kidney failure, cirrhosis of the liver, and neurological and pulmonary damage.

### Further Information

Further information on these laws and penalties is available at <http://www.nwmissouri.edu/facts/pdf/AlcoholDrugReview.pdf>.

### University and Community Resources and Referral Information

Northwest Missouri State University provides counseling services for students and Employees seeking assistance or information concerning alcohol and drug issues. Students wishing to take advantage of this service may contact the University.

Wellness Services at (660) 562-1348 and Employees wishing to take advantage of this service may contact the <http://www.guidanceresources.com>.

In addition, other resources are available. Several self-help groups hold meetings throughout the area, including Alcoholics Anonymous, Narcotics Anonymous, and Al-Anon. Individuals can contact the National Clearinghouse for Drug and Alcohol Information (800-729-6686), which is operated by the U.S. Department of Health and Human Services and staffed 24 hours a day, 7 days a week; specialists provide information and referrals.

For further information and help with these issues, please visit <http://www.nubeginning.org/>.

### Northwest Alcohol/Drug Policy—Student Handbook

The current and most up-to-date Northwest Missouri State University Student Handbook (see Appendix E) is available at any time to all Northwest students via the university's website at the following address: <https://www.nwmissouri.edu/studentaffairs/PDF/StudentHandbook.pdf>

Students are reminded of the policy on an annual basis through multiple venues—Residence Hall meetings, University Seminar courses, presentations across campus, etc. Specific to Northwest's alcohol and drug policy,

the handbook provides comprehensive information pertaining to the University's Alcohol and Drug Abuse Prevention policy, policy enforcement and possible legal sanctions for violations of the policy, health risks associated with drug and alcohol use, and education/treatment information available to students. As it relates to alcohol and other drugs, the Northwest Missouri State University student handbook reads:

### Alcohol and Drug Abuse Education

All members of the Northwest community now covered by this policy will be required to participate in a drug and alcohol awareness seminar. Special sessions will be scheduled for new employees within the first three months of their employment. The drug and alcohol awareness seminars shall include:

- The content of this policy.
- The extent and nature of the abuse problem, including national and Northwest statistics, as well as social, personal and health risks.
- Recognition of symptoms of abuse and discussion of recent perspectives on the problems (i.e., focus on prevention, environment and norms rather than only on full-blown addiction, value of early intervention, process of addiction and health risks).
- Referral information on available counseling, rehabilitation, and self-help groups.
- Penalties to be imposed for violation of this policy.

#### **Assessment**

Assessment activities to guide program development will be conducted by the Wellness Services staff, and results will be used to evaluate and guide program development.

Assessment, at a minimum, will include the following information:

- An appraisal of the environment for subtle causes of alcohol and drug abuse;
- Surveys of campus awareness, attitudes and behaviors regarding the abuse of alcohol and other drugs;
- The collection and use of alcohol and other drug-related information from police and security reports;
- The collection and use of summary health and counseling client information;
- The collection and use of summary data from drug-related disciplinary actions.
- Northwest uses the Missouri College Health and Behavior Survey (MACHB) to monitor the behaviors of Northwest students. A substance abuse task force (MVPIP) with representation from all facets of the University reviews the MACHB data annually. By reviewing this data annually, it ensures the University is properly addressing certain behaviors effectively.
- A yearly summary of Northwest's alcohol and drug related efforts is available in the Student Affairs Office.

#### **Local and on-campus referral information**

Off-Campus

Contact Wellness Services at 660.562.1348 for off-campus referrals.

On-Campus

Information and assistance are available through the Wellness Services and University Police. Wellness Services provides individual and campus-wide education and resources to promote healthy living and reduce consequences from alcohol and other drug use.

Classroom presentations, interactive programs for residence halls, campus organizations and individuals about alcohol and other drug use, laws pertaining to their use, and personal risks related to using these substances are available.

Students may schedule appointments with Wellness Services for confidential consultation and recommendations for assistance related to alcohol use.

Wellness Services chairs the Maryville Partners in Prevention, a multidisciplinary team that reviews policies, assesses needs and develops plans that are aligned with best practices in college health.

### Self Help Groups

The following is a list of self-help groups available in the Maryville area. Similar groups meet in St. Joseph and other surrounding towns.

#### **Alcoholics Anonymous (AA) Meetings**

AA closed meetings are for anyone with a desire to quit drinking. AA meetings are for anyone who wants to learn more about alcoholism.

- Mondays – 12:15 p.m., Wesley Center (Northwest campus)
- Mondays – 6 p.m., 1<sup>st</sup> United Methodist Church, 102 N Main, Maryville
- Wednesdays – 6 p.m., 1<sup>st</sup> Presbyterian Church, 211 S Main, Maryville
- Thursdays – 12:15 p.m., Wesley Center (Northwest campus)

#### **Narcotics Anonymous (NA) Meetings**

Narcotics Anonymous is a community-based association of recovering drug addicts.

- Tuesdays – 6 p.m., Countryside Christian Church
- Thursdays – 6 p.m., Countryside Christian Church
- Saturdays – Noon, Countryside Christian Church
- Sundays – 6 p.m., Countryside Christian Church

#### **Overeaters Anonymous (OA) Meetings**

Overeaters Anonymous offers a program of recovery from compulsive overeating that addresses physical, emotional and spiritual well-being.

- Mondays – 5:30 p.m., MOSAIC, Maryville
- Saturdays – 9 a.m., MOSAIC, Maryville

## Health Information

### Physical Consequences of Drug and Alcohol Abuse

#### **The Liver**

Alcohol — Severe swelling, cirrhosis and hepatitis.

Cocaine — Hepatitis from injecting with non-sterile needles.

#### **The Muscles and Bones**

Alcohol — Weakness and loss of muscle tissue, decreased bone strength, nutritional deficiency.

#### **The Nose**

Cocaine — Ulcers in the mucous membrane.

Tobacco — Deadens the sense of taste.

#### **The Lungs**

Alcohol — Greater chance of infections.

Marijuana — More susceptible to colds, pneumonia and flu. May lead to chronic bronchitis, emphysema and lung cancer.

Cocaine — Breathing failure.

Tobacco — Leads to incurable cancer; also bronchitis and emphysema.

#### **The Stomach**

Alcohol — Inflammation, ulcers.

#### **The Brain**

All — Permanent brain cell damage.

Alcohol — Brain atrophy, deficits in problem solving, abstract thinking and difficult memory tasks. Links to violence and aggression, accidental deaths and injury. Dementia, blackouts, seizures, deficits in general intelligence and verbal learning. Memory loss, confusion, hallucinations.

Marijuana — Acute fears and anxiety.

Cocaine — Paranoia, aggressiveness, hallucinations, convulsions.

Amphetamines — Speech and thought disturbance.

Tobacco — Neurotransmitters disrupted.

#### **The Heart**

Alcohol — High blood pressure, enlarged heart, heart failure.

Marijuana — increases heart rate by 50%, lowers oxygen supply to heart muscle.

Cocaine — Heartbeat irregularity, heart attack.

Tobacco — Heart disease, heart attack.

Amphetamines — Rapid or irregular heartbeat, heart disease or attack from injecting high doses.

#### **The Pancreas and Intestines**

Alcohol — Inflammation, diarrhea, chronic and acute pancreatitis.

### **The Sex Organs**

Alcohol-Impotence. Hormonal changes lead to organ damage.

Marijuana-Temporary loss of fertility. Impairs normal sexual development.

Especially harmful during adolescence or pregnancy.

### **The Immune System**

Alcohol-increased susceptibility to infection, pneumonia, peritonitis. Drugs Injected — AIDS

### **The Blood Vessels**

Amphetamines — Serious and life-threatening infections including AIDS from injecting amphetamines with non-sterile equipment or contaminated solutions.

Alcohol — High blood pressure.

Tobacco — Constricts blood vessels. Circulatory problems, increased cholesterol deposits.

### **Signs and Symptoms of Substance Abuse**

Presentation may vary depending on the substance. The following are general signs and symptoms that may indicate substance abuse.

- Odor of alcohol on the breath
- Unexplained changes in personal or professional relationships
- Deteriorating work performance
- Mood swings with increased anxiety or depression
- Facial telangiectasia's (spiders)
- Unusual scarring or bruising
- Deterioration in appearance
- Social isolation
- Unusual hoarseness
- Increased irritability
- Speech, coordination, memory problems
- Hyperactivity and/or psychomotor retardation
- Eye redness, irritation

Detailed information regarding enforcement, disciplinary actions, and the judicial process for Northwest students can be found in the Student Code of Conduct (see Appendix F of this report).

## **Northwest Alcohol/Drug Policy—Residential Life**

The Northwest Missouri State University Student Handbook (see Appendix E) is discussed with all students who reside on campus, on an annual basis, through multiple venues. The handbook is also discussed in floor meetings at the beginning of each semester. The Alcohol/Drug Policy is referenced on several signs throughout University housing facilities, in high traffic areas for all students to view. Student who are found in violation of the Northwest Alcohol/Drug Policy are again given notice of the policy and the Student handbook during Conduct meetings.

**Purpose**

To provide the standard policy and proper procedure to possess alcohol on University property.

**General Guidelines**

- 1) Individuals, organizations or other entities participating in University events and tailgating at which alcohol present are responsible for their own conduct and expected to respect the rights of others and the University community.
- 2) Individuals, organizations, and other entities should follow all federal, state, and local laws and regulations – as well as University policies, procedures, and guidelines – pertaining to the use, serving, sale, and distribution of alcohol at all times.
- 3) The University does not permit or condone the consumption, possession, or distribution of alcoholic beverages by or to any individual under the age of 21 under any circumstance. Official identification may be required to verify that an individual consuming or possessing alcohol on University property is of legal age for doing so.
- 4) Advertising as to availability of alcohol on University premises is prohibited.
- 5) The University Police Chief and/or the Vice President of Student Affairs (or their designees) may place additional restrictions on the possession, use, and distribution of alcohol on University property and/or at University events at any time.
- 6) The University President is the final appeals authority for all decisions made under these guidelines and/or additional restrictions on the possession, use, and distribution of alcohol on University property and/or at University events.

**Tailgating Guidelines**

- 1) Alcohol is permitted at tailgating events before each home football game, starting five hours before game time and no earlier than 8 a.m. on game day and ending at kickoff.
- 2) No one under the age of 21 is permitted to consume or possess alcohol.
- 3) Possession and/or consumption of alcohol may take place only in parking lots 60, 62, 1 and 25 (Visitors Tailgate).
- 4) Northwest Campus Dining may provide alcohol for purchase at the Bearcat Tailgate Zone in the Raymond J. Courter College Park Pavilion prior to home football games. No alcohol will be sold after the scheduled kick off time.
- 5) Possession and/or consumption of alcohol is prohibited outside of the designated tailgating lots (Lots 25, 60, 62, 63, and Lot 1 (visitors tailgate) with the exception of the suites at Bearcat Stadium and the Raymond J. Courter College Park Pavilion.
- 6) Anyone possessing and/or consuming alcohol shall possess valid photo identification establishing that they are 21 years of age or older and comply with a request to show such identification when requested by law enforcement or game security personnel.
- 7) Kegs, party-balls, multi-quart containers, and bulk-dispensing of alcohol are prohibited.
- 8) Glass containers are prohibited. Aluminum and plastic containers are recommended for the safety of all fans.

- 9) In an effort to maintain a safe and responsible atmosphere, no one may possess or consume alcohol from any device or apparatus designed to consume alcohol at a greater-than-normal rate of speed (including but not limited to funnels or beer bong).
- 10) Drinking games (included but not limited to beer pong) or other designed efforts that may promote excess drinking are prohibited.
- 11) Those providing alcohol for themselves and their guests should provide non-alcoholic beverages and food as well.
- 12) Providing alcohol to anyone other than your guests is prohibited. Individuals or groups may not allow unrestricted access to alcoholic beverages.
- 13) Tailgaters are responsible for disposing of garbage. They must take particular care to dispose of or secure any unattended containers of alcohol appropriately. Failure to comply with this policy may result in criminal charges, loss of tailgating privileges and/or student disciplinary charges.
- 14) The University reserves the right to refuse tailgating privileges to anyone at any time. Inappropriate and/or illegal conduct will result in the loss of tailgating privileges [without refund] and may result in permanent loss of such privileges at any time [without refund].

### **Bearcat Stadium Suites**

- 1) Alcohol (beer/wine/liquor) is permitted within the suites.
- 2) Suite owners must provide alcohol for the suite (see Supplying Suite with Alcohol)
- 3) All non-alcoholic beverages/water must be purchased via Northwest Campus Dining and outside products are not allowed to be brought to suite.
- 4) All alcohol is required to be consumed in plastic cups (provided by Northwest).
- 5) Kegs and other common bulk containers are not allowed at any time.
- 6) No one under the age of 21 is permitted to consume or possess alcohol. Verification of age of suite guests is the responsibility of each suite holder.
- 7) Anyone possessing and/or consuming alcohol shall comply with request to show valid photo identification establishing that they are 21 years of age or older if requested by law enforcement, game security personnel or university official.
- 8) In an effort to maintain a safe and responsible atmosphere, no one may possess or consume alcohol from any device or apparatus designed to consume beverages at a greater than normal rate of speed (including but not limited to funnels or beer bong).
- 9) The sale of alcohol at any point within the suites is strictly prohibited.
- 10) Alcohol may not be shared between suites.
- 11) All patrons must be in possession of a suite ticket or a game day suite access pass to access the suite level prior to and during the game.

### **Supplying Suite with Alcohol**

Suite Holder (or designee) must bring any alcohol to be consumed within their suite to the press box prior to game day. Suite holders must contact Athletic Department representatives to make plans for dropping off alcohol. Secure refrigerated storage will be provided in each suite by Northwest.

No alcohol may be brought into the suite on game day.

## **General Suite Rules**

- 1) Alcohol must be consumed in, and remain within the suite, at all times. No alcohol permitted to move from suite to suite, on the walkway or outside of the 3rd floor area.
- 2) Beverages cannot be taken from the 3rd floor to any other area of the stadium.
- 3) Alcohol Consumption must conclude no later than the end of the 3rd quarter.
- 4) Maximum number of guests per suite is 20 (12 tickets and 8 game day suite access passes).
- 5) Suites are requested to be cleared within 30 minutes of the conclusion of the game.
- 6) Violation or abuse of alcohol policies will be addressed by University personnel or designees.
- 7) The University reserves the right to suspend/terminate alcohol privileges for violation of rules and or conduct detrimental to Northwest Missouri State University.

## **Other University Event Guidelines**

- 1) The possession and consumption of alcoholic beverages may be permitted at functions and activities at the Gaunt House, in the J.W. Jones Student Union and single specific events as approved by the President (or their designee):
  - a. where the campus food service provider contracted to provide such service is responsible for the possession and distribution of alcohol; any third-party vendor must, in addition to other terms provided in the contract, i.e., possess a valid liquor license,
  - b. adhere to all applicable laws and regulations concerning alcohol,
  - c. obtain all appropriate and necessary liquor permits and pay all charges associated with obtaining those permits,
  - d. provide all qualified, trained personnel necessary for dispensing and controlling alcoholic beverages at the event, and
  - e. maintain liquor liability insurance, including contractual liability coverage, by endorsement to commercial general liability insurance or otherwise, with limits of not less than \$1,000,000 per occurrence.
- 2) The majority of guests attending such an event must be 21 years of age or older.
- 3) Access to the event must be restricted to invited guests.
- 4) Service shall end at least 30 minutes prior to the scheduled conclusion of the event.
- 5) Any alcohol consumed shall be purchased or provided by the campus food service.
- 6) Alcohol will be available only by the glass or single-service container.
- 7) Non-alcoholic beverages and food must be provided at all events where alcoholic beverages are served. Food quantity must be relative to the volume of alcohol served. (i.e. providing popcorn or snack mix is not sufficient for a cash bar).
- 8) Participants may not remove alcohol from the event location.
- 9) Admission should not be charged for events where complimentary alcohol is served.
- 10) No University funds or student fees may be used to purchase alcoholic beverages for events covered by these guidelines.
- 11) Alcohol may not be brought to an event by participants except as provided in the Tailgating and Bearcat Stadium Suites Guidelines.
- 12) To the extent a sponsoring organization wishes to supply alcohol for an event, it may not do so through the University and must address the matter to the campus food service provider.

Requests to serve alcohol must be submitted via the online request form found on the [Auxiliary Services homepage](#) and submitted to the Student Union Event Coordinator to be processed at least 21 days prior to the event. Final approval will be made by the University President or his/her designee.

## **Full-Time University Employees Required to Live on Campus**

- 1) Full-time University Employees required to live in on-campus housing as a condition of employment may possess and consume alcohol in their University provided living quarters.
- 2) Employees must be over the age of 21 and not consume alcohol in the presence of undergraduate students living on campus or any student the age of 21.
- 3) Kegs and other common bulk containers are not allowed at any time.
- 4) Employees may not be 'on duty' or 'on call' when consuming alcohol.
- 5) Employees may not provide alcohol to undergraduate students or residents of the buildings they supervise.
- 6) Failure to use alcohol responsibly may result in disciplinary action up to and including termination of employment.

## **Disciplinary Procedures**

Northwest will impose disciplinary sanctions to students and employees for violations of University alcohol/drug policies, as well as violations of local, state, and/or federal law. These disciplinary procedures are outlined in University policies, which are included in this document. In addition, the University has taken steps to ensure that the sanction process is handled consistently.

The Student Rights and Responsibilities Coordinator holds trainings for all Student Conduct Administrators prior to the beginning of each academic year. As part of this training, consistent sanctions are discussed for common conduct violations, including drug and alcohol violations. These sanctions include, but are not limited to:

- Warning and/or probationary period
- Fines
- Alcohol-education programming
- Substance abuse-education programming
- Parental notification
- Substance abuse counseling
- University suspension or dismissal

Additionally, to ensure consistency, all second and subsequent alcohol violations, and all drug violations, are heard by the Student Rights and Responsibilities Coordinator. In doing so, these violations are sanctioned consistently based on the proportionate and progressive nature of each individual incident.

The Student Rights and Responsibilities Coordinator also conducts monthly Clery reviews within the student conduct software program to verify that sanctions are applied consistently to all drug and alcohol violations. This allows for the Student Rights and Responsibilities Coordinator to review all drug and alcohol violations for the time period and ensure consistency among all Student Conduct Administrators.

## Summary of Programming and Prevention Efforts

Northwest takes a collaborative, multidisciplinary approach to drug and alcohol education and prevention. This model involves entities from across campus including Athletics, MVPIP, Office of Student Involvement, Office of Human Resources, Residential Life, University Police Department, and University Wellness Services. Descriptions of programs and interventions through these departments are detailed below.

### Athletics

- MVPIP Coalition involvement.
  - MVPIP is a campus and community collaborative coalition. It is facilitated by Wellness Services and UPD but involves various departments from across campus as well as community entities. We target students both on and off campus. Our mission: MVPIP will create a healthy culture and environment on campus and in the community that encourages responsible decision making.
- Summary/Outcome data;
  - Athletics had an active member on the coalition for the last two years providing insight and feedback about how MVPIP efforts could help/ be beneficial with the students they worked with. They also provided support in our efforts through manpower and collaborative funding.
- Drug Education, Counseling, and Testing Program
  - This program is through The National Center for Drug Free Sport and aims to keep student athletes drug free. Tests are random through the academic year. If athletes test positive, they are referred to Wellness Services or off campus counseling. The program is targeted at student athletes and is individual in scope.
- Summary/Outcome data
  - Testing of athletes was conducted 4 times since the policy was adopted. 7% of each athletic roster was tested.
- Athletic Wellbeing Screening
  - All incoming athletes during the biennium period participated in a six-part screening for mental health concerns and substance abuse.
- Summary/Outcome data
  - The athletes were given their results and connected to the proper resources to seek treatment if needed.

### MVPIP

During the current biennium period, a concerted effort was made to revitalize MVPIP efforts in the aftermath of the COVID-19 pandemic. Additionally, many departments involved in MVPIP experienced employee turnover, which led to coalition vacancy and/or new members that needed educated about the purpose and work of MVPIP. MVPIP is tasked with making AOD efforts more efficient at Northwest, and over the course of the last two years it has made progress toward becoming an effective and sustainable coalition.

Despite early struggles, MVPIP played a role in shaping individual department efforts toward AOD education and programming through deliberate communication and collaboration. Moving forward it will focus efforts on policy review, program success, and goal/objective achievement.

## Office of Student Involvement

- **Greek Life Programming**
  - New Member Education
    - Fall 2022 and 2023
      - Changed from a day long presentation to a more comprehensive program. This included the AOD conversation being the Alcohol Skills Training Program facilitated by Greek Life and Wellness Services Staff members.
      - Approximately 300 students participate each year.
  - Leadership Retreat
    - Spring 2023
    - Spring 2024
    - All Greek Council leadership retreat in attendance; discuss issues and create an action plan to address areas for improvement including AOD use in the Greek Community
    - Approximately 30 students in attendance
  - Annual AFLV (Association of Fraternal Leadership / Values) Conference Attendance
    - Spring 2023
    - Spring 2024
    - Approximately Northwest Greek Council leaders attend annual conference; over 3000 student attendees each year
    - Programming / Education include topics of AOD
    - Vice Presidents of Risk Management for Panhellenic Council and Interfraternity Council participated in a training track specific to Risk Management presented by the National Interfraternity Council (NIC)
  - Speaker
    - Fall 2023
      - Tina VanSteenbergen, spoke on the behalf of Enhancing Positive Body Image and why Sisterhood Matters
  - Other
    - Fall 2023
      - This IFC event/program was for people to have drink covers to prevent them from being spiked.
- **Summary/Outcome data: Greek Life Risk Management Training**
  - Greek Life Risk Management Training
    - Vice Presidents of Risk Management and their committees visit each IFC and Panhellenic affiliated organization each year to share information regarding the Greek Life Risk Management Policy, Event Hosting Standards and Student Organization Conduct Policy.
    - Approximately 700 students participate each year.
- **Student Activities Council (SAC)**
  - Special Events Programming
    - These events are alcohol free social opportunities for students that occur throughout the week, typically Wednesday, Thursday, and Friday. These events begin at 7p.m. or later. SAC hosts 10-15 of these events per academic year.
  - Lecture Programming
    - These events are alcohol free social opportunities for students that occur throughout the week, typically on Tuesday, that promote diversity of thought through varying pop-culture topics. Themes include gender-norms, substance abuse, mental health, and entrepreneurship. SAC hosts 3-5 of these per academic year.

- Northwest Traditions Programming
  - These events are alcohol free social opportunities for students that occur during university wide celebrations such as Homecoming, Family Weekend, Northwest Week, and Advantage Weekend (first-year orientation). These events promote healthy social opportunities that are an alternative to alcohol during high-risk times of the year.

## Office of Human Resources

- Required and Optional Trainings
  - Drug Free Workplace - Required
    - The goal of this course is to provide employees with an understanding of drug and alcohol abuse in the workplace. This course will review the Drug Free Workplace Act, recognizing the signs of substance abuse and addiction, and knowing your role in fighting substance abuse on the job.
  - Student Alcohol & Substance Misuse - Optional
    - The goal of this course is to provide an overview of student substance abuse and the role of educators in substance abuse prevention. This course is also designed to help staff members identify and respond to general substance abuse issues involving students. This course will examine student substance abuse facts, trends, symptoms, and dangers, identify risk and protective factors that influence attitudes and behaviors in regard to substance use, discuss the role of educational institutions in substance abuse prevention, and examine different situations involving substance abuse during which a staff member may need to intervene to protect a student.
  - Prescription Drug Abuse: Impact on Students - Optional
    - Prescription drug abuse is a substantial problem on today's campuses, and college students have a higher likelihood of misusing prescription stimulants, often referred to as "study drugs," than their noncollege peers. Faculty and staff play a critical role in providing knowledge and raising awareness among students. This course is designed to provide faculty and staff with an overview of prescription drug abuse, its causes and effects, and ideas for increasing awareness among the campus community.
  - Opioid Overdose Response Awareness - Optional
    - Each day, more than 130 people in the U.S. die after overdosing on opioids, such as prescription narcotics, heroin and fentanyl, creating a national health crisis. Opioid emergency-related deaths often can be prevented if the person receives emergency medical care and timely administration of an opioid reversal agent. This course provides employees with an overview of opioid overdose response procedures and the usage, storage and maintenance of opioid reversal agents, such as naloxone.
  - Reasonable Suspicion for Drug and Alcohol Use in the Workplace - Optional
    - The objective of this course is to train administrators and supervisors on the risks of drug and alcohol use by employees, the skills to recognize use of drugs and alcohol, the skills to confront an employee who may be using drugs or alcohol, and the procedures for documenting reasonable suspicion cases.
  - First Aid - Alcohol and Drug Overdose - Optional
    - Alcohol and drug overdoses are serious situations at work. They can lead to poor job performance, workplace violence, severe injuries, and even death. In this course, you'll learn some common types of drugs that can be overdosed on, symptoms of alcohol and drug overdoses, best practices for interacting with someone who's overdosed on alcohol or drugs, and first aid to help the person who's overdosed. [course outline] Types of Drugs Drugs at Work Drug Overdoses Getting Help First Aid for Drug Overdoses and Drug Abuse First Aid for Extreme Medical Emergencies
  - Medication Administration: Naloxone - Optional
    - Each day more than 200 people in the U.S. die after overdosing on opioids, such as prescription pain medication, heroin and fentanyl, creating a national health crisis. However, opioid overdose deaths often can be prevented if the person receives emergency medical care and timely administration of

an opioid antagonist, such as naloxone. This course will help staff members recognize an opioid overdose and provide steps to administer naloxone.

- Employee Assistance Program
  - All Northwest employees, including spouses and dependents, are eligible to use the Ability Assist Counseling Services sponsored by The Hartford. Ability Assist Counseling Services provide up to three face-to-face emotional or work-life counseling sessions per occurrence per year. Counseling services are available for things such as stress, anxiety, depression, substance abuse, tax questions, getting out of debt, power of attorney and divorce.
- Mindful by BlueKC
  - Mindful by BlueKC is a behavioral health initiative dedicated to reducing stigma around behavioral health in our communities while making care accessible and affordable for members. Mindful by BlueKC is a commitment to covering the health needs of the whole person and comes to life as a set of tools and resources to address stress, depression, anxiety, substance use and more. This ensures that members can access and afford the behavioral healthcare they need.

## Residential Life

- Alcohol Free Residence Halls.
  - All campus residence halls are alcohol free. Resident Assistants and other Residential Life staff work to educate students about the policy and they also work to enforce the policy. Drinking alcohol on campus in the halls is not allowed, even if you are over the age of 21. This is a selected approach targeting on campus students.
- MVPIP Coalition involvement
  - MVPIP is a campus and community collaborative coalition. It is facilitated by Wellness Services and UPD but involves various departments from across campus as well as community entities. We target students both on and off campus. Our mission: MVPIP will create a healthy culture and environment on campus and in the community that encourages responsible decision making.
- Summary/Outcome Data: MVPIP Coalition involvement
  - Residential Life has worked to have an active member on the coalition providing insight and feedback about how MVPIP efforts could help/ be beneficial with the students they worked with. They also provided support in our efforts through manpower and collaborative funding.
- Pizza and Police with RHA/UPD
  - The Residence Hall Association (RHA) and University Police Department (UPD) collaborate to host Pizza and the Police events in the Residence Halls at the beginning of the Fall Semester. These events are an opportunity for students to get to know University Police officers in a relaxed environment. The events typically have a topic of focus – ordinances being considered by City Council, prescription drug misuse, alcohol on campus, etc. Events take place in the evening, at different halls, every few weeks. This is a selected approach focusing on students who live in the Residence Halls.

## Student Affairs

The Student Affairs division at Northwest has made it a priority to focus on alcohol responsibility and education. It has established a shared goal, which all departments within Student Affairs are to strive for. These goals were established in academic year 2015-16 and will be assessed on an on-going basis. The goal is as follows:

- **Goal:** Students with an alcohol concern or at risk of an alcohol concern will be given the Alcohol Use Disorder Identification Tool (AUDIT) and given the information and resources to better themselves
  - **Actions**
    - **All Departments:**
      - All students who score an 8+ will be strongly suggested to receive BASICS

- All students who score a 15+ and have a policy violation will be required to complete BASICS
    - **Residential Life:** 90% of students who meet with a professional member of residential life for an alcohol violation or concern will be given the AUDIT
    - **Student Rights & Responsibilities:** 90% of students who meet with the Student Rights & Responsibilities Coordinator for an alcohol violation or concern will be given the AUDIT
    - **Wellness Services:** 90% of students who meet with a professional member of Wellness Services with an alcohol concern will be given the AUDIT
- **Goal**
  - Students with a score of 8 or higher on AUDIT will be strongly suggested, to receive BASICS from the best suited professional for them.
  - All students who score a 15 or higher and have a policy violation will be required to complete BASICS

As detailed in other areas of this review, individual departments within Student Affairs are designing programming with the intent of impacting these objectives.

### University Police Department

- Helping Bearcats Succeed
  - This is an interactive program for incoming students and facilitated by the University Police Department and Student Affairs Title IX Office during orientation. Various safety measures are reviewed, including responsible behaviors with alcohol and other drugs.
  - Summary/Outcome Data: Helping Bearcats Succeed is an hour-long program provided several times during Advantage Week for incoming students.
- MVPIP Coalition
  - MVPIP is a campus and community collaborative coalition. It is facilitated by Wellness Services and involves various departments from across campus along with community partners. MVPIP targets students both on and off campus. The MVPIP mission is to create a healthy culture and environment on campus and within the community to encourage responsible decision making.
  - Summary/Outcome Data: The University Police provides data to align strategies on MVPIP efforts with the individuals who come into contact with the UPD. They also provide support in our efforts through personnel and collaborative funding.
- Pizza and Police
  - Pizza and Police is an interactive residential-based program. Law enforcement officers engage students within the residential halls to discuss topics such as sexual violence, theft, substance abuse, and mental health. This program runs for a 5-week period and has a total attendance of over 600 students.
- Safe Ride Home Program
  - The Safe Ride Home program is funded through student fees, grants, and donations. This program offers student transportation within the city limits of Maryville. This program provides public transportation and minimizes impaired driving in our area. Hours of operation focus on peak recreational times from Thursday night through Sunday morning. Rides are requested during operation times by a telephone call or through a ride-sharing app. This is a universal approach because all students have access and encouraged to use without needing payment at the time of contact. Over the 15-year period of operation this program has reduced driving while intoxicated incidents by over 60%.
- Transportation Fair

- This program focuses on distracted driving. It is held annually at a football game and involves driving, seatbelt and impairment simulators. This event partners with emergency first responders. Social norming t-shirts are issued to participants.
- BADD (Bearcats Against Distracted Driving)
  - BADD offers an interactive event focused on distracted driving. The group focuses driving simulators, alcohol simulators along with social norming-oriented messages.
- Underage Drinking Enforcement
  - Compliance checks and patrol are performed on campus. Consequences are enforced by law enforcement. This is an environmental approach aimed at responsible selling, purchasing and consumption practices.
  - Driving while intoxicated (DWI) enforcement - Saturation points are established throughout the community to enforce DWI laws and regulations. They are performed both on campus and off campus by the University Police Department and local police departments during peak times such as Homecoming and the end of the year. This is an environmental approach aimed at anyone who is drinking and driving.
- Residential Life Training and Programming
  - Behind Closed Doors is an interactive program for student employees responding to alcohol and other drugs in the Residential Halls. Officers work through scenarios and answer questions.
  - UPD Meet & Greet is an opportunity for student employees to engage with police officers on policies and procedures.
  - Floor presentations give Residential Life students and residential students the opportunity to engage with police officers in small groups to discuss AOD prevention efforts including social norming and responsible use.
- International Student Orientation
  - This is an interactive program for incoming international students and their families.
  - The program is facilitated by the University Police Department during orientation. Various safety measures are reviewed, including responsible behaviors with alcohol and other drugs.
- Sorority and Fraternity New Member Education
  - Incoming sorority and fraternity members engage law enforcement officers on AOD policies, procedures and consequences on and off campus.
    - Scenario-based examples allow members to problem solve situations facilitated by the UPD.
- Additional Programs offered by UPD can be found at the following link  
<http://www.nwmissouri.edu/police/programs/index.htm>

## University Wellness Services

- AUDIT, Alcohol use question asked of all clinic patients
  - Each clinic patient is asked, “Have you had five or more drinks containing alcohol in a two-hour period, at any time in the last three months?” If the student answers yes, we ask the AUDIT assessment to determine the level of risk and assess the need for a referral. This is an individual-level intervention based on the needs of the student.
  - Counseling Services also asks this question regarding alcohol use prior to a student’s initial consult visit. If excessive use is determined, students are referred off campus to specific drug and alcohol counselors or to Wellness Education and Prevention staff for BASICS. This is an individual approach targeting only those students that use services provided by Counseling.
- Summary/Outcome Data: AUDIT, General alcohol question asked of all patients
  - “Have you had 5 or more drinks containing alcohol in a 2-hour period, at any time in the last 3 months?”
- BASICS with students transported to the hospital and sent by Student Rights and Responsibilities

- When students are transported to the hospital due to excessive/dangerous alcohol use, they are then referred to Wellness Services to complete BASICS sessions. BASICS uses motivational interviewing tactics to help students think about their behavior and their overall goals at the University. This is an individual approach to prevention targeted to those students that have a need based on being transported to the hospital.
- All students who score a 16 or more on the AUDIT and have an alcohol-related violation are required to attend BASICS as well. Any student seen through Student Rights and Responsibilities that scores an 8 or above will be referred to BASICS, but not required.
- Motivational Interviewing techniques are also used during counseling sessions as appropriate. This is an individual approach focusing only on those students who need it during counseling sessions.
- Summary/Outcome Data: BASICS with students transported to the hospital
  - All students who have an alcohol concern would be given the resources to seek help.
  - The number of BASICS sessions remained steady when compared to the previous biennium period, but has decreased relative to pre-pandemic sessions offered.
- Helping Bearcats Succeed during Advantage with UPD and Wellness
  - This is a selected program geared to incoming Freshmen put on by University Police and Wellness Services during orientation weekend. During the program various safety measures are reviewed including responsible behaviors with alcohol and other drugs.
- Summary/Outcome Data: Helping Bearcats Succeed during Advantage
  - This session is provided three times on the Saturday of move-in weekend to all incoming freshman each year. The sessions are an hour long and we have reached over 2,000 students through this presentation in the last two years.
- Prevention Events
  - Various events aim to educate students how to relieve stress in healthy ways and to build resilience so that when situations arise, they are empowered to make responsible decisions. Events include the Stress Less Fest and the Wellness Fair, both aimed at increasing life skills among students and educating students on available resources/activities. This is a universal approach that targets all students at Northwest.
- Summary/Outcome Data: Prevention Events
  - In all, Wellness Education and Prevention hosted or co-hosted over 5 events or activities each semester. Reaching approximately 50-500 students at each event.
  - Over the course of two years, the events and activities reached over 2,000+ students.
- MVPIP Coalition involvement and facilitation
  - MVPIP is a campus and community collaborative coalition. It is facilitated by Wellness Services but involves various departments from across campus as well as community entities. We target students both on and off campus. Our mission: MVPIP will create a healthy culture and environment on campus and in the community that encourages responsible decision making.
- Summary/Outcome Data: MVPIP Coalition involvement and facilitation
  - Wellness Services had at least 4 active members on the coalition for the last two years providing insight and feedback about how MVPIP efforts could help/ be beneficial with the students they worked with. Facilitation of the group is also housed within Wellness Services. They also provided support in our efforts through manpower and collaborative funding.
- Wellness Education Events: Educational Tabling, Social Norming, Wellness Workshops on Alcohol, eCheckup Promotion, Drunk Driving event, Safe Ride Promotions, etc.
  - We conduct various educational/awareness raising events throughout the year (in virtual/digital mediums as well) to promote responsible decision making among students. We host fun, educational activities and provide social norming giveaways to work on changing perceptions. This is part of our comprehensive approach to prevention, knowing that education alone is not enough to change behavior. These are universal programs as we target all students.
- Summary/Outcome Data: Wellness Education Events
  - It is estimated that over 1,000 students participated Wellness Education activities.

- Refer off campus to community resources as needed
  - If assessments indicate that students have a significant concern with alcohol or other drugs, they are referred off campus to counselors in the community for in depth screening and counseling/treatment. This is an individual based approach targeting only those students who have a need.

|                            |
|----------------------------|
| <b>AOD SWOT/C Analysis</b> |
|----------------------------|

The SWOT/C Analysis at Northwest Missouri State University was overseen by Wellness Services, with appropriate involvement/collaboration with other university stakeholders.

### **Policies / Procedures**

- Strengths of policies/procedure
  - Strong process
    - The overall process is well defined and works collaboratively with preceding and following opponents.
    - Each component has helped establish their role in the chain of events.
    - Processes examined on a regular basis to update effectiveness.
  - Student representation
    - Students have a direct and indirect impact on policy and procedure.
    - Various student representation is used to help aid and advise policy/procedure maintenance.
    - Varying departments consult student leaders for policy/procedure maintenance.
      - Fraternity and Sorority Life: IE RM policy.
    - Student actions and decisions help indirectly with policy/procedure maintenance as well.
  - Evolving communication
    - Multiple stakeholders help bridge policy/procedure across campus.
    - Enforcement of policy/procedure has garnered an increased focus to help with knowledge and understanding across relevant parties.
    - Increased Communication directly with students about policy/procedure has been a focus area.
  - Awareness
    - Recent MACHB survey data suggests that students are largely familiar with policies surrounding alcohol and other drugs.
- Weaknesses of policies/procedures
  - Recurring process involvement
    - Lack of process established for students who must use certain policy procedures more than once.
    - Areas of recurring behavioral issues lack distinct policy procedure direction.
  - “OD” Policy
    - In depth policy/procedure left up to interpretation.
    - Process roughly follows alcohol chain of events rather than having its own distinct process.
  - Internal structure
    - Areas of conduct regarding change/review.
  - Lack of Formal Review/consistency in policy development
    - Policy/procedure changes are purely recommendation-based.
    - Lack of research/change of times plague older policies.
    - Need for annual/reoccurring board of review with relevant stakeholders a necessity to take next step regarding AOD policy/procedure.

- Opportunities presented in part of policies/procedure
  - Collaboration
    - The continued ability to collaborate with key stakeholders is still central to policy/procedure.
    - Chance to aid additional areas of campus life for students and staff.
    - Chace to connect with like-minded professionals for ongoing growth.
  - Amnesty
    - Policy/procedure provides ability to work with and help those who need services and resources.
    - Additional follow-up can help strengthen process.
  - Potential for policy change
    - Additional insights and investments can provide opportunity for policy change and/or alignment with best practice.
  - Reestablishment of procedure
    - New insight and stakeholder investment allow for updated procedure.
    - Change of time and biennial review allows for deeper examination of policy/procedure.
    - Continued to strengthen enforcement of policy/procedure.
- Threats presented in part of policies/procedures
  - Legislative Changes
    - Ongoing changes to the legislative landscape directly impact our policy/procedure.
      - IE: Marijuana decriminalization
      - IE: Tobacco Age Restriction
    - Local, State, and Federal changes can impact policy/procedure drastically.
  - Funding/Federal Requirements
    - Continued budget cuts.
- Overarching Review
  - The University has strong policies in place.
  - Alcohol amnesty and overall process continues to develop and strengthen.
  - Collaborative efforts from stakeholders are present and continue to help strengthen overall policy/procedure process.
  - Ability to review policy procedure is in place but could use additional refinement to maximize efficiency.
  - Additional “OD” policies can remain a focus as legislation evolves.

## Programming

- Strengths of programming
  - Collaboration
    - Programs offered are largely cross-departmental and involves numerous departments/organizations on campus. This provides more connection points for Northwest students and strengthens the content being provided.
- Weaknesses of programming
  - Stakeholder issues
    - Unequal buy-in from key stakeholders cause issues in planning and implementation.
    - Inability from key parties to invest create rifts in programming efforts.
    - Inability from key parties to overstep for personal gain create rifts in programming efforts.
    - Lack of consistent communication across stakeholders.
    - Additional buy-in from high risk student population continue to develop but must be higher.
  - Recovery programming
    - Lack of programming targeted towards recovery hurts overall process.
  - Closing the loop

- It can be difficult to ensure knowledge transfer when key areas of AOD programming experience employee turnover, departmental restructuring, etc.
  - Knowledge accessibility
    - Informal process for reporting anonymously.
    - Additionally, follow-up procedures for process evaluation and programming efforts is minimal.
- Opportunities presented in part of programming
  - Primary efforts
    - Messaging efforts have grown to relevant branding for ease of information sharing.
    - Campaign - *Know your Limits, Know the Truth, and Know the Risk* - can expand for student knowledge acquisition.
    - Prevention trainings allow for direct information sharing as well as hands-on experience through the use of programming efforts.
    - Additional training pre-matriculation efforts for enhanced student benefit.
      - IE: connection with academic faculty
  - Resource sharing
    - Programming and event efforts provide direct connection to relevant resources.
    - Additionally, information on resources are kept up to date and can be shared easily through programming efforts.
  - Community collaboration efforts
    - Utilization of Partners In Prevention can continue to aid in programming efforts.
    - Resources provided by Partners in Prevention are promoted in local establishments, including Party-Safe Training, SMART Program, and CHEERS.
    - Ability to collaborate with like-minded individuals aid in research-based programming.
    - Community partnerships can provide deeper sense of reach off-campus.
    - AOD staff have recently completed a number of certifications to strengthen AOD services and programming, including BASICS, Motivational Interviewing, Tobacco Cessation, ASTP, and I-Champ.
- Threats presented in part of programming
  - Parental influence
    - Ability to program is hurt by over-involvement in student transition.
    - Parental value and beliefs can directly affect student involvement mind set.
  - College culture
    - Shift in party culture provided stronger urge to use AOD areas. According to MACHB data, Northwest has experienced three straight years of Alcohol decline.
  - Technology adaptation
    - Program primarily takes place on campus, must adapt for tech use.
    - Shift in educational environment can provide lower engagement and interaction numbers.
      - IE: Online learning environments
  - Fiscal Strain
    - Budget cuts impact ability to fund programming and prevention efforts.
- Overarching themes
  - Collaboration efforts to provide a comprehensive, research-based set of programs and events are set in place for student engagement and intervention.
  - Continued innovation and development in regards to programming and intervention continues to be a focus area. Being forced by the pandemic to move some programming online has expedited the process to increasing technology use in AOD programming.
  - A community of professionals (local and state wide) are established for AOD efforts.

- Use of screenings, prevention efforts, and intervention efforts remain key components of AOD efforts.
  - IE: BASIC, I-Champ
- Effective data collection can be a stronger emphasis moving forward, but remains strong enough (MACHB) to provide focus areas
  - IE: Binge drinking, Marijuana use and abuse
- Though key stakeholders are invested, additional need for transitional services are needed along with more connections and buy-in from high risk populations
- Community outreach must be a larger focus moving forward
- Recovery programming must be a larger focus moving forward
- Continued focus in combating party culture will be key to provide strong AOD efforts. Provision of resources and programs that are easily accessible and known will provide the baseline for this work.

|  |
|--|
| <b>AOD Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed</b> |
|--|

Northwest Missouri State University AOD program recommendations for improvement from 2022 review:

- Re-establish MVPIP membership, recurring meetings, and collaborative policy/program assessment and implementation.
- Increase response rate of the MACHB assessment for a better understanding of the student population as it relates to health, wellness, and AOD program measures.
- Consider (and potentially implement) pre-matriculation education for incoming freshmen so they have a baseline understanding of alcohol and other drugs and the potential impact it can have on their success.
- Establish specific goals that address the root causes of irresponsible decision-making, based on data collected through the MACHB assessment.
- Continue to centralize data collection to better inform programming and develop efficiencies in reporting (Partners in Prevention Annual Report, Biennial Reviews, internal assessments, etc.).

### AOD Goals for the 2022-2023 School Year

*Goal 1: Reduce binge-drinking for both all students and underage students by 5% (all students—from 32% to 27%, MACHB; underage students—from 29% to 24%, MACHB).*

- Strategy 1: Reorganize the BASICS program to provide timely intervention in conduct situations, particularly in Residence Halls.
  - Partner with Student Conduct and Development, Residential Life, UPD and other stakeholders to ensure proper training on referral process and resources available.
  - Increase number of BASICS facilitators to provide timely appointments.
- Strategy 2: Create and run a variety of safe drinking and informational social norm campaigns for both print and social media.
- Strategy 3: Provide and collaborate on presentations and events with Northwest Students (Safe Spring Break Week/Bobbyalooza, Late Night at the Rec, etc.)

*Goal 2: Reduce reported cannabis-use by 5% (from 27% to 22%, MACHB).*

- Strategy 1: Market student access to CASICS (understanding cannabis use and its effect on students).
  - Strengthen referral process to CASICS sessions with campus partners.
  - Increase number of CASICS facilitators to provide timely appointments.
- Strategy 2: Work with campus organizations (Greek Life, Athletics, etc.) on educational campaigns.
  - Increase print and digital education available to Northwest students.

- Host presentations/workshops with targeted student populations.
- Strategy 3: Collaborate with UPD to increase cannabis policy and program awareness at Northwest.

*Goal 3: Increase knowledge of AOD programs and policies by 5% (from 67% to 72%, MACHB).*

- Strategy 1: Enhance AOD messaging as part of broader marketing strategy.
  - Target specific high-risk populations, emphasizing education and resources.
  - High visibility marketing of AOD-related resources.

*Goal 4: Correct student perceptions of the drinking behaviors of others.*

- Strategy 1: Develop and implement a social norming campaign.

### **AOD Goals for the 2023-2024 School Year**

*Goal 1: Reduce percentage of binge-drinking rate for students participating in Fraternity and Sorority Life to match statewide numbers (2023 MACHB, from 61% to 48%), and continue the rate of reduction of binge drinking for all students by another 3% (2023 MACHB, from 29% to 26%).*

- Strategy 1: Reorganize the BASICS program to provide timely intervention in conduct situations, particularly within Residence Halls
  - Partner with Student Conduct and Development, Residential Life, UPD and other stakeholders to ensure proper training on referral process and resources is available
  - Partner with Fraternity and Sorority Life to visit with every chapter during Fall 2023 to have a brief discussion about alcohol use and to conduct the AUDIT survey
- Strategy 2: Create and run a variety of safe drinking and informational social norms campaigns for both print and social media
  - Every week, messaging should focus on a specific topic which ranging from BAC levels, education around standard drinks, tips/tricks on harm reduction principles, and more
- Strategy 3: Provide and collaborate on presentations and events for various student organizations and departments (Safe Spring Break Week/Bobbypalooza, Late Night at the Rec, etc.)
- Strategy 4: Incorporate eCHECKUP alcohol assessment and Alcohol Skills Training Program into the Wellness Module of University Seminar for every incoming freshman

*Goal 2: Increase knowledge of AOD programs and policies by 5% (from 62% to 67%, MACHB).*

- Strategy 1: Enhance AOD messaging as part of broader marketing strategy
  - Target specific high-risk populations, emphasizing education and resources
  - High visibility marketing of AOD-related resources
  - Weekly messaging on social media geared towards AOD-related topics, ranging from vaping as it relates to the smoking policy all the way to understanding social norms around alcohol
- Strategy 2: Collaborate with UPD to increase cannabis policy and program awareness at Northwest

*Goal 3: Increase support resources around tobacco usage to encourage cessation*

- Strategy 1: Partner with Mosaic Medical Center to market 4-week cessation program
- Strategy 2: Collaborate with PIP Tobacco Specialist to come up with campus-specific messages and ways to incorporate cessation into already-established programming

- Strategy 3: Assistant Director (WEP) to complete PIP’s training for tobacco cessation
  - Offer 1:1 tobacco cessation sessions for students
  - Offer a variety of cessation tools to students (e.g. nicotine patches, gum, etc.)

*Goal 4: Correct student perceptions of the use of alcohol and other drugs (AOD) by others.*

- Strategy 1: Develop and implement a consistent, year-long social norming campaign
  - Incorporate student testimonies
  - Work with the Athletics and Marketing departments on campus to create a video to show during football games (as the community’s perception of student AOD usage also affects student perceptions)
  - Create social norm-related quizzes and activities for students, along with interactive messaging for social media posts

**AOD Goal and Objective Achievement**

According to 2023 MACHB survey data, Northwest failed to meet all goals outlined in the strategic plan. AOD Goals for the 2022-2023 School Year:

| Goal  | FY22 | FY23 Goal | FY23 Actual | Goal Achievement |
|---|------|-----------|-------------|------------------|
| Reduce binge-drinking (all students) by 5%                      | 32%  | 27%       | 29%         | No               |
| Reduce binge-drinking (underage students) by 5%                 | 29%  | 24%       | 28%         | No               |
| Reduce reported cannabis use by 5%                              | 27%  | 22%       | 33%         | No               |
| Increase knowledge of AOD programs & policies by 5%             | 67%  | 72%       | 62%         | No               |
| Correct student perceptions of the drinking behaviors of others | n/a  | n/a       | n/a         | -                |

According to the 2024 MACHB survey data, Northwest met all goals outlined in the strategic plan. AOD Goals for the 2023-2024 School Year:

| Goal  | FY23 | FY24 Goal | FY24 Actual | Goal Achievement |
|---|------|-----------|-------------|------------------|
| Reduce binge-drinking (FSL) to match statewide metric                       | 61%  | 48%       | 38%         | Yes              |
| Reduce binge-drinking (all students) by 3%                                  | 29%  | 26%       | 26%         | Yes              |
| Increase knowledge of AOD programs & policies by 5%                         | 62%  | 67%       | 68%         | Yes              |
| Increase support resources around tobacco usage to encourage cessation      | n/a  | n/a       | n/a         | -                |
| Correct student perceptions of the use of alcohol and other drugs by others | n/a  | n/a       | n/a         | -                |

As it relates to the 2022 Biennial Review’s recommendations for improvement, we have made progress in four of the five areas identified. During the past two years, Northwest has:

- Re-established MVPIP membership and has consistently held recurring meetings;
- Increased the MACHB assessment response rate in consecutive years;
- Utilized MACHB data to establish specific goals related to irresponsible AOD decision-making;
- Worked to centralize data collection and reporting processes.

There are still improvements to be made in these areas, particularly as it relates to MVPIP engagement and collaborative programming. Additionally, while Wellness Services has emphasized education to freshmen, it continues to be a struggle

to provide pre-matriculation programming. Over the biennium period, Wellness Services has experienced employee turnover that has caused hardship in programming and prevention efforts (particularly while short-staffed or onboarding new employees). Moving forward, it will be important for Wellness Services to develop stability within our AOD programming.

### **Recommendations for Improvement**

Broad recommendations for the institution to consider addressing during the next biennium:

- Broaden MVPIP membership to include campus and community partners, and strengthen coalition member participation and engagement;
- Increase response rate of the MACHB assessment for a better understanding of the student population as it relates to health, wellness, and AOD program measures.
- Implement MACHA for targeted assessment of student athletes at Northwest Missouri State University;
- Collaborate with local law enforcement, Northwest Community Cares group, and MVPIP to address the issue of fake ID's and elevate social norming;
- Continue to centralize data collection to better inform programming and develop efficiencies in reporting (Partners in Prevention Annual Report, Biennial Reviews, internal assessments, etc.).

These recommendations are aligned with established 2024-2025 priority areas based on 2024 MACHB data. Goals for the next biennium period will be identified and assessed collaboratively with key stakeholders and will guide AOD programming for the 2024-2025 and 2025-2026 academic years.

### **AOD Certification**

AOD Certification, signed by Dr. Lance Tatum (President, Northwest Missouri State University) can be seen in Appendix G of this document.

### **Conclusion**

A comprehensive review of Northwest Missouri State University's Drug and Alcohol program reveals that the University is in compliance with all federal regulations. Overall, Northwest has strong policies and processes in place to address alcohol and other drugs on the Northwest campus. Northwest spent much of the biennium period revitalizing programming after the COVID-19 pandemic—Northwest remains committed to a comprehensive AOD program, and to that program's growth and refinement through collaborative efforts.

Over the next biennium period the University will work to bolster the collaborative efforts of the MVPIP coalition (including campus and community resources), streamline data collection and analysis (including implementation of the MACHA screening), and implement effective programming targeted to goal/objective achievement, including heightened collaboration with community partners to address specific AOD concerns. Northwest looks forward to not only continued compliance with the Drug-Free Schools and Communities Act of 1989, but to positive impact on the health and wellness of our campus community.

# Appendices

Appendix A—Federal Legislation: The Drug Free Schools and Community Act Amendments, Oct. 1990

- <https://www.ecfr.gov/current/title-34/subtitle-A/part-86>

Appendix B—University Police Annual Security and Fire Safety Report

- <https://www.nwmissouri.edu/police/PDF/2023SecurityReport.pdf>

Appendix C—Student and Employee Illegal Drug and Alcohol Policy

- <https://www.nwmissouri.edu/policies/personnel/Illegal-Drug-and-Alcohol-Policy.pdf>

Appendix D—University Employee Handbooks (Staff, Faculty, and Student Employees)

- <https://www.nwmissouri.edu/policies/personnel/Employee-Handbook.pdf>
- <https://www.nwmissouri.edu/policies/personnel/Faculty-Handbook.pdf>
- Employee Handbook for Student Employees is available by contacting Northwest Missouri State University's Human Resources Department.

Appendix E—Northwest Missouri State University Student Handbook

- <https://www.nwmissouri.edu/studentaffairs/PDF/studenthandbook.pdf>

Appendix F—Student Code of Conduct

- <https://www.nwmissouri.edu/policies/student/Student-Code-of-Conduct.pdf>

Appendix G—AOD Certification

- Signed AOD Certification can be found on the next page.

**Northwest Missouri State University**  
**Drug-Free Schools and Campuses Regulations [EDGAR Part 86]**  
**Alcohol and Other Drug Prevention Certification**

The undersigned certifies that it has adopted and implemented an alcohol and other drug prevention program for its students and employees that, at a minimum, includes-

1. The annual distribution to each employee, and to each student who is taking one or more classes of any kind of academic credit except for continuing education units, regardless of the length of the student's program of study, of:
  - Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
  - A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol
  - A description of the health risks associated with the use of illicit drugs and the abuse of alcohol
  - A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students
  - A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with State and Federal law), 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. A disciplinary sanction may include the completion of an appropriate rehabilitation program.
  
2. A biennial review by the institution of its alcohol and other drug prevention comprehensive program to:
  - Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if they are needed
  - Ensure that its disciplinary sanctions are consistently enforced.

Northwest Missouri State University  
800 University Dr.  
Maryville, MO 64468

Dr. Lance Tatum  
Typed Name of Chief Executive Officer

  
Signature of the Chief Executive Officer

10/25/2024  
Date

44-6000301  
IRS Employer Identification Number

660-562-1110  
Telephone Number

ltatum@nwmissouri.edu  
E-Mail Address