Loyola University Maryland
Drug Free Schools Act Amendments of 1989
Memorandum Documenting Effectiveness and Consistency Reviews
Biennial Review 2018

This memorandum documents review of Loyola University’s Alcohol and Other Drug (AOD) harm reduction and enforcement programs, and intervention, referral, and support services, for effectiveness and consistency. This review applies to programs and services for students and employees of Loyola University Maryland. The University’s Student Development Division, in conjunction with the efforts of the Office of Student Life, Public Safety, and the Office of Student Support and Wellness Promotion (SSWP), is primarily responsible for AOD services and enforcement of sanctions for drug and alcohol-related violations of community standards by its students. The University’s AOD programs, policies, and enforcement procedures for employees, including its Employee Assistance Program, were the responsibility of the institution’s Office of Human Resources.

Distribution of Documents
As required by the Drug Free Schools and Communities Act of 1989, Loyola University Maryland distributes the Annual Notification of the University’s Drug and Alcohol Abuse Prevention Program by email to all students (undergraduate and graduate) and employees to their University email address. These emails were sent, generally, in September, January, and June to ensure that all University members were provided with this information, regardless of enrollment time, and/or start-date. Additionally, the Annual Notification is embedded on University websites, including those for the Office of Human Resources and the Office of Student Support and Wellness Promotion. All new employees were provided with a copy or a link to of the Annual Notification and Biennial Review during their new employee orientation.

Section 1 Services and Programs for Students
Consistency of Alcohol and Other Drug Programs:
Loyola University Maryland consistently utilizes best practices to create and implement their comprehensive prevention program, which is aimed at reducing student substance use. The following table outlines the University’s 3-in-1 prevention framework.

| Loyola University Maryland’s 3-in-1 AOD Environmental Management Prevention Model |
|---------------------------------|--------------------------------------------------------------------------|
| Interventions at the individual level for students | • Screenings and referral for education or treatment |
| | • Education interventions |
| | • Parental notification of policy violations |
| | • Support groups |
| | • Faculty/Administrator/Staff/Student Leaders conversations with students |
| | • Athletic drug testing |
| Interventions at the student population (group) level | • Consistent policy enforcement  
• Referral of students with conduct violations for education and/or evaluation and treatment  
• Alcohol-free social activities  
• Online education requirement Think About It)  
• Social norms messaging campaigns  
• Outreach and prevention presentations and programs  
• Academic rigor  
• Friday and morning classes  
• Living-learning communities  
• Peer education  
• Substance Free Housing |
| Interventions at the University and surrounding community level | • Loyola AOD Task Force  
• University representation on local coalitions  
• University representation in neighborhood associations  
• Participation in the Maryland State Collaborative to Reduce Underage Drinking and Associated Harm |

The following procedures represent the key programmatic elements of our campus prevention efforts.

**Individual Level Interventions for Students:**

- **Screenings and referral for education or treatment:** Loyola provided access to individual addictions counseling by a nationally certified and state licensed alcohol and drug counselor to all students. These services were free for all students and was accessed through a number of avenues, including the campus conduct system, referrals from faculty, administrators, peers, and/or self-referral. Loyola provided a continuum of care ranging from basic psychoeducational information and support to outpatient level treatment. Individual and group counseling and education was also available in the forms of motivational interviewing, individualized feedback, social norms messages, and client centered counseling.

- All students who were found responsible for a simple alcohol violation, typically students with an underage possession of alcohol, were sanctioned to complete alcohol education from the Office of Student Support and Wellness Promotion. The first such violation included a 90-minute CHOICE group education session. Any subsequent violation of the alcohol policy typically resulted in a mandated evaluation by a counselor in Student Support and Wellness Promotion to determine if an alcohol use disorder diagnosis was present. At that point, the student was required to follow treatment/education interventions,
as per the counselor’s recommendations. All students who were found responsible for any drug violations were required to complete an evaluation by a counselor and mandatory urine screenings, which were completed multiple times throughout the academic year. These drug tests were random, and students were unaware of the screening schedule. Students may also have been sanctioned to complete the Brief Intervention for Marijuana (BIM) program, which consisted of two individual sessions utilizing motivational interviewing techniques to educate students about risks associated with marijuana use. Students who were frequent, or habitual drug users were suspended from the University, with the condition for return to the University being completion of a drug/alcohol treatment program. Students who were found responsible for drug distribution, were expelled from the University.

- **Education interventions**: These interventions were administered in two ways on Loyola’s campus: 1) Through the conduct process which consisted of students attending group psychoeducational classes about substance use and abuse, and 2) Through the Brief Alcohol Screening and Intervention for College Students (BASICS) and BIM programs which combined clinical sessions and individualized feedback with education regarding normative use on our campus.

- **Support groups**: The Office of Student Support and Wellness Promotion offered support groups for students who abstained from substance use and who were seeking support to maintain such a lifestyle. There was also a group offered to students who were coping with the effects of another person’s substance use, especially those students who had a parent/family member with a history of substance use issues.

- **Parental notification of policy violations**: Loyola views parents and families as partners in the educational process, and in keeping with that spirit parents were notified in the event of any alcohol or drug policy violation for first-year students. Furthermore, parents were notified of any drug policy violation and/or hospital transport regardless of class year.

- **Faculty/Administrator/Staff/ Student Leaders conversations with students**: There were two primary ways by which substance use issues, concerns, and consequences were highlighted and addressed on campus: 1) advisor notification in the event of a conduct violation. In such an event, professors were able to utilize their relationships with students to help facilitate a discussion about what was taking place in the students’ lives as well as help the students access services as needed, and 2) The Messina Living –Learning Program, through which students had the opportunity to become and remain engaged in conversations with faculty, administrators, and peers. By creating this greater connectivity students, were supported and connected to campus and each other.

- **Athletics**: The Office of Student Support and Wellness Promotion supported the Athletic Department’s random urine drug screening program; by evaluating and providing counseling to athletes who had positive urine drug screens.
Student Population Level Interventions:

- **Consistent policy enforcement**: Our conduct system required that all students who were in violation of campus alcohol and/or drug policies were provided counseling and/or education by an addictions counselor.

- **Referral of students with conduct violations for education and/or evaluation and treatment**: Students who were found responsible for AOD related violations of community standards were mandated to The Office of Student Support and Wellness Promotion for AOD harm reduction education, evaluations for the clinical assessment of AOD diagnoses, and treatment for alcohol or drug use disorders.

- **Alcohol-free social activities**: The University offered many opportunities for students to become involved in pro-social, substance-free activities, such as retreats, service work, recreational sports, dances, theater, movies, Orioles games, and free food late at night on weekends.

- **Think About It online education requirement**: In 2013, Loyola University Maryland implemented the use of *Think About It*, an interactive, online educational program that is used by numerous colleges in the United States. The program educates students on the topics of alcohol and drug abuse and consequences, as well as sexual assault and violence prevention, and healthy relationships. The comprehensive nature of the program helps to ensure that all students come to campus with a solid foundation of knowledge on these relevant topics regardless of their prior education.

- **Social norms messaging campaigns**: Our campus-wide social norms educational program sought to reduce irresponsible alcohol or other drug use by correcting students’ perceptions that irresponsible use was a Loyola norm. Our social norms campaign consisted of our "Stick Figure" and "Animal Depiction" poster campaign, required educational sessions for all incoming students at summer orientation, and social norms was also infused into or CHOICE education program.

- **Outreach and prevention presentations and programs**: The Office of Student Support and Wellness Promotion, conducted numerous presentations during the biennial period to help reduce substance use, as well as educated students about the possible negative consequences of alcohol and other drug use. During summer orientation, all incoming students and their families attended presentations on the college drinking culture utilizing social norms messages to correct misconceptions and reduce substance use. During the academic year, numerous professors requested the University's alcohol and drug counselor to present to their classes about substance use. The Alcohol and Drug Abuse Prevention Team (ADAPT) peer educators provided similar presentations in the residence halls in an effort to educate student groups about alcohol use and misuse.

- **Academic rigor**: In the Jesuit tradition Loyola University Maryland's curriculum is based on a Core of classes which encourage critical thinking and help to enhance learning. The structure of the Core curriculum in addition to the requirements for
individual majors, create an academically rigorous community of learners.

- **Friday and morning classes**: Friday morning classes were also offered to help serve as a deterrent to drinking on Thursdays.

- **Living-learning communities**: Beginning in with the 2015-16 academic year, all first-year students were enrolled in the Messina Living-Learning program, an endeavor which helps to connect students to faculty and administrators who work in tandem throughout the year. Upper class orientation leaders make up the final part of the Messina trio, as these leaders work with the students to enhance their overall academic and social experience at Loyola. The Messina program helped to connect students to multiple on-campus resources so that students were provided with the adequate resources and direction to intervene if there was a substance use concern.

- **Peer education**: The Office of Student Support and Wellness Promotion supervised the ADAPT peer education group. ADAPT peer educators provided educational presentations in the residence halls, small scale social programs, such as karaoke nights, and served as a partner and resource for other student groups who plan and implement substance-free programming.

- **Substance Free Housing**: Loyola University Maryland offered students two substance free housing options. The first options for students to apply to live in the substance free housing block on campus, which was a designated section of campus housing for those students who wish to be substance free. The second option for students was to select to have a substance free roommate. This option allowed for students to live in any area of campus while still able to live with other like-minded individuals who were also substance free. Both options required that the students agree to not have any alcohol or drugs in the rooms, nor to allow others to return to their room under the influence of any substance.

**University and Surrounding Community Level Interventions:**

- **Loyola AOD Task Force**: Through the campus-wide Loyola Alcohol Task Force, the committee continually analyzed data and AOD use trends on campus and sought to better understand and address them in accordance with best practices. The main area of focus for the Task Force had been to gather data to better understand Loyola’s culture of pre-gaming and began to develop strategies to reduce this high-risk behavior. In the pilot survey, which was administered in 2015, the Task Force was able to identify the main patterns of students’ habits to help inform timing of programs and enforcement efforts.

- **University representation on local coalitions**: Loyola University Maryland was represented at a number of local coalitions to help share information as well as partner with the community to address the impacts and multiple facets of student substance use. The coalitions that Loyola takes part in were the following: Baltimore County Coalition to Reduce Underage Drinking and the Towson Coalition to Reduce College Alcohol, Tobacco, and Other Drug Use.
- **University representation in neighborhood associations:** As a member of the Baltimore City community, Loyola University Maryland was dedicated to helping the city by attending local neighborhood association meetings. In addition to attending these meetings, the University also sent representatives to local neighborhood association meetings in areas in which our students who lived off-campus resided, in an effort to address any concerns relating to substance use, such as large-scale parties.

- **Participation in the Maryland State Collaborative to Reduce Underage Drinking and Associated Harm:** Loyola University Maryland had taken an active role in the Maryland State Collaborative, which helped to pass legislation to reduce the likelihood of off-campus parties through noise ordinances, stopped the sale of 190 proof liquor in Maryland, and served as a resource by providing information to all of the institutions of higher education in the state. Loyola often provided guidance and insight to the Maryland State Collaborative with regard to developing new materials on best practices and intervention strategies.

**Re-entry to the University:**
The Medical Review Committee within the Office of the Vice President for Student Development evaluates students’ medical documentation prior to their return from a medical leave of absence. Upon the student’s return into the University, the Director of Student Support and Wellness Promotion or designee worked with the student to review recommendations and created an after-care plan, which established a supportive network for students upon their return to the University. The establishment of the plan for ongoing support typically began while the student was receiving treatment away from the University. Students who required alcohol and other drug-related support were able to meet with the AOD counselor in the SSWP office to establish a therapeutic relationship and supportive structures to help in a student’s transition back to the University. These supportive structures included the following: individual counseling, group counseling, referrals to peer-support groups, in addition to accessing the collegiate recovery community.
GOALS AND ACHIEVEMENTS

I. SMOKE-FREE CAMPUS APPROVAL (Spring 2018): Loyola University initiated a Smoke-Free Campus Campaign, which included efforts from Student Support and Wellness Promotion, Student Health Services, Student-Athlete Support Services, and Student Health Advisory Committee. The Tobacco-Free Generation Campus Initiative Grant Program was awarded by the American Cancer Society in 2017, and Loyola University Maryland will officially become Smoke-free on July 1, 2019. The purpose of this initiative was to reduce the health risks related to smoking and secondhand smoke for the campus community. Specific intentions included preventing students and employee smokers from developing a lifelong smoking habit, decreasing community exposure to secondhand smoke, and assisting those who wish to stop smoking.

II. During the Fall 2014 semester, Student Support and Wellness Promotion was awarded a $10,000 grant from Transforming Youth Recovery to develop a collegiate recovery community. The Cardoner Recovery Program, the first of its kind in Maryland, supported students in recovery from addiction; by providing on-campus support groups; connections to peer-support programs in the community; and opportunities for social outings with other students in recovery.

III. At the end of the 2014-15 academic year, Loyola University Maryland was awarded an NCAA CHOICES grant for the 2015-16, 2016-17, and 2017-18 academic years. This grant helped to initiate and sustain major programming efforts to reduce alcohol abuse and its associated consequences among student athletes and non-athletes. This grant was intended to leverage the visibility of athletes as they promoted programs that focused on responsible drinking behaviors and harm reduction practices.

IV. TAILORED INTERVENTIONS: The Office of Student Support and Wellness Promotion, in collaboration with the Office of Student Life, continued to refine and restructure the referral process for mandated students to provide increasingly tailored interventions for students.

V. STUDY ABROAD: The 2015-16 academic year marked a new partnership between The Office of Student Support and Wellness Promotion and the Office of International Programs, as they combined efforts to study alcohol use behaviors among students who were studying abroad at various locations and developed a subsequent set of social norms interventions that aimed to reduce potentially harmful drinking behaviors.

VI. MAXIENT: The implementation of the Maxient database had increased the University’s capability for tracking students’ completion of conduct-related sanctions. Maxient is now the primary records platform for student conduct-related matters. This change has allowed for increased interdepartmental collaboration in supporting students.
VII. MARYLAND STATE COLLABORATIVE TO REDUCE UNDERAGE DRINKING AND ASSOCIATED HARM: Loyola University Maryland administered the Maryland College Alcohol Survey in the Spring 2017, and we have received the report and associated recommendations. Loyola has continued to work closely with the Maryland State Collaborative to address 3 primary areas of concern: 1.) Fake ID use, 2.) pre-gaming behaviors, and 3.) binge drinking behaviors.

**Effectiveness:**

The combined disciplinary, educational and treatment interventions were considered to be highly effective, particularly with regard to reducing recidivism. SSWP witnessed a 9.5 percent decrease in recidivism rates over the course of the 2017-2018 academic year. We attributed this decline to various educational and intentional interventions, such as the social norms campaign, individual screenings, CHOICES, and individual and group therapy.

Compared to the data from the classes of 2018, 2019, and 2020; the Class of 2021 reported the lowest percentages for blacking out, having 7+ drinks per occasion, engaging in pre-gaming, and being sexually active. The Class of 2021 had the highest percentage of students abstaining from alcohol. It is notable that 52.2% of this class reported having 3 or fewer drinks per occasion when they drink. This decline in student substance use had also resulted in Loyola having fewer first-year students who used drugs as compared to the national sample.

Section II Services and Programs for Employees

**Consistency of Alcohol and Other Drug Program**

**Policies:**

The Loyola University Drug and Alcohol Policies for Faculty and Staff were reviewed with all new hires at their orientation. The Drug and Alcohol Policies, Health Information, Services and Benefits for Faculty, Administrators, and Staff were sent out to all employees on an annual basis.

**Support Services and Reporting Violations:**

*Loyola’s Employee Assistance Program (EAP)*: includes on-site work/life sessions, assessment, counseling and referral services that were free and confidential to employees and family members residing in their households. Services were available to benefits-eligible faculty and staff. The EAP provides short-term assistance in a confidential and professional manner to help with a variety of personal and career-related issues. The plan offered assistance with workplace conflicts, marital or family problems, emotional distress (depression, stress), alcohol abuse, drug abuse, legal issues, locating child and elder care, financial counseling and other personal difficulties. There was no cost to eligible employees for the services provided. Six free counseling sessions were provided per problem area. If outside referral services were recommended, fees charged by those professionals were the responsibility of the employee in coordination with the employee’s health insurance. EAP services were available 24 hours a day, 7 days a week.
Reporting to Supervisors, Human Resources or Anonymously:

All members of the University Community are encouraged to promptly report any behavior that is in violation of the law, or University policy. This includes, but is not limited, to drug or alcohol policy violations. Faculty, staff or other community member can report incidents directly to their supervisor or chair, human resources, or Ethics Point. If any faculty, staff, administrator, or other community member has information regarding behavior that is in violation of the law or University policy, the preferred method of reporting these concerns is to speak with a supervisor or an appropriate person in the department that has oversight authority for the policy or activity to which the concern relates. If there is any discomfort in relaying such concerns directly to supervisors or managers, individuals may contact the University’s Ethics Point. The Ethics Point provides a confidential, anonymous mechanism for reporting concerns regarding any aspect of University compliance. Anonymous reports may be filed by calling 888-263-8680, or via the website at: https://secure.ethicspoint.com/domain/en/report_company.asp?clientid=18799#.

Section III Assessment of Campus Programs

Loyola University Maryland has developed a comprehensive campus prevention and intervention program which is consistently implemented. The following section provides statistical information regarding the behavioral trends and treatment utilization of students and employees, in addition to conduct and disciplinary data.

<table>
<thead>
<tr>
<th>Charge</th>
<th>Total responsible findings for the charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>01.a. Alcohol Policy: Open Containers/Public Consumption</td>
<td>26</td>
</tr>
<tr>
<td>01.b. Alcohol Policy: Unauthorized Possession/Consumption</td>
<td>213</td>
</tr>
<tr>
<td>01.c. Alcohol Policy: Selling, Furnishing, Giving to any person under 21 years of age</td>
<td>3</td>
</tr>
<tr>
<td>01.d. Alcohol Policy: Using/Possessing Excessive Amounts or Prohibited Sources</td>
<td>32</td>
</tr>
<tr>
<td>01.e. Alcohol Policy: Charging a Fee</td>
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<tr>
<td>01.f. Alcohol Policy: Intoxication/Impairment</td>
<td>31</td>
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<tr>
<td>01.g1. Alcohol Policy: Possessing, conspiring to obtain, or using false identification.</td>
<td>10</td>
</tr>
<tr>
<td>01.i. Alcohol Policy: Possession of Empty Containers</td>
<td>90</td>
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<tr>
<td>03.a. Drug Policy: Use/Possession</td>
<td>20</td>
</tr>
<tr>
<td>03.b. Drug Policy: Paraphernalia Possession</td>
<td>20</td>
</tr>
<tr>
<td>03.c. Drug Policy: Sale, Potential for Sale, Distribution, or Providing Drugs to others.</td>
<td>1</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Sanctions</th>
<th>Number of students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol Screening with SSWP</td>
<td>230</td>
</tr>
<tr>
<td>CHOICE Alcohol Education with SSWP</td>
<td>18</td>
</tr>
<tr>
<td>Drug Evaluation and Treatment Off-Campus</td>
<td>1</td>
</tr>
<tr>
<td>Drug Screening with SSWP</td>
<td>28</td>
</tr>
<tr>
<td>Drug Test</td>
<td>0</td>
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<tr>
<td>Charge</td>
<td>Total responsible findings for the charge</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------</td>
<td>------------------------------------------</td>
</tr>
<tr>
<td>01.a. Alcohol Policy: Open Containers/Public Consumption</td>
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</tr>
<tr>
<td>01.b. Alcohol Policy: Unauthorized Possession/Consumption</td>
<td>155</td>
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<tr>
<td>01.c. Alcohol Policy: Selling, Furnishing, Giving to any person under 21 years of age</td>
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</tr>
<tr>
<td>01.d. Alcohol Policy: Using/Possessing Excessive Amounts or Prohibited Sources</td>
<td>25</td>
</tr>
<tr>
<td>01.f. Alcohol Policy: Intoxication/Impairment</td>
<td>32</td>
</tr>
<tr>
<td>01.g1. Alcohol Policy: Possessing, conspiring to obtain, or using false identification.</td>
<td>18</td>
</tr>
<tr>
<td>01.h. Alcohol Policy: Multiple/Repeated Violations</td>
<td>1</td>
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<tr>
<td>01.l. Alcohol Policy: Possession of Empty Containers</td>
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<tr>
<td>03.a. Drug Policy: Use/Possession</td>
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<tr>
<td>03.b. Drug Policy: Paraphernalia Possession</td>
<td>17</td>
</tr>
<tr>
<td>03.c. Drug Policy: Sale, Potential for Sale, Distribution, or Providing Drugs to others.</td>
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<thead>
<tr>
<th>Sanctions</th>
<th>Number of students</th>
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</thead>
<tbody>
<tr>
<td>Alcohol Screening with SSWP</td>
<td>221</td>
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<tr>
<td>CHOICE Alcohol Education with SSWP</td>
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<tr>
<td>Drug Evaluation and Treatment Off-Campus</td>
<td>0</td>
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<tr>
<td>Drug Screening with SSWP</td>
<td>22</td>
</tr>
<tr>
<td>Drug Test</td>
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</tr>
</tbody>
</table>

**Employee Conduct and Utilization Data:**

The following charts includes violations, sanctions, and utilization of support services by employees.

**Training and Promotion of Work/Life Support Services:**

- One substance abuse EAP session (1 for employees, 0 for supervisors) was held over the two-year period.
- A 30-minute EAP orientation was included in the new employee orientation agenda and the supervisor orientation agenda.
- 11 Work/Life Balance sessions were held over the two-year period.
- Two eleven-week wellness programs and one six week wellness program were held over the two year period.
- EAP was promoted at the benefits fairs, and to supervisors and employees as employee relations issues occur.

EAP data: Includes assessment and referrals for employees and families for Loyola University Maryland

**Individual utilization of EAP services for Drug or Alcohol issues for the reporting period:**

<table>
<thead>
<tr>
<th></th>
<th>2014-2016</th>
<th>2016-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol or Drug</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>
Human Resources Employee Relations Data: Information regarding faculty, staff or administrators who may have been involved in a drug or alcohol related violation or incident. Incidents were investigated with appropriate action taken.

<table>
<thead>
<tr>
<th></th>
<th>2014-2016 Reported</th>
<th>Outcome</th>
<th>2016-2018 Reported</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol</td>
<td>1</td>
<td>1 appropriate personnel action taken</td>
<td>1</td>
<td>1 appropriate personnel action taken</td>
</tr>
<tr>
<td>Drug</td>
<td>0</td>
<td>N/A</td>
<td>0</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Transportation: Commercial Driver’s License: Random Drug screens:**

<table>
<thead>
<tr>
<th></th>
<th># Positive drug tests</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-2013</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>2013-2014</td>
<td>0</td>
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<td>2014-2015</td>
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<tr>
<td>2015-2016</td>
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<td>N/A</td>
</tr>
<tr>
<td>2016-2017</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>2017-2018</td>
<td>0</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Student Program Strengths and Weaknesses**

**Strengths**

Loyola University Maryland has developed a comprehensive program to address student substance use based on the 3-in-1 framework which addresses student behaviors at the individual, group, and community levels.

- **COLLABORATION:** A key strength of this program was the collaborative nature of program elements. By utilizing the talents and resources of multiple offices to address substance use in a multi-faceted way, the University had been able to positively and directly impact students’ behaviors, which was most notably apparent in our reduction in conduct related incidents.

- **OVERALL MENTAL HEALTH:** Loyola University maintained a targeted focus on the interplay between substance use and other mental health-related issues, most notably, anxiety, depression, and suicidality. Our highly collaborative structure allowed the University to create and implement comprehensive support networks that were effective and ongoing.

- **COLEGIATE RECOVERY COMMUNITY:** The proactive nature of our program had contributed to Loyola University Maryland creating the first Collegiate Recovery Program in Maryland and in the Patriot League Athletic Conference.
• The NCAA CHOICES grant that extended from 2015 to 2018, provided the resources needed to initiate and sustain major programming efforts to reduce alcohol use and its associated consequences among student-athletes and non-athletes. This grant was intended to leverage the visibility of athletes as they promoted programs that focused on responsible drinking behaviors and harm reduction practices.

• SMOKE-FREE CAMPUS INITIATIVE: The Smoke-Free Campus Initiative created the opportunity to enhance the health and wellness of the Loyola community and provided smoking-cessation programs and interventions.

• SUBSTANCE-FREE HOUSING: Loyola University also offered substance-free roommate option, or substance free housing. The unique nature of these options allowed students to live in a variety of housing styles and locations.

• LOCAL and NATIONAL AFFILIATIONS: A final strength of our prevention program involves the range and diversity of the collaborations that Loyola University Maryland had made in the local and national arenas. Representatives from the University served as members of neighborhood associations and local coalitions to help reduce substance use, high-risk behaviors, and their associated consequences. Loyola University had established ongoing relationships with local and national treatment providers to maintain ongoing and consistent student support.

Weaknesses

• REGULAR, BROAD-BASED DATA COLLECTION: Loyola University Maryland offered a strong program that addressed substance use education and programming efforts. However, the University must consistently collect and disseminate data about our students’ substance-use behaviors and broaden collaborative efforts to combat and minimize substance use-related issues.

• RESOURCES: In order to obtain valid assessment data on alcohol and other drug use behaviors, Loyola has been in need of additional financial resources to purchase national surveys that could be administered to students across class years.

• STUDENT and FACULTY REPRESENTATION: As the University continues to address students’ substance use, the Alcohol and Other Drug (AOD) Task Force would benefit from the inclusion of students and faculty on the committee in order to ensure that all segments of the campus community had input on these important issues.
Employee Program Strengths and Weaknesses

Strengths
In addition to providing programs for its student community, Loyola University Maryland had also implemented the following resources for its employees:

- An Employee Assistance Program that is confidential and be accessed 24 hours a day, seven days a week
- The Office of Human Resources hosted an annual Benefits Fair to offer University resources, in addition to local resources, to support employees.
- The University’s health insurance plans offered inpatient, intermediate, and outpatient care for substance use-disorder services.
- The Office of Human Resources redesigned the new-hire orientation program and the supervisor orientation program to include a 30 minute EAP orientation in both agendas.

Weaknesses
After reviewing the programs offered to employees, the following areas of improvement have been identified:

- Data collection that included attendance and program assessment would be helpful in determining additional programs, services, and resources that Human Resources may offer to employees.

Section IV Achievements and Goals

Program goals achievement since last biennial review:

Student Support and Wellness Promotion has achieved the following goals:

- Created a wellness module for Loyola’s Living-Learning (Messina) Program. This module allowed students to consider eight wellness areas, including: Emotional, Social, Spiritual, Physical, Professional, Educational, Multi-cultural, and Environmental to determine the areas in which students may focus more attention as it relates to healthy decision-making.

- Loyola University Maryland implemented a responsible action protocol which grants amnesty for students seeking help for a peer in the event of an alcohol emergency. The implementation of this protocol satisfied our first goal included in the last biennial review which was to implement a medical amnesty policy.

- Loyola aimed to reduce drinking within residence halls and among students of legal drinking age. To address this goal, we created that Alcohol Task Force, and upon a review of our campus drinking culture, we determined that addressing the culture of pre-gaming would best serve our goal of reducing overall alcohol consumption. During the 2015-16 academic year, we conducted a pilot survey to assess campus pre-gaming trends and motivations. The results of this pilot survey were disseminated to campus partners to increase strategic planning of substance free Late-Night activities. Collaborative Late-
Night efforts, continue and have contributed to a more robust and well-attended, alcohol-free events.

- SSWP continued to collaborate with the Counseling Center, Academic Advising, and the Office of the Vice President for Student Development to educate the Loyola Community on the comorbidity of mental health trends and substance use issues, in addition to making appropriate referrals for students in a timely manner.

- The SSWP office had initiated and sustained a highly collaborative structure and process for expanding well-being efforts throughout the University. We have collaborated with 17 campus colleagues and offices to promote well-being in all eight facets of wellness.

- SSWP had made a concerted effort to provide a presence and voice to strategic areas of University initiatives. SSWP was represented in the following efforts:
  - AOD Task Force
  - Coordinated Assistance Response and Engagement (CARE) Team
  - Wellness Infusion Network
  - Late Night Programming Committee
  - Smoke Free Task Force
  - University Board on Discipline – UBOD
  - Men’s MAGIS Group
  - Student Advisor for Sexual Assault Cases
  - Student Mentor
  - Athletic Advisory CHOICES Committee

**Recommendations for the next review period:**

- We are continuing our work with the Maryland CAS network, which includes an upcoming meeting to review specific recommendations that have been created based on Loyola’s survey results of alcohol use and associated behaviors.

- Alcohol accessibility is increased by the use of false identification. Additionally, fake ID use has been linked to more frequent and higher quantity alcohol use. fake IDs are also associated with increased negative consequences related to alcohol consumption. One of our initial goals is to focus on off-campus establishments who serve underage students and to begin discussions with public officials who will promote strict law enforcement in Baltimore City bars and restaurants that cater to college students. The AOD Task Force will be a driving force in helping to create solutions for the aforementioned concerns.

- We will focus on preventative strategies, rather than punitive practices as viable avenues for reaching college students as they navigate the terrain of college life. We will also
focus on promoting positive, self-directed behavior that results in healthy outcomes and overall well-being.

- The University will continue its efforts to educate and support all members of the Campus community as the campus becomes Smoke-Free, as of July 1, 2019.

- The SSWP office will continue to assess the quality of the education and interventions for AOD related violations of the Student Conduct Code that are provided to students in collaboration with the newly formed Office of Student Conduct.

We are confident that by addressing the aforementioned goals, we will greatly enhance our efforts to address and prevent substance use and abuse at Loyola University Maryland.

This report was compiled by:
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Appendices

I. Alcohol and Other Drug Policies for Students and Employees
II. Explanation of SSWP Interventions for Conduct Referrals
Loyola University Maryland Alcohol Policy from the 2016-2017 Community Standards (For Students)

Alcohol Policy Loyola University Maryland fully supports and requires compliance with Maryland’s alcoholic beverage laws. These laws include prohibitions on the possession or consumption of alcohol by persons under age 21; furnishing alcohol to or obtaining alcohol for a person under age 21; and misrepresenting one’s age in order to obtain alcohol. Only those students who are 21 years of age and older are permitted to have alcohol in their apartments. Guests who are 21 years of age and older may not bring alcohol to a room/apartment/suite where at least one person is under the age of 21. Students 21 years of age or older may possess and consume alcohol in the privacy of their rooms, suites, or apartments in single-serving containers only. All students are expected not to abuse alcohol, but rather to drink responsibly or abstain.

Note: Parents and/or guardians will be notified in writing if their first-year son or daughter under age 21 is found responsible for an alcohol violation involving use or possession. Core Advisors will be notified.

Violations of the alcohol policy include, but are not limited to, the following:

a. Having open containers of alcoholic beverages or consumption of alcohol in any public area on Loyola owned or leased property, regardless of age (e.g., lounges, corridors, outdoors, etc.) First offense: $75 fine and a written reprimand, in addition to sanctions for underage possession if applicable.

b. Unauthorized possession or consumption of alcoholic beverages. “Possession” means having an alcoholic beverage under one’s charge or control. Students under age 21 may not possess or consume alcoholic beverages at any time. Students age 21 or older generally may not possess or consume alcoholic beverages in the presence of persons under age 21; however, they may consume or possess alcoholic beverages in the presence of their roommates in their own residence unit.

Minimum Standard Sanctions for Alcohol Violations:

- 1st Offense: $75 fine, written reprimand, and alcohol screening/education.
- 2nd Offense: $125 fine, disciplinary probation, and alcohol screening/education.
- 3rd Offense: $200 fine, deferred suspension from the University, and an alcohol screening or referral as specified in sanction letter.
- 4th Offense: University suspension and required completion of outpatient/inpatient treatment prior to the ability to reenroll at the University.
c. Selling, furnishing, or giving any beverage containing alcohol to any person under 21 years of age. Standard sanction: deferred suspension from the residence halls, $200 fine per individual host, and a referral for alcohol screening/education. The student social host policy will apply if alcohol is available in the room. Thus, the host is also responsible for misconduct if he/she passively allows prohibited alcohol use to occur within their room.

d. Using or possessing excessive amounts or prohibited sources of alcohol (e.g., kegs, beerballs); using or possessing items or devices that encourage excessive drinking (e.g., bars, beer bongs, funnels); or organizing or participating in activities that encourage excessive drinking (e.g., beer pong, drinking games, or contests). Standard sanction: deferred suspension from the residence halls, $200 fine, and referral for alcohol screening/education.

e. Charging a fee when hosting parties. Standard sanction: deferred suspension from the residence halls, $200 fine, and a referral for alcohol screening/education.

f. Being intoxicated or exhibiting behaviors associated with intoxication or impairment. Standard sanction: deferred suspension from the residence halls, $150 fine, and referral for an alcohol screening. In cases that involve the operation of a motor vehicle, the University reserves the right to consider more serious sanctions including suspension or expulsion.

g. Providing false identification:

  g1. Possessing, conspiring to obtain, or using false identification. Standard sanction: deferred suspension from the residence halls and a $250 fine per false ID. False IDs confiscated by the University will be forwarded to the appropriate State authorities.


h. Multiple or repeated violations of the Alcohol Policy.

i. Possession of empty alcohol containers.

Loyola University Maryland Alcohol Policy from the 2017-2018 Community Standards (For Students)

Alcohol Policy

Loyola University Maryland fully supports and requires compliance with Maryland’s alcoholic beverage laws. These laws include prohibitions on the possession or consumption of alcohol by persons under age 21; furnishing alcohol to or obtaining alcohol for a person under age 21; and misrepresenting one’s age in order to obtain alcohol. Only those students who are 21 years of age and older are permitted to have alcohol in their apartments. Guests who are 21 years of age and older may not bring alcohol to a room/apartment/suite where at least one person is under the age of 21. Students 21 years of age or older may possess and consume alcohol in the privacy of their rooms/apartment/suite in single-serving containers only. All students and guests are expected not to abuse alcohol, but rather to drink responsibly or abstain. This section includes policies applicable to students 21 years of age or older.

Note: Parents and/or guardians will be notified in writing if their first-year student under age 21 is found responsible for an alcohol violation involving use or possession. Core Advisors will be notified.
Violations of the alcohol policy include, but are not limited to, the following:

a. Having open containers of alcoholic beverages or consumption of alcohol in any public area on Loyola owned or leased property, regardless of age (e.g., lounges, corridors, outdoors, etc.)
First offense: $75 fine and a written reprimand, in addition to sanctions for underage possession if applicable.

b. Unauthorized possession or consumption of alcoholic beverages. “Possession” means having an alcoholic beverage under one’s charge or control. Students under age 21 may not possess or consume alcoholic beverages at any time. Students age 21 or older generally may not possess or consume alcoholic beverages in the presence of persons under age 21; however, they may consume or possess alcoholic beverages in the presence of their roommates in their own room/apartment/suite.

- **Minimum Standard Sanctions for Alcohol Violations:**
  
  - **1st Offense:** $75 fine, written reprimand, and alcohol screening/education.
  
  - **2nd Offense:** $125 fine, disciplinary probation, and alcohol screening/education.
  
  - **3rd Offense:** $200 fine, deferred suspension from the University, and an alcohol screening or referral as specified in sanction letter.
  
  - **4th Offense:** University suspension and required completion of outpatient/inpatient treatment prior to the ability to reenroll at the University.

c. Selling, furnishing, or giving any beverage containing alcohol to any person under 21 years of age. **Standard sanction: deferred suspension from the residence halls, $200 fine per individual host, and a referral for alcohol screening/education.** The student social host policy will apply if alcohol is available in the room. Thus, the host is also responsible for misconduct if they passively allow prohibited alcohol use to occur within their room.

d. Using or possessing excessive amounts or prohibited sources of alcohol (e.g., kegs, beerballs); using or possessing items or devices that encourage excessive drinking (e.g., bars, beer bongs, funnels); or organizing or participating in activities that encourage excessive drinking (e.g., beer pong, drinking games, or contests). **Standard sanction: deferred suspension from the residence halls, $200 fine, and referral for alcohol screening/education.**

e. Charging a fee when hosting parties. **Standard sanction: deferred suspension from the residence halls, $200 fine, and a referral for alcohol screening/education.**

f. Being intoxicated or exhibiting behaviors associated with intoxication or impairment. **Standard sanction: deferred suspension from the residence halls, $150 fine, and referral for an alcohol screening.** In cases that involve the operation of a motor vehicle, the University reserves the right to consider more serious sanctions including suspension or expulsion.

g. Providing false identification:

g1. Possessing, conspiring to obtain, or using false identification. **Standard sanction: Deferred suspension from the residence halls and a $250 fine per false ID.** False IDs confiscated by the University will be forwarded to the appropriate State authorities.

g2. Manufacturing, selling, or distributing false identification.
Standard sanction: Expulsion.

h. Multiple or repeated violations of the Alcohol Policy.

i. Possession of empty alcohol containers. Students who are 21 years of age or older are expected to dispose of empty alcohol containers. Students are prohibited from displaying empty alcohol containers. Empty alcohol containers should not be used as decoration.

Policies for Employees:

Staff and Administrators
The following information can be found in the Staff and Administrator Policy Manual at: http://www.loyola.edu/department/hr/about/policy

8.12 Drug-free Workplace
All persons employed by the University are responsible for performing their duties effectively and safely for the community’s health and safety. Therefore, it is imperative that Loyola as a community operate in an environment free from illegal drugs and other controlled substances, specifically:
• The manufacture, sale, possession, distribution, or use by employees in the workplace of a controlled substance or drug not medically authorized is strictly prohibited.
• An employee may not be under the influence of a controlled substance, alcohol, over-the-counter medication or prescription drug which affects job performance or poses a hazard to the safety and welfare of the employee or other employees.
• Employees are required to report his/her criminal drug statute conviction for a violation occurring in the workplace to his/her immediate supervisor/department chair within five days after such conviction. As applicable, the University will, in turn, also notify the appropriate federal granting/contracting agency of such conviction within 10 days after receiving notice from the employee.
• Information on the dangers of drug abuse and the availability of counseling and rehabilitation assistance is provided through the Health Services Center, the Counseling Center, alcohol and drug education and support services or the human resources office and is distributed annually to each employee.
• Certain staff positions require pre-employment physicals involving a drug/alcohol screen. Additional required screens include but are not limited to: reasonable suspicion, reliable information, post-accident, random, return-to-duty, and follow-up.
Compliance with this policy is a condition of employment. Any violation of this policy will result in disciplinary action, including, but not necessarily limited to required participation in a rehabilitation program, suspension from duties or dismissal from employment.

8.12.1 Alcohol
All members of the University community are to act in a manner consistent with the alcohol policy of the University. This policy is to be observed in the planning and hosting of functions, both public and departmental, on the campus or at University sponsored activities. Alcohol-free events are to be encouraged.
• Persons under the age of 21 and visibly intoxicated persons may not be served alcoholic beverages. All alcoholic beverages should be served by a bartender(s); the bartender(s) should be over the age of 21 and should be instructed to ask for proof of age.
• Food and non-alcoholic beverages should be provided and made easily available to all guests.
• The quantity of alcohol offered and the length of time during which alcohol is offered should be monitored by the host or hostess.
• Persons who are visibly intoxicated may not be served.
• Announcements and advertising of such events should not feature nor promote alcoholic beverages as the focus of the event.
• The unlawful possession, use, or distribution of alcoholic beverages is strictly prohibited on University property or as part of its activities.

8.13 Smoking Policy
The University has an interest in providing a healthy and productive work environment for all employees. Therefore, smoking or vaporizing of tobacco or any other material in any type of device or equipment, including but not limited to cigarettes, cigars, pipes, or electronic cigarettes (e-cigarettes), is prohibited inside all buildings and vehicles owned or leased by the University. Smoking and vaporizing are permitted in designated areas that are a minimum of 30 feet from University building entrances and exits. Smokers are responsible for the appropriate disposal of their cigarette butts, e-cigarettes and/or supplies, wrappers and matches.

Faculty
The following information can be found in the Faculty Handbook at:

C. Policy on Alcoholic Beverages
Maryland State Law prohibits any person under 21 years of age from being in possession of, or under the influence of, alcoholic beverages. Loyola University does not endorse or condone violation of the law of the State of Maryland.
The text of the University's Alcohol Policy may be found in the Student Handbook and in Appendix E of this document (Faculty Handbook).
Please consult the Director of Student Activities if there are any questions regarding the use of alcoholic beverages on campus.
Appendix II

Explanation of SSWP Interventions for Judicial Referrals

The Office of Student Support and Wellness Promotion (SSWP) Department seeks to foster an environment that supports responsible decision-making regarding alcohol and other drug use, on the Loyola campus and in the Baltimore community. The Office of Student Support and Wellness Promotion provides a number of services, supports, and programs to fulfill this philosophy. The list below includes the interventions that are offered to students with alcohol or other drug use concerns, and to students who are sanctioned through the conduct system.

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<th>Service</th>
<th>Explanation of Service</th>
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| BASICS (Brief Alcohol Screening and Intervention for College Students) | BASICS is an evidenced based program designed to reduce harm associated drinking, conducted in two individual 50-minute session with a trained staff member. Students that go through the BASICS program will:  
- Examine their alcohol use through the personalized feedback report  
- Debunk myths and increase the base of accurate information about alcohol and its effects  
- Devise strategies to minimize risks associated with alcohol use.  
- Increase motivation to change current risky behaviors, and problem solving about potential barriers that might compromise initiation or maintenance of change  
- Identify realistic strategies to reduce their risk of future problems and make safer choices.  
- Obtain comparison of their alcohol use with other students at Loyola University Maryland. |
| BIM (Brief Intervention for Marijuana) | BIM is based on the same evidenced based science as BASICS but is specifically designed to address marijuana use. It consists of two individual 50 minute sessions with a trained staff member. Students who go through BIM will:  
- Examine their marijuana use through a personalized feedback report  
- Debunk myths and increase the base of accurate information about marijuana and its effects  
- Devise strategies to minimize risks associated with marijuana use.  
- Increase motivation to change current risky behaviors, and problem solving about potential barriers that might compromise initiation or maintenance of change  
- Identify realistic strategies to reduce their risk of future problems and make safer choices.  
- Obtain comparison of their marijuana use with other students at Loyola University Maryland. |
| Screening | Students will be screened by a member of the Student Support and Wellness Promotion team to identify appropriate next steps, which may include:  
- Referral to Loyola University Maryland Counseling center  
- Referral to outside AOD program and/or 12 step program |

23