

Loyola University Maryland
Drug Free Schools Act Amendments of 1989
Memorandum Documenting Effectiveness and Consistency Reviews
Biennial Review 2016

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, Campus Police, 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, are 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 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 are sent in September, January, and June to ensure that all University members are 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 are provided with a copy 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	<ul style="list-style-type: none"> • Screenings and referral for education or treatment • Education interventions • Support groups • Parental notification of policy violations • Faculty/Administrator/Staff/ Student Leaders conversations with students • Athletic drug testing

<p>Interventions at the student population (group) level</p>	<ul style="list-style-type: none"> • Consistent policy enforcement • Referral of students with conduct violations for education and/or evaluation and treatment • Alcohol-free social activities • Think About It online education requirement • Social norms messaging campaigns • Outreach and prevention presentations and programs • Academic rigor • Friday and morning classes • Living-learning communities • Peer education • Substance Free Housing
<p>Interventions at the University and surrounding community level</p>	<ul style="list-style-type: none"> • 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 provides access to all students to individual addictions counseling by a nationally certified, state licensed alcohol and drug counselor. These services are free for all students and can be accessed through a number of avenues, including the campus conduct system, referrals from faculty, administrators, peers, and/or self-referral. Loyola provides a continuum of care ranging from basic psychoeducational information and support to outpatient level treatment. Individual and group counseling and education is also available in the forms of motivational interviewing, individualized feedback, social norms messages, and client-centered counseling.
- All students who are found responsible for a simple alcohol violation, which typically includes students with an underage possession of alcohol, are sanctioned to complete alcohol education sessions through the Office of Student Support and Wellness Promotion. The standard sanction for an initial alcohol policy violation includes a 90-minute CHOICE group education session. Any subsequent violation of the alcohol policy typically results in a mandated evaluation by a counselor in the Office of Student Support and Wellness Promotion to determine if an alcohol use disorder diagnosis is present. At that point, the student is required to follow treatment/education interventions, as directed by the

counselor. All students who are found responsible for any drug violations are required to complete an evaluation by a counselor in addition to mandatory urine screenings throughout the academic year. These drug tests are random, and students are unaware of the screening schedule. Students may also be sanctioned to complete the Brief Intervention for Marijuana (BIM) program, which consists of two individual sessions utilizing motivational interviewing techniques aimed to educate students about risks associated with marijuana use. Students who are frequent or habitual drug users are suspended from the University, with the condition that a drug/alcohol treatment program is completed prior to their return. Students who are found responsible for drug distribution are expelled from the University.

- **Education interventions:** Education interventions are administered in two ways on Loyola's campus, which include: 1) The conduct process, which consists of students attending psychoeducational group classes that focus on substance use and abuse, and 2) The Brief Alcohol Screening and Intervention for College Students (BASICS) and BIM programs which combine clinical sessions and individualized feedback with education regarding normative alcohol and other drug use on our campus.
- **Support groups:** The Office of Student Support and Wellness Promotion offers support groups for students who abstain from alcohol and other drug use and who are seeking support to maintain such a lifestyle. There is also a group offered to students who are coping with the effects of another person's substance use, especially those students who have 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. Therefore, parents are notified in the event of any alcohol or drug policy violation for first-year students. Parents are also notified of any drug policy violation and/or hospital transport, regardless of a student's class year.
- **Faculty/Administrator/Staff/ Student Leaders conversations with students:** There are two primary ways by which substance use issues, concerns, and consequences are highlighted and addressed on campus: 1) Advisor notification in the event of a conduct violation. In such an event, professors are able to utilize their relationships with students to help facilitate a discussion about what is taking place in the students' lives as well as help the students access services, and 2) The Messina Living-Learning Program, through which students have the opportunity to become, and remain, engaged in conversations with faculty, administrators, and peers. By creating this greater connectivity, students are supported throughout numerous areas of campus.
- **Athletics:** The Office of Student Support and Wellness Promotion supports the Athletic Department's random urine drug screening program by evaluating and providing counseling to athletes who produced positive urine drug screens.

Student Population Level Interventions:

- **Consistent policy enforcement:** Our conduct system requires that all students who are in violation of campus alcohol and/or drug policies are provided counseling and/or education by an addictions counselor.
- **Referral of students with conduct violations for education and/or evaluation and treatment:** Students who are found responsible for AOD related violations of community standards are 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 offers 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 Freon-campus late-night programs throughout the year.
- **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 designed to educate students on the topics of alcohol and drug abuse and related direct and indirect consequences, in addition to sexual assault, violence prevention, and the development and fostering of healthy relationships. The comprehensive design of the program provides a solid foundation for incoming students as it reviews relevant and pertinent topics in higher education. Loyola has committed to implement the *Think About It* program for three additional years.
- **Social norms messaging campaigns:** Our campus-wide social norms educational program seeks to reduce irresponsible alcohol and/or other drug use by correcting students' perceptions that irresponsible alcohol use is a Loyola norm. Our social norms campaign is represented through the use of a "Stick Figure" poster campaign, in addition to educational sessions for all incoming students at summer orientation. The CHOICES education program also supports and reviews social norms with students who attend that program.
- **Outreach and prevention presentations and programs:** The Office of Student Support and Wellness Promotion offers numerous presentations throughout the year to educate students about the possible effects that substance use can incur and to contribute to the overall reduction of students' substance use. All summer orientation programs include presentations to students and families on the college drinking culture. These presentations include effective social norms messages that are designed to correct misconceptions and reduce substance use. Moreover, the University's alcohol and drug counselor is often requested during class time to educate small groups of students on the effects and implications of substance use behaviors. The Alcohol and Drug Abuse Prevention Team (ADAPT) peer educators provide 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 offers a core curriculum that encourages critical thinking skills. The structure of the core curriculum, in addition to the academic requirements for individual majors, create an academically rigorous community of learners.
- **Friday and morning classes:** Friday morning classes are also offered to help serve as a deterrent to drinking on Thursdays.
- **Living-learning communities:** The 2015-16 academic year welcomed the entire first-year class to in the Messina Living-Learning program. Faculty, administrators, and upper-class operate as a team to assist students with the transition to college and aim to enhance their overall academic and social experience at Loyola. The Messina program often acts as a conduit for students present with substance-use concerns by directing these students to the appropriate resources.
- **Peer education:** The Office of Student Support and Wellness Promotion oversees the ADAPT peer education group. ADAPT peer educator group provides educational presentations in the residence halls, small scale social programs, and serves as a partner

and resource for other student groups who plan and implement substance-free programming.

- **Substance Free Housing:** Loyola University Maryland offers students two substance free housing options: 1) Students can apply to live in the substance-free housing block on campus, which is a designated residential section of on-campus housing for those students who wish to be substance free, and 2) Students may select a substance-free roommate, which allows for students to live in any on-campus residence with a substance-free roommate, but not necessarily an entire substance-free suite/apartment. Both options require that the students agree that there will be no alcoholic beverages or illicit substances in the room, nor will anyone in that area, or direct roommate, respectively return to that space under the influence of alcohol or other drugs. Furthermore, no visitors who are under the effects of alcohol or other drugs are permitted in in any area designated substance-free area.

University and Surrounding Community Level Interventions:

- **Loyola AOD Task Force:** Through the campus-wide Loyola Alcohol Task Force, the committee reviews data and AOD use trends on campus and seeks to better understand and address them in accordance with best practices. The main area of focus for the Task Force has been to gather data to better understand Loyola's culture of pre-gaming and begin to develop strategies to reduce this high risk behavior. In the pilot survey last year, 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 is 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 stake part in are the: 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 is dedicated to helping and improving the city by attending local neighborhood association meetings. In addition to attending these meetings, the University also sends representatives to neighborhood association meetings in an effort to address any concerns relating to substance use, such as large-scale parties for our off-campus student population.
- **Participation in the Maryland State Collaborative to Reduce Underage Drinking and Associated Harm:** Loyola University Maryland has taken an active role in the Maryland State Collaborative, which has helped to: 1) pass legislation to reduce the likelihood of off-campus parties through noise ordinances, 2) stop the sale of 190 proof liquor in Maryland, and 3) serve as a resource by providing information to all of the institutions of higher education in the state. Loyola often provides 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 Dean of Students Office evaluates the students' medical documentation prior to them returning from a medical leave of absence, during which treatment was recommended. Upon the student's return into the University, the counselor in the Office of Student Support and Wellness Promotion will work with the student to develop an after-care plan, which involves coordinating and establishing a supportive network as the student continues through the University. Often the establishment of the plan for ongoing support begins while the student is receiving treatment. Students are able to meet with the counselor at SSWP prior to their return to the University to establish a therapeutic relationship and supportive structures to help in their transition back to the University. This support can include individual counseling, group counseling, referrals to peer-support groups, in addition to access to the collegiate recovery community.

Accomplishments during 2014-2016

- I. As a result of structural changes within the University the offices of Student Support Services and Alcohol and Drug Education and Support Services, and Health Promotion (ADESS-HP), merged to form the new office of Student Support and Wellness Promotion (SSWP). This office now addresses AOD use, promoting holistic wellness, and overseeing support for students who demonstrate a high-level of emotional concerns.
- 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, supports 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. During the 2014-15 academic year the use of the *Think About It* program expanded its “Alcohol Sanction” module to provide educational interventions to students studying abroad who were found in violation of the University’s alcohol policies.
- IV. 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. We hope that through this grant Loyola can initiate and sustain major programming efforts to reduce alcohol abuse and its associated consequences among student athletes and non-athletes. This grant is intended to leverage the visibility of athletes as they promoted programs that focus on responsible drinking behaviors and harm reduction practices.
- V. In the fall of 2015, The Office of Student Support and Wellness Promotion, in collaboration with the Office of Student Life, restructured the referral process for mandated students to provide increasingly tailored interventions for students.
- VI. 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 develop a subsequent set of social norms interventions that aimed to reduce potentially harmful drinking behaviors.
- VII. In the fall of 2015, the University Alcohol Task Force (Formally the Loyola AOD Committee) created and implemented a pilot study which assessed pre-gaming campus culture. Data from this survey will be used to shape and inform campus programming and policy in the future.
- VIII. As part of the NCAA CHOICES grant, Loyola University Maryland has greatly expanded the number and type of late night substance-free programs on campus.
- IX. As a result of our comprehensive prevention program based on the National Institute on Alcohol Abuse and Alcoholism’s 3-in 1 model, the 2015-2016 academic year saw a 58% reduction in the number of students mandated to SSWP for AOD related services. These data were collected from our electronic records software.
- X. By enhancing interdepartmental collaboration the University has combined the annual notices required by the Drug Free Schools and Communities Act so that there is one document that addresses both the needs of students as well as employees. This document is distributed to the campus community through direct emailing to all members of the campus community as well as by making it available on numerous university websites (i.e.,

Human Resources, and Student Support and Wellness Promotion) for ongoing access.

- XI. The Office of Student Support and Wellness Promotion, Student Life, Campus Police, and Student Government Association have created and implemented a Responsible Action Protocol which provides amnesty for any student who helps to assist a peer who is experiencing an alcohol emergency.
- XII. The implementation of the Maxient database has increased the University's capability for tracking students' completion of conduct-related sanctions. Maxient became the primary records platform during the 2015-2016 academic year. This change has allowed for increased interdepartmental collaboration in supporting students. Unfortunately, as a result of adopting this new data collection platform, we no longer have access to our conduct data from the 2014-15 academic year, included in this report. Fortunately, those data were accessible through the Office of Student Support and Wellness Promotion.

Effectiveness:

The combined disciplinary, educational and treatment interventions are considered to be highly effective, particularly with regard to reducing recidivism. For example, during the 2015-16 academic year, 12 students were required to complete mandatory drug testing as part of their sanction. Any student with a positive test result, received further treatment. During the same period of time, none of the students who were drug tested had a positive urine test.

A total of 69.9 percent of all sanctions assigned to students for alcohol and drug violations were completed. These sanctions include individual screening with the Office of Student Support and Wellness Promotion, on and off campus drug treatment, mandatory drug testing, and educational interventions. The recidivism rate for students who receive disciplinary sanctions for alcohol and/or drug policy violations was 26.4 percent.

We have been using our data from first-year students to assess the impact of the campus drinking culture on changing new students' substance use behaviors. Over the course of the last three years, there has been a five percent decrease in the number of students having seven or more drinks, as well as a four percent decrease in the number of students' pre-gaming behaviors. The increase in programming contributed to the reduction in our campus conduct-related incidents, from 1,078 cases in 2014-15 to 795 cases in 2015-16. During the same time period, the number of hospital transports for alcohol overdoses decreased from 33 transports to 17 transports. Beginning in the 2016-2017 academic year, we will be implementing the results of the American College Health Association-National College Health Assessment (ACHA-NCHA) to measure program effectiveness and behavioral change among students. The ACHA-NCHA will be replacing the Loyola University Student Survey (LUSS), a home-grown survey designed to track student behaviors and program effectiveness. As part of this transition, the LUSS was not conducted during the timeframe of this review. Alternatively, data from the *Think About It* program has served as our outcome measure.

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 are reviewed with all new hires at their orientation. The Drug and Alcohol Policies, Health Information, Services and Benefits for Faculty, Administrators, and Staff are 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 are free and confidential to employees and family members residing in their households. Services are 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 offers 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 is no cost to eligible employees for the services provided. Five free counseling sessions are provided per problem area. If outside referral services are recommended, fees charged by those professionals are the responsibility of the employee in coordination with the employee's health insurance. EAP services are 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.

Student Behavior Trends:

We utilize the Titanium 10 Software Program to consistently track AOD use and behavior trends. Data are collected from students who complete screenings and/or evaluations for substance use related issues during the intake process. The following data are based on changes since the last biennial review period:

- 11.1% reduction in illicit stimulant medication use
- 6% reduction in opiate use

- 5.1% reduction in use of synthetic substances (i.e., K2, Spice, Bath Salts)
- 5.3% decrease in the number of students consuming 5 or more drinks per occasion

As previously stated the data from the *Think About It* program showed the following trends over the last three years.

- 5% reduction in students having 7 or more drinks per occasion
- 4% decrease in students engaged in pre-gaming

Student Treatment Utilization and Trends:

We have witnessed a 2.2% decrease in recidivism among students referred to treatment through the conduct system, since the last biennial review period. Moreover, during the most recent biennial review period there was a decline from 353 students seeking AOD services during the 2013-14 academic year, to 133 students during the 2015-16 academic year. While the number of students accessing support has declined the average number of sessions that students attend has increased 27% over the same period of time.

Student Conduct and Sanction Data:

The following data comes from campus conduct reports of those students found responsible for alcohol and/or drug related violations of Univeristy policy.

Conduct Violations:

Violation	Number of Students
Alcohol Policy: Open containers/Public consumptions	9
Alcohol Policy: Unauthorized possession/Consumption	98
Alcohol Policy: Selling, furnishing, giving to any person uner 21 years of age	0
Alcohol Policy: Using/ Possessing excessive amounts or prohibited sources	7
Alcohol Policy: Chargng a fee	2
Alcohol Policy: Intoxication/ Impairment	30
Alcohol Policy: Possessing, conspiring to obtain, or using false identification	29
Alcohol Policy: Multiple/Repeated violations	0
Alcohol Policy: Possession of empty containers	33
Drug Policy: Use/ Possession	15
Drug Policy: Paraphernalia possession	13
Drug Policy: Sale, potential for sale, distribution, or providing drugs to others	0

Sanctions:

Sanction	Number of Students
Alcohol Screening with SSWP	54
CHOICE Alcohol Education with SSWP	69
Drug Evaluation and Treatment Off-Campus	1
Drug Screening with SSWP	19
Drug Test (urine testing off-campus)	12

Employee Conduct and Utilization Data:

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

Training and Promotion of Work/Life Support Services:

- Two substance abuse EAP sessions (1 for employees, 1 for supervisors) were held over the two year period.
- One EAP orientation was held over the two year period.
- 16 Work/Life Balance sessions were held over the two year period.
- Two eleven-week wellness programs and three four-week wellness programs were held over the two year period.
- EAP is 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:

	2012-2014	2014-2016
Alcohol or Drug	1	2

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.

	2012-2014 Reported	Outcome	2014-2016 Reported	Outcome
Alcohol	2	2 treatment mandated	1	1 appropriate personnel action taken
Drug	0	N/A	0	N/A

Transportation: Commercial Driver's License: Random Drug screens:

	# Positive drug tests	Outcome
2012-2013	0	N/A
2013-2014	0	N/A
2014-2015	0	N/A
2015-2016	0	N/A

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.

- A key strength of this program is 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 has been able to positively and directly impact students' behaviors, which is most notably apparent in our reduction in conduct related incidents.
- A second strength of Loyola University Maryland's prevention efforts is the University's proactive approach to addressing student issues that are consistent challenges among higher education institutions. In particular, the implementation of the Brief Intervention for Marijuana (BIM) program to address marijuana use and moving toward evaluating all students involved in the conduct system represents a major effort toward supporting students and addressing concerns before these issues begin to negatively impact the student or the campus community.
- The proactive nature of our program has led to Loyola University Maryland creating the first Collegiate Recovery Program in Maryland and in the Patriot League Athletic Conference.
- Another strength of the University's prevention program is the substance-free roommate option, or substance free housing. The unique nature of these option allow students to live in a variety of housing styles and locations.
- A final strength of our prevention program involves the range and diversity of the collaborations that Loyola University Maryland has made in the local and national arenas. Representatives from the University serve as members of neighborhood associations and local coalitions to help reduce substance use, high-risk behaviors, and their associated consequences. To insure that our students are able to receive a full continuum of care to address their substance use, the University has established ongoing relationships with local and national treatment providers to maintain ongoing and consistent student support.

Weaknesses

- Although Loyola University Maryland offers a strong program that addresses substance use education and programming efforts, the University should aim to consistently collect and disseminate data about our students' substance use and broaden collaborative efforts to combat and minimize substance use-related behaviors. To address this issue, the upcoming (spring 2017) administration of the American College Health Association-National College Health Assessment (ACHA-NCHA) and subsequent administration

every other year, will allow the University to collect consistent and reliable data regarding students and their substance-use behaviors.

- 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 have input on these important issues.
- The AOD Task Force will evaluate and implement a comprehensive policy and related procedures for University-sponsored events where alcoholic beverages are served.

Employee Program Strengths and Weaknesses

Strengths

In addition to providing programs for its student community, Loyola University Maryland has 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, hosts an annual Benefits Fair to offer University resources, in addition to local resources, to support employees.
- The University's health insurance plans offer inpatient, intermediate, and outpatient care for substance use-disorder services.

Weaknesses

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

- While educational programs such as conflict-resolution in the workplace and retirement planning are offered to employees, additional programming regarding substance use-related issues, may be beneficial. To address this area, The Office of Human Resources is currently redesigning the new-hire orientation program to include a 30 minute EAP orientation.
- Data collection that includes 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:

As previously stated Loyola University Maryland implemented a responsible action protocol to provide medical amnesty for student seeking help for a peer in the event of an alcohol emergency. The implementation of this protocol satisfies our first goal included in the last biennial review which was to implement a medical amnesty policy.

Our second goal was 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. We are encouraged that there is progress in this area due to the significant decline in the number of conduct violations related to AOD, going from 1,078 cases in 2014-15 down to 795 cases in 2015-16 and the 48% decline of alcohol transports from the previous year.

Recommendations for the next review period:

- I. In an effort to improve the quality of the interventions provided to students, the Office of Student Support and Wellness Promotion, in collaboration with the Office of Student Life, will be working toward implementing AOD evaluations for all students found in violation of the University's alcohol and drug policies beginning August 2016. This change is designed to ensure that the interventions that students receive are appropriate for their individual substance use behaviors, and not simply limited to the committed violation itself. We are hopeful that this targeted response and treatment approach may, contribute to a decline in recidivism within our conduct system.
- II. There is currently not a policy which explicitly outlines the protocol for the distribution of alcoholic beverages to students of legal drinking age at University- sponsored events. Over the next review period, we will be endeavoring to craft and implement such a policy, in order to support social events through reducing overconsumption.
- III. Loyola University Maryland will be administering the American College Health Association-National College Health Assessment (ACHA-NCHA) during the spring 2017 semester. The information gathered from this assessment will be used to update and create a new social norms campaign for the campus community.
- IV. The University is committed to enhancing the variety and number of programs available to employees to help address substance use. In addition to increasing the number of programs, we will be increasing our efforts to gather additional information on the utilization of these programs.

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

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Appendices

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- II. Explanation of SSWP Interventions for Conduct Referrals

Loyola University Maryland Alcohol Policy from the 2014-15 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 education.
- 2nd Offense: \$125 fine, disciplinary probation, and alcohol 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 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 his/her 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 education.**

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

Loyola University Maryland Alcohol Policy from the 2015-16 *Community Standards*(For Students)

1. 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 education.

- 2nd Offense: \$125 fine, disciplinary probation, and alcohol 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 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 education.**
- e. Charging a fee when hosting parties. **Standard sanction: deferred suspension from the residence halls, \$200 fine, and a referral for alcohol 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
- i. Possession of empty alcohol containers.

Policies for Employees:

Staff and Administrators

The following information can be found in the *Staff and Administrator Policy Manual* at: <http://www.loyola.edu/departments/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 is prohibited inside all buildings and vehicles owned or leased by the University. Smoking outside is authorized in 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, wrappers and matches.

Faculty

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

<https://inside.loyola.edu/worklife/governance/academic/Documents/academicaffairs/documents/FINAL-2014-2015%20Faculty%20Handbook.pdf>

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.

Service	Explanation of Service
CHOICE (choosing healthy options in campus environment)	<p>CHOICE is a 90 minute session.</p> <p>Students who go through the CHOICE program will:</p> <ul style="list-style-type: none"> • Thoughtfully reflect and discern on their drinking behaviors and choices. • Examine risks associated with alcohol and other drug use. • Articulate strategies to make safer choices about drinking. • Obtain accurate information about social norms at Loyola
BASICS (Brief Alcohol Screening and Intervention for College Students)	<p>BASICS is an evidenced based program designed to reduce harm associated drinking, conducted in two individual 60 minute session with a trained counselor.</p> <p>Students that go through the BASICS program will:</p> <ul style="list-style-type: none"> • Examine their alcohol use through the personalized feedback report • Debunk myths and increase the their 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)	<p>BIM is based on the same evidenced based science as BASICS but is specifically designed to address marijuana use. It consists of two individual 60 minute sessions with a trained counselor.</p> <p>Students who go through BIM will:</p> <ul style="list-style-type: none"> • Examine their marijuana use through a personalized feedback report • Debunk myths and increase the their 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.

	<ul style="list-style-type: none"> • Obtain comparison of their marijuana use with other students at Loyola University Maryland.
Screening	<p>Students will be evaluated by a licensed counselor to identify what program will best meet the needs of that student. Possible outcomes include recommendations to:</p> <ul style="list-style-type: none"> • CHOICE program • BASICS • AOD Counseling • Group programs • Referral to Loyola University Maryland Counseling center • Referral to outside AOD program and/or 12 step program