



**University of Northern Iowa  
Drug-Free Schools and Campuses Regulations  
[EDGAR 86]  
Biennial Review:  
Academic Years 2020-2021 & 2021-2022**

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**University of Northern Iowa**  
**Drug-Free Schools and Campuses Regulations [EDGAR Part 86]**  
**Alcohol and Other Drug Prevention Certification**

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

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

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Mark Nook

Typed Name of Chief Executive Officer/Administrator

*Mark A. Nook*

Signature of the Chief Executive Officer/Administrator

*September 19, 2022*

Date

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## **Introduction**

The Drug-Free Schools and Campus Regulations (DFSCR) (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires that institutions of higher learning (IHE) such as the University of Northern Iowa (UNI) adopt, implement, and evaluate programs to prevent the misuse or abuse of alcohol and use or distribution of illicit drugs by university students and employees. This includes both on its premises and as a part of any of its activities.

The DFSCR further requires that the institution conduct a biennial review of its program with the following objectives:

- (1) To determine the effectiveness of, and to implement any needed changes to, the alcohol and other drug (AOD) prevention program.
- (2) To ensure that campus enforces disciplinary sanctions for violating standards of conduct consistently.

The biennial review must also include:

- (1) the number of drug and alcohol-related violations and fatalities occurring on the campus, or as part of their activities that are reported to campus officials; and
- (2) the number and type of sanctions imposed on students or employees as a result of such violations or fatalities.

This report serves to document the above objectives and UNI's prevention and education related programs, initiatives, and activities related to alcohol and other drug abuse prevention during the 2020-2021 and 2021-2022 academic years.

## **Biennial Review Process**

Coordinated by the Associate Director of Student Health and Wellness, this biennial review is a comprehensive, evidence-informed evaluation conducted by the biennial review committee to implement and evaluate UNI's strategies to prevent high-risk drinking and illegal substance use among its students. It is a collaborative effort with campus partners.

The following UNI staff members served on the biennial review committee:

- Shelley O'Connell, Executive Director of Health and Recreation Services
- Allyson Rafanello, Dean of Students, Office of the Dean of Students
- Erica Eischen, Director of Residence Life
- Shawna Jesse, Health Promotion Coordinator, Student Wellness Services
- Joseph Tyler, Associate Director of Public Safety, Public Safety
- Angela Meeter, Associate Director of Student Health and Wellness, Student Health Clinic and Student Wellness Services
- Andrea Greve Coello, Academic Advisor, Athletics Administration
- Jennifer Jass, Nurse Practitioner and Psychiatric Nurse Practitioner, Student Health Clinic
- Jennifer Schneiderman, Director and Mental Health Therapist, Counseling Center
- Libby Fry, Instructor, UNI Social Work department

- Amy Bonebrake, Alcohol and Drug Counselor, Access Services
- Therese Callaghan, Human Resources
- Mike Bobeldyk, Student Involvement

The following content and data were collected by responsible prevention staff from various departments and assessed by the Biennial Review Committee when conducting the biennial review process.

- ACHA-NCHA III Spring 2021
- Student Health Clinic CAGE and SBIRT reports
- Access Services report
- Online eCheckup To Go and ULifeline assessment results
- Counseling Center AOD referrals
- Program outcomes
- Student conduct data
- University policies
- Drug and Alcohol Abuse Prevention Program (DAAPP)
- Arrests/Referrals report from UNI Public Safety
- EAP services utilization for AOD referrals
- Resident Assistant Drug and Alcohol Education results

Biennial review reports are maintained in the office of the Associate Director of Student Health and Wellness and kept for a minimum of three (3) years after the fiscal year the report was created. A copy of this report may be requested by contacting the Associate Director of Student Health and Wellness at (319) 273-3423 or emailing [angela.meeter@uni.edu](mailto:angela.meeter@uni.edu). Biennial reports can be found on the Student Wellness Services website at: [studentwellness.uni.edu/assessment](http://studentwellness.uni.edu/assessment).

## **Notification Process**

### **Student Notification**

UNI distributes the required alcohol and other drug policies and other related information to enrolled students via electronic mail. The mass email messages are sent each spring, summer, and fall to all enrolled and registered UNI students including continuing education students and those students who are only enrolled in one class for academic credit. Students who are taking classes off-campus, online, and abroad receive policies by email as well. The emails are sent after the first few weeks of classes to ensure the accuracy of email addresses. University alcohol and other drug policies are hyperlinked within the content of the notification message. Refer to [Appendix A](#) for supporting documentation.

The content of the email communication is reviewed and approved by the UNI legal counsel along with the Dean of Students. It includes the following:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students

- A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct

Additionally, the following statement is included in the Schedule of Classes - Policies and Procedures document:

#### DRUG FREE SCHOOLS ACT

[aodeducation.uni.edu](http://aodeducation.uni.edu)

[deanofstudents.uni.edu/student-conduct](http://deanofstudents.uni.edu/student-conduct)

[hrs.uni.edu](http://hrs.uni.edu)

In compliance with the Drug Free Schools and Campus Regulations (DFSCR) of the Drug Free Schools and Communities Act (DFSCA), these websites contain the following information: standards of conduct concerning alcohol and other drug use and related disciplinary sanctions, local, state and federal laws and sanctions concerning alcohol and other drug use, health risks, and programs for students and employees that provide assistance for alcohol and/or other drug concerns.

#### **Employee Notification**

In compliance with the Federal Drug-Free School and Campus Regulations (DFSCR), UNI annually distributes required information via electronic mail to all UNI employees. The message is also distributed via campus mail in paper format to merit employees who may not have access to work email on a regular basis. The email subject for these distributions is "Annual Policy Updates and Notifications". The full text of the emails and information provided are included in [Appendix B](#). Related policies and legal sanctions are hyperlinked in the email message and the email notification includes the following:

Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol of employees on its property or as part of any of its activities

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

New employees who begin working at the institution are provided an information packet at orientation which includes the Drug & Alcohol Free Workplace pamphlet ([Appendix C](#)) and a staff guide containing summaries of policies.

## Alcohol and Other Drug Prevalence Rates, Incidence Rates, Needs Assessment, and Trend Data

### American College Health Association National College Health Assessment (ACHA-NCHA) III Data

Student Wellness Services gathered AOD quantitative data using the UNI 2020 and 2022 ACHA-NCHA III, an established survey questionnaire created by the American College Health Association. The NCHA is a nationally recognized research survey that assists various departments by collecting precise data about our students' health habits, behaviors, and perceptions. The data is used to make the most appropriate decisions regarding services provided to UNI students.

The UNI NCHA III was completed in Spring 2020 and Spring 2022 ([Appendix D](#)). IRB approval was obtained before beginning the studies. IRB protocol was strictly followed while obtaining data. A random sample of 5,000 UNI students enrolled were selected by the Office of the Registrar. The American College Health Association was given the list of students to send the health assessment survey via email. There were 719 respondents resulting in a 14.4% response rate in 2020. In 2022, 783 students completed the survey with a 15.7% response rate.

### Student Health Clinic Alcohol and Other Drug Use Report Data

A Screening, Brief Intervention, and Referral to Treatment (SBIRT) and Drug Abuse Screening Tool (DAST) questionnaires are completed by students seen at the clinic by medical and psychiatric staff to screen for potential alcohol and drug problems. The SBIRT is a comprehensive, integrated public health approach to the delivery of early intervention and treatment services for persons with substance use disorders, as well as those who are at risk of developing these disorders. Screening quickly assesses the severity of substance use and identifies the appropriate level of treatment. Brief intervention focuses on increasing insight and awareness regarding substance use and motivation toward behavioral change. Table 1 depicts the level of severity of substance use by percentage per academic year among students seen for medical and psychiatric appointments at the Student Health Clinic.

**Table 1**

#### Screening, Brief Intervention, and Referral to Treatment (SBIRT) Results

Academic Year	Low Risk	Risky	Harmful	Dependent
2020-2021	85%	15%	0%	0%
2021-2022	79%	19%	2%	0%

The Drug Abuse Screening Test (DAST-10) is a 10-item brief screening tool that can be administered by a clinician or self-administered. The DAST-10 yields a quantitative index of the degree of consequences related to drug abuse. The instrument takes approximately 5 minutes to administer and may be given in either a self-report or interview format. It is a preliminary evaluation that attempts to determine whether key features of drug abuse are present in an individual. Screening indicates whether the problem of drug abuse is likely to



be present. This tool assesses drug use, not including alcohol or tobacco use, in the past 12 months. Table 2 portrays the level of severity of drug abuse, not including alcohol or tobacco, by percentage of students seen for medical and psychiatric appointments at the Student Health Clinic.

**Table 2**

**Drug Abuse Screening Tool DAST Results**

<b>Academic Year</b>	<b>No Risk</b>	<b>Low Risk</b>	<b>Moderate Risk</b>	<b>High Risk</b>
2020-2021	0%	40%	40%	20%
2021-2022	20%	50%	30%	0%

**Alcohol and Other Drug Monthly Population Level Screening Data**

Student Wellness Services partnered with Pathways Behavioral Services to provide an alcohol and other drug screening once per month in the Maucker Union prior to the COVID-19 pandemic. A Pathways Behavioral Services staff person used the evidence-based SBIRT tool (Screening, Brief Intervention, and Referral to Treatment) to screen students and staff/faculty. The SBIRT tool was used to identify, reduce, and prevent problematic use, abuse, and dependence on alcohol and illicit drugs. The table below demonstrates that an average total of 11% of students/faculty/staff screened were referred for AOD evaluation. This is up 3% from the 2018-2020 biennial review. Table 3 demonstrates the number of screenings and referrals by academic year.

**Table 3**

<b>Year</b>	<b>#of Annual Screens</b>	<b># of AUDITs</b>	<b># of DASTs</b>	<b># of Referrals</b>
2020-2021	26	14	3	2
2021-2022	55	38	9	7

*Note:* The 2020-2021 numbers were from the months of January and February 2020. SBIRT screenings did not occur from March-May 2020 due to COVID.

**ULifeline Utilization**

A usage report was completed to see the amount of traffic on the ULifeline page. Table 4 shows the number of unique UNI student users and an alcohol/drug specific search by academic year.

**Table 4**

<b>Academic Year</b>	<b>Unique users</b>	<b>Alcohol/Drug specific search</b>
7/1/2020-6/30/2021	1656	5
7/1/2021-6/30/2022	1847	0

**UNI Counseling Center AOD Referrals**

Table 5 indicates the number of alcohol and other drug related referrals to ACCESS Services, a substance abuse agency.

**Table 5**

Academic year	2019-20	2020-21	2021-22
Students seen by ACCESS Substance Abuse agency	19	12	17

**Access Services**

The UNI Counseling Center has a contract with Amy Bonebrake, Certified Alcohol and Drug Counselor (MSW, CADC) from Access Services to provide AOD evaluation and/or treatment for referred students. Access is a State Licensed Assessment and Substance Use Treatment Agency for Adults and Juveniles in Iowa specializing in Court Ordered Evaluations, working with Older Adults and LGBTQ populations. Students seen by UNI counselors who score at risk of substance abuse are referred to Access Services. Students may be seen on campus at the Counseling Center, via telehealth services, or at the Waterloo office of Access Services. Table 6 demonstrates the number of appointments, students seen, cancellations/no shows, and attendances by year and month in this reporting period.

**Table 6**

UNI Student Appointments

Year	Month	Appointments	Students	Cancellations/ No shows	Attended
2022	May	5	3	1	4
2022	April	12	10	0	10
2022	March	6	5	1	5
2022	Feburary	3	2	0	3
2022	January	4	4	1	3
2021	December	5	3	2	3
2021	November	9	5	2	7
2021	October	3	1	0	3
2021	September	0			
2021	August	0			
2021	July	1	1	0	1
2021	June				
2021	May				
2021	April	4	1	0	4
2021	March	6	2	3	3
2021	February	5	4	3	2
2021	January	2	2	0	0
2020	December	3	3	0	3
2020	November	6	5	2	4
2020	October	0			
2020	September	0			
2020	August	0			
2020	July	0			

### **Facts on Tap Program Data**

Facts on Tap is a presentation/workshop designed to assist participants in making informed choices about consuming alcohol and reducing harm. Students who participated in the Facts on Tap program during the 2020-2021 academic year achieved the following learning outcomes:

- 88% of participants were able to identify one reason why it's important to put someone in the recovery position.
- 88% of participants correctly identified two or more signs of alcohol overdose/poisoning.
- 99% of participants identified what one standard drink equals for beer, wine, and hard liquor.
- 100% of participants were able to list one or more moderation tips that can be used to prevent alcohol poisoning/overdose or other not so good things.
- 90% of participants were able to identify .05 BAC (blood alcohol concentration) as the recommended BAC to stay at or below to stay in the "sweet spot" if consuming alcohol.

Students who participated in the Facts on Tap program during the 2021-2022 academic year achieved the following learning outcomes:

- 77% of participants were able to demonstrate the steps to putting someone in the recovery position.
- 97% of participants correctly identified two or more signs of alcohol overdose/poisoning.
- 96% of participants identified what one standard drink equals for beer, wine, and hard liquor.
- 100% of participants were able to list one or more protective behavioral strategies that can be used to prevent alcohol poisoning/overdose or other not so good things.
- 90% of participants were able to identify .05 BAC (blood alcohol concentration) as the recommended BAC to stay at or below to stay in the "sweet spot" if consuming alcohol.
- 94% of participants were able to describe one or more benefits of staying in the "sweet spot" zone if consuming alcohol.
- 95% of participants were able to recognize that the majority of UNI students consumed 4 or fewer drinks the last time they drank alcohol in a social setting.

### **Red Watch Band Program Outcomes**

The mission of Red Watch Band is to "Provide students with knowledge and skills to prevent toxic drinking deaths and to promote a student culture of kindness, responsibility, compassion and respect." The Red Watch Band training symbolizes that the UNI community bands together to watch out for one another when every second counts. This is a partnership between the Office of Student Life and Student Wellness Services. Figures 1 and 2 depict that the Red Watch Band program, on average, resulted in participants self-reporting an increase in knowledge and confidence levels for all toxic drinking learning outcomes during the 2020-2021 and 2021-2022 academic years.

Figure 1

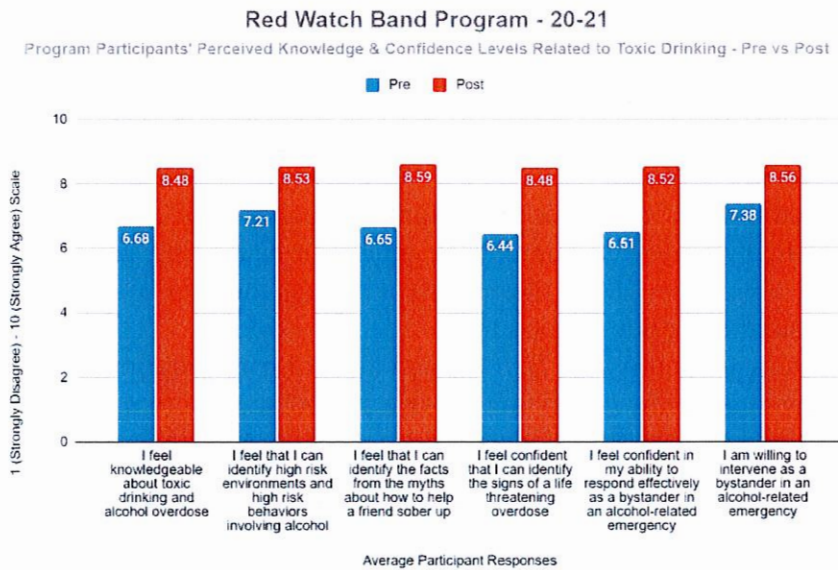
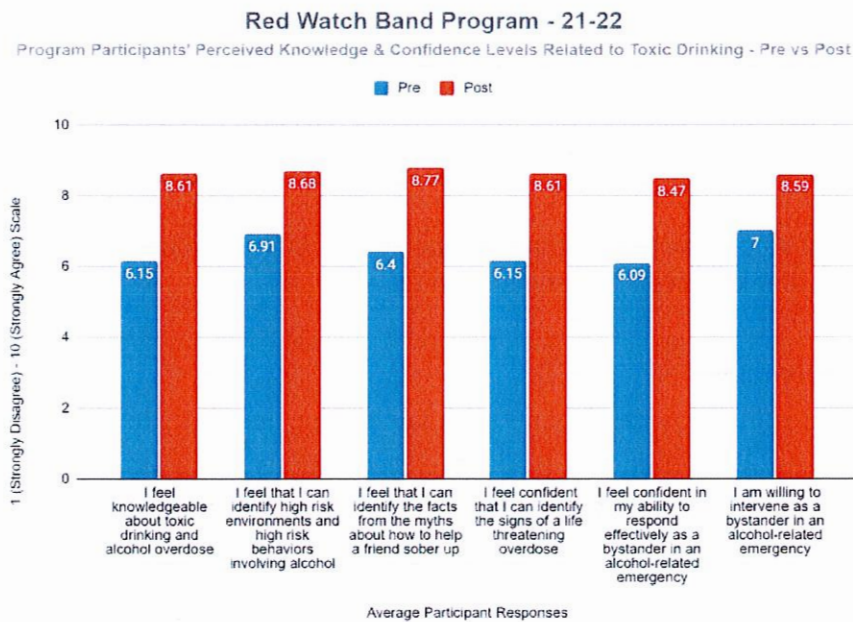


Figure 2



### 2020-2021 Additional RWB Student Learning Outcomes

UNI fraternity and sorority students who participated in the Red Watch Band program during the 20-21 academic year provided the following program outcomes:

- 92% of participants identified two or more signs of alcohol overdose/poisoning during the fall 2020 semester and 88% of participants identified two or more signs of alcohol overdose/poisoning during the spring 2021 semester.

- 92% of participants identified 3 or more high risk environments or high risk behaviors involving alcohol during the fall 2020 semester and 87% of participants identified 3 or more high risk environments or high risk behaviors involving alcohol during the spring 2021 semester.

### **2021-2022 Additional RWB Student Learning Outcomes**

UNI fraternity and sorority students who participated in the Red Watch Band program during the 21-22 academic year provided the following program outcomes:

- 99% of participants identified two or more signs of alcohol overdose/poisoning.
- 81% of participants identified 3 or more high risk environments or high risk behaviors involving alcohol.
- 100% of participants identified 1 or more protective behavioral strategies.
- 85% of participants demonstrated all 10 steps of putting someone in the recovery position.

### **Fraternity and Sorority Alcohol Incident Rates**

The Red Watch Band (RWB) program was implemented in Fall 2018 with the Fraternity and Sorority Life (FSL) population as mandatory alcohol education training. Noted changes in chapter regulations regarding alcohol within housing premises, layered with RWB training by over 90% of the community, have positively supported the trend in the decline of alcohol-related conduct incidents by members of the FSL community.

Prior to the 2018-19 academic year, the three year average for members of the FSL community who were involved in alcohol related incidents was 26 per year. From 2018-2020, these figures declined to an average of 11 incidents per year.

Academic year 2020-21 continued the trend with a 64% decrease in alcohol-related conduct incidents (n=4) by members of the FSL community, compared to the average (n=11) from the two previous years, and an overall reduction of 85% compared to the yearly average from 2015 to 2018.

The past academic year 2021-22 saw an increase of (1) alcohol-related conduct incidents from the previous year.

The calculations are based on alcohol-related conduct incidents that were reported through the Dean of Students office from Fall 2016 through Fall 2018, which is the semester that the RWB program began. In those semesters, there were an average of 23 alcohol-related conduct incidents by FSL members.

Table 7 below demonstrates the number of conduct incidents with alcohol among FSL members that has declined from Fall 2016 through Fall 2020.

**Table 7**

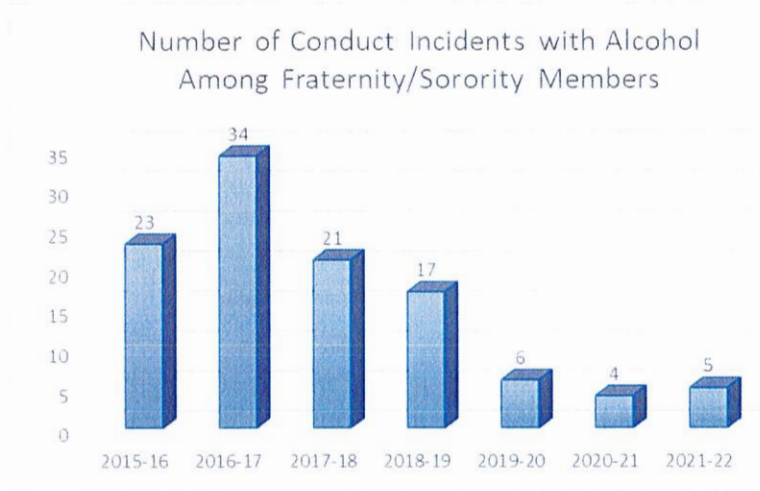
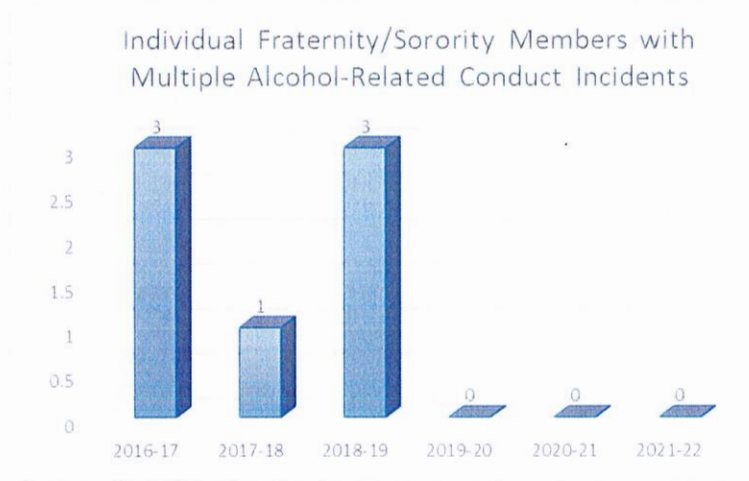


Table 8 in the graph below, individual FSL members with multiple alcohol-related conduct incidents have declined to no occurrences since the 2018-19 academic year.

**Table 8**



**Alcohol eCheckup To Go Assessment Results**

An Alcohol eCheckup To Go online system report was completed using self assessments by UNI students from August 1, 2020 to July 31, 2022. A total of 120 students completed the program. An Alcohol eCheckup To Go report provided a snapshot of self-reported data from our students which demonstrated the following estimations for UNI student alcohol use:

- Male: 15% (18) Female: 85% (102)

- University of Northern Iowa Student: 83% (10) Other College Student: 8% (1) Non-Student: 8% (1)
- Freshman: 32% (39) Sophomore: 21% (25) Junior: 16% (20) Senior: 16% (20) Graduate: 12% (15)
- Member of a fraternity/sorority? Yes: 20% (24) No: 80% (96)
- Student athlete? Yes: 7% (9) No: 92% (111)
- Currently taking prescription medications? Yes: 47% (57) No: 52% (63)
- Currently live on-campus / in-residence? Yes: 58% (70) No: 41% (50)
- Number of weeks in a typical month the participant reported drinking 1.66 (average)
- Highest calculated BAC reported during the "typical drinking week" .05 (average)
- Highest calculated BAC including during the "typical drinking week" and the "heaviest drinking episode" .08 (average)
- Drinks imbibed in a typical month 17.12 (average)
- Amount of money spent on alcoholic beverages in one week \$10.13 (average)
- Negative Consequences Score (AUDIT Score) 4.25 (average) (scores between 8 and 15 are most appropriate for simple advice focused on the reduction of hazardous drinking)
- Family Risk Scale Score 2.55 (average)
- Number of times user reported driving after drinking 9% (average)
- Number of times user reported driving with a friend after the friend had been drinking 26% (average)
- Cigarettes smoked per day 8% (average)

### **Cannabis eCheckup To Go Assessment Results**

A Cannabis eCheckup To Go online system report was completed using self assessments by UNI students from August 1, 2018 to July 31, 2020. A total of 2,058 students completed the program. The last biennial review resulted in 152 students completing the program. This is an increase of 1254% in completion since the previous review. It is assumed that the Cannabis eCheckup To Go campaigns with incentives have been effective in increasing awareness and utilization of the program. The results showed the following estimations for UNI student cannabis use:

- Male: 65% (1338) Female: 34% (718)
- University of Northern Iowa Student: 70% (1442) Other College Student: 17% (360) High School Student: 0% (3) Non-Student: 12% (252)
- Freshman: 45% (896) Sophomore: 16% (324) Junior: 16% (326) Senior: 10% (206) Not Applicable: 11% (216)
- Member of a fraternity/sorority? Yes: 6% (133) No: 93% (1925)
- Student athlete? Yes: 11% (234) No: 88% (1824)
- Currently taking prescription medications? Yes: 37% (389) No: 62% (651)
- Currently live on-campus / in-residence? Yes: 54% (1130) No: 45% (928)
- Weeks in a month using marijuana 2.77
- Hours spent under the influence Monday 2.35, Tuesday 2.32, Wednesday 2.32, Thursday 2.36, Friday 3.28, Saturday 3.86, Sunday 2.99
- How often user mixes marijuana and alcohol Never: 86% (1781) Sometimes: 12% (252) Often: 1% (27) Always: 0% (6)

### **Brief Alcohol Screening and Intervention for College Students (BASICS) Results**

Figure 3 shows a summary of pre-questionnaire results of participants demonstrating the average number of drinks consumed over a period of time. Figure 4 displays the frequency of negative consequences experienced when drinking alcohol by students who were sanctioned for BASICS

sessions by a Student Conduct Administrator between 2020-2022. Of the students who completed the BASICS questionnaire, 83% were male (sex assigned at birth) and 17% were female (sex assigned at birth).

**Figure 3**



**Figure 4**

Reported Negative Consequences Among BASICS Participants - 2020-2022					
Negative Consequences in the Last 30 Days	Experienced 1 Time	Experienced 2 Times	Experienced 3 Times	Experienced 4+ Times	Total Number of Students
Physically injured myself	6				6
Physically injured another person					0
Been involved in a fight					0
Felt regret/guilty about things that have occurred	21	1			22
Forgotten where I was or what I did	14				14
Unprotected sex	1			2	3
Missed class or work	4	1			5
Felt I had a alcohol/drug problem	1				1
Hangover	17	6	1	3	27
Brown out	4				4
Blackout or memory loss	13	1			14
Been told to cut down	4				4
Tried to stop drinking/using	7			1	8
Felt that I needed more than I used to need to obtain the same effect					0
Unable to do homework/study	3	1			4
Received lower grades	4	1			5
Caused shame to others	6				6
Referred to student conduct process for administrative hearing	26	1			27
Received an alcohol/other drug related arrest/citation	22	1			23
Spent too much money	12	3		1	16
Neglected responsibilities	13	3			16
Passed out	11				11
Needed medical intervention or was hospitalized	6				6
Felt sick or vomited	13				13
Drove after having several alcoholic drinks/using drugs	11				11
Kept drinking/using when I promised myself I would not	2				2



### Alcohol and Other Drug Charges from the Dean of Students Office

Table 9 and Table 10 represent the outcomes of individual student conduct cases where incident reports alleged one or more violations involving drugs or alcohol for the past two academic years. These numbers were provided by the Office of the Dean of Students and pulled information from their conduct system, Maxient.

Information in the 2nd (DOS Case) and 3rd (UHD Case) columns should total the numerical data in the 4th column (AY Total Cases Charged/Alleged). This demonstrates the number of cases heard by trained Student Conduct Administrators in the Office of the Dean of Students and by trained Student Conduct Administrators in University Housing & Dining.

**Table 9**

2020-2021	DOS Case	UHD Case	20-21 AY Total Cases Charged/Alleged	20-21 AY Responsible	20-21 AY Responsible after First Incident	20-21 AY% Repeat
Alcohol: Common Sources	0	0	0	0	0	0
Alcohol: Displaying Containers	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)
Alcohol: Empty Containers	1	13	14	10	1	No recidivism
Alcohol: Hosting	0	7	7	5	0	No recidivism
Alcohol: Illegal Use of Alcohol	0	6	6	2	0	No recidivism
Alcohol: Proximity	0	52	52	29	0	No recidivism
Alcohol: Public Spaces	0	3	3	3	1	0.33%
Alcohol: Responsible Consumption	0	0	0	0	0	0
Alcohol: Roommate Agreement	0	4	4	4	0	No recidivism
Alcohol: UNI Alcohol Policy	0	2	2	1	0	No recidivism
Alcohol: Underage Possession	17	88	105	57	1	0.02%
Alcohol: Underage Use	14	84	98	44	4	0.09%
Drugs: Drug Paraphernalia	7	9	16	10	0	No recidivism
Drugs: Prescription Medication	1	1	2	1	0	No recidivism
Drugs: Use or possession of any other illegal controlled substance	3	0	3	2	0	No recidivism
Drugs: Use or possession of marijuana	7	14	21	11	0	No recidivism
Drugs: Possession of Marijuana	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)
Drugs: Use of Marijuana	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)
Public Intoxication	26	10	36	29	3	0.10%
Operating a Vehicle While Intoxicated	20	1	21	19	0	No recidivism
UNI Population				9,522	NA	NA

**Table 10**

2021-2022	DOS Case	UHD Case	21-22 AY Total Cases Charged/Alleged	21-22 AY Responsible	21-22 AY Responsible after First Incident	21-22 AY% Repeat
Alcohol: Common Sources	0	0	0	0	0	0
Alcohol: Displaying Containers	0	30	30	26	0	No recidivism
Alcohol: Empty Containers	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)
Alcohol: Hosting	0	8	8	3	0	No recidivism
Alcohol: Illegal Use of Alcohol	0	14	14	1	0	No recidivism
Alcohol: Proximity	0	102	102	65	0	No recidivism
Alcohol: Public Spaces	0	10	10	5	0	No recidivism
Alcohol: Responsible Consumption	0	1	1	1	0	No recidivism
Alcohol: Roommate Agreement	0	0	0	0	0	0
Alcohol: UNI Alcohol Policy	0	0	0	0	0	0
Alcohol: Underage Possession	10	160	170	87	3	0.04%
Alcohol: Underage Use	15	145	160	75	2	0.03%
Drugs: Drug Paraphernalia	14	9	23	20	0	No recidivism
Drugs: Prescription Medication	0	1	1	0	0	0
Drugs: Use or possession of any other illegal controlled substance	1	1	2	2	0	No recidivism
Drugs: Use or possession of marijuana	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)	NA (policy updated in between 7.1.21)
Drugs: Possession of Marijuana	13	21	34	22	0	No recidivism
Drugs: Use of Marijuana	5	21	26	10	0	No recidivism
Public Intoxication	20	10	30	24	0	No recidivism
Operating a Vehicle While Intoxicated	21	0	21	20	0	No recidivism
UNI Population				9,231	NA	NA

### UNI Public Safety Alcohol and Other Drug Offense Data

Table 11 identifies the number of arrests made by UNI Public Safety and referrals they made to the Dean of Students office in 2020 and 2021. The numbers for the 2021-2022 are not yet calculated and will be available in October 2022. The UNI Chief of Police identified the definition for public property as: “*All public property (not owned by the university), including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.*”

Non-campus was defined by the UNI Chief of Police as: “*Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.*”

Table 11

OFFENSE	ON CAMPUS (Non Res Halls)	RESIDENCE HALLS	TOTAL ON CAMPUS*	NON CAMPUS	PUBLIC PROPERTY
<b>ARRESTS/ REFERRALS:</b>					
<b>Liquor Law Violation</b>					
<b>Arrest</b>					
2022					
2021	11	2	13	0	26
2020	13	4	17	0	9
<b>Referral</b>					
2022					
2021	4	130	134	0	4
2020	4	117	121	0	5
<b>Drug Law Violation</b>					
<b>Arrests</b>					
2022					
2021	27	9	36	0	14
2020	9	16	25	0	15
<b>Referral</b>					
2022					
2021	0	6	6	0	0
2020	1	12	13	0	1

### Public Safety Student Education Results

Designated Public Safety Officers provided 12-15 presentations each year to UNI students involving education regarding alcohol and other drug laws. Presentations also focused on safety for the individual and their friends.

### Alcohol on Campus

Places on campus where individuals can purchase alcohol by the drink are at the McCloud Center, UNI Dome, and Gallagher Bluedorn Performance Arts Center. There are also catering events that have cash bars available. Alcohol is sold in the McCloud Center for basketball games and weddings that are held at that location. Individuals are not allowed to bring their own alcohol. UNI Catering requires all of their management staff to have Servsafe alcohol training as well as I-PACT alcohol training. The ServSafe Alcohol® Training program is developed by the National Restaurant Association and experts who have direct experience with the risks involved in serving alcohol. The training covers how to effectively

manage the sale of alcohol by checking identification, counting number of drinks served, recognizing signs of impairment, and insights that help prepare employees for difficult situations. All of the catering student staff also have to have I-PACT training. I-PACT training covers the Alcoholic Beverage Control Act (Iowa Code chapter 123), valid forms of identification, and how to spot altered and fake IDs. The program focuses on preventing underage sales and sales to intoxicated patrons. Requirements and guidelines are followed when serving to make sure the guests are not over consuming.

UNI Catering requires that there is always a non-alcoholic option available as well as food available when serving alcohol. This is required by campus policy. Advertising of an event to include a statement regarding the availability of alcohol at that event is permissible, but the policy reads *"Use only the name or logo of a particular company or product; no pictures or renditions of beverage containers are permitted. In cases of a sponsored event, the name or logo must be clearly subordinate to the name or title of the sponsored event."*

Some alcohol distributors sponsored items for a show at GPBAC and to accommodate they have to get the items to UNI Catering. A corking fee is charged and Catering staff serve it so that university policies and standards are maintained. If it's not working in conjunction with catering then sponsorship of campus events/promotions by the alcoholic beverage industry is not allowed. Alcohol industry advertising (e.g. industry brand preference ads), promotions (e.g. free T-shirts, mugs which advertise), official sponsorship (e.g. charity events, athletic events), and signs at major facilities (e.g. scoreboards at stadium) are prohibited. UNI Catering does not offer drink specials that would be a discounted price.

### **Number of Requests for Permission/Authorization for Events Involving Alcohol**

The number of requests for Fraternity and Sorority Life registered events with alcohol were as follows:

2020-2021 Calendar Year

- 37 events requested
- 8 event held (all events scheduled after March 2020 were canceled due to COVID guidelines)

2021-2022 Calendar Year

- 39 events requested
- 14 events held (events canceled due to COVID guidelines and limited 3rd party vendor availabilities)

### **Campus Substance Free Events/Activities/Programs**

Numerous Council Activities Board substance free events/activities/programs were held throughout the time period in addition to Welcome Week, SHADE Carnival, Wellness Carnival, other student organization and group activities, etc. Recreation Services does not permit alcohol and other drug use within its Wellness and Recreation Center facility, property, or during adventure trips. The following programs for UNI students were provided from 2020-2022 as shown in Table 12.

**Table 12**

<b>Program</b>	<b>2020- 2021</b>	<b>2021-2022</b>
Personal Training	390 sessions (unique= 30)	728 sessions (unique= 56)
Sport Clubs	19 (unique= 350)	18 (unique= 404)
Safety Certifications	118	238
Outdoor Recreation Clinics	115	97
Climbing Wall Participations	2746	5557
Adventure Trips Participations	175	316
Swim Lessons Participants	93	470
Group Fitness Participants	199	205
Intramurals (unique)	437	1201
Total Facility Scans	97,611	146,089

**Employee Assistance Program (EAP) Utilization**

Overall utilization for counseling services was 9.5% for 2020/2021 and 13.29% for 2021/2022. National average of utilization is between 3-6% employee utilization in 2021. There was one instance of a manager referral potentially related to drug/alcohol abuse that occurred in the period July 2020 to September 2021. There was one instance of a manager referral potentially related to drug/alcohol abuse that occurred in the period October 2021 to June 2022. The individual was referred on for further treatment. For confidentiality reasons EAP is not able to release information on self referrals.

## **Policy, Enforcement of Disciplinary Sanctions, and Compliance Inventory**

The DFSCR requires UNI to certify that it has developed and implemented a drug and alcohol abuse education and prevention program. Consistent with its legal obligations, UNI prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol on campus and at recognized events and activities by students and employees in support of its education and prevention programs.

Alcohol is the most common among violations of the Student Conduct Code. While education and prevention remain a top priority, the consistent and timely enforcement of the Student Conduct Code is critical to the quality of the educational environment and the success of students. Enforcement is focused on harm and risk reduction intervention strategies and decreased recidivism. Delivery is personalized and attentive to both the needs of individual students and the community as a whole. The University enforces drug and alcohol policies and documents incidents of potential violations of such policies. Students alleged to have violated such policies are afforded a conduct hearing in accordance with Student Conduct Code, and those students found in violation are given appropriate sanctions.

### **UNI's Alcohol and Other Drug Policies**

[Alcohol and Drugs \(Appendix E\)](#)

[Smoking and Tobacco Use \(Appendix F\)](#)

[Employee Drug and Alcohol Testing \(Appendix G\)](#)

[Student Conduct Code \(Appendix H\)](#)

[Student-Athlete Handbook \(Appendix I\)](#)-Substance Abuse Policies and Procedures begin page 19

[Social Policy University of Northern Iowa Interfraternity and Panhellenic Council \(Appendix O\)](#)

[Drugs & Alcohol - Intercollegiate Athletics Tailgating Policies \(Appendix P\)](#)

### **Sanctions Administered via the Student Conduct Code**

Students found responsible for violating policies regarding alcohol or other drugs are held accountable in accordance with the processes described in the Student Conduct Code. Individuals alleged to have violated policy, referred to as “Respondents”, are provided the opportunity to attend a hearing to share information about what occurred. Following the hearing the Student Conduct Administrator determines if the respondent(s) is responsible for violating the policy(s) and the appropriate sanction(s), if any. Hearings are conducted by a trained Student Conduct Administrator, usually a Residence Life Coordinator or a staff member from the Office of the Dean of Students.

If the student is found responsible, the Student Conduct Administrator determines sanctions as appropriate. More than one sanction may be imposed for any single violation, and the sanction(s) imposed on any student or student organization is progressive, based on the student or the student organizations conduct history.

Sanctions are structured to be consistent with the seriousness of the offense. Student Conduct Administrators consider several factors in determining sanctions including:

- The students’ understanding of their responsibility over their own actions.
- How to support the student in learning how their behavior affects themselves and others.
- Supporting the student in changing their future decision making practices.
- The risk of the offender being a danger to themselves or to others in the community.
- The impact of the behavior upon other individual(s).
- Previous disciplinary history, if any.

To aid in administering sanctions consistently, Student Conduct Administrators utilize sanctioning guidelines and requirements ([Appendix J](#)) that include standard sanctions for different levels of violations. While the guidelines do not mandate specific sanctions, it serves as a guide for Student Conduct Administrators to follow to increase consistency. Additionally, various educational options for sanctions to utilize for AOD violations were created in form Substance Abuse Services Program Referral Information ([Appendix K](#)).

The Dean of Students staff conducts training of all Student Conduct Administrators including Residence Life staff on an annual basis to ensure consistency in the administration of the student conduct process. Training includes discussion about the philosophy of student conduct administration, the factors used in determining sanctions, and guidelines for choosing educational interventions in alcohol-related offenses. The training facilitates a common framework for all student conduct administrators to use in assigning educational interventions for alcohol violations.

### **Maxient Discipline Databases**

UNI utilizes Maxient as its case management system for the administration of and tracking of student conduct matters. The system provides functionality, tracking of prior incidents, sanctions follow up, and reporting functions. Administrators use the system to review the impact of sanctions on student behavior and specifically the recidivism rate of alcohol and other drug related offenses. Table 13 identifies sanction interventions provided for 2020-2021 and 2021-2022.

**Table 13**

<b>Sanction Intervention</b>	<b>2020-2021</b>	<b>2021-2022</b>
<b>AlcoholEdu Sanctions</b>	76	103
<b>BASICS</b>	14	26
<b>Cannabis ECheckup To Go</b>	11	23
<b>Parental Notification</b>	23	29
<b>Substance Abuse Evaluation</b>	14	5

### **Student-Athlete Handbook**

The UNI Athletics Department utilizes a Student-Athlete Handbook ([Appendix I](#)) that describes the policies and expectations of student-athletes in addition to those expectations defined in the UNI Student Conduct Code. The Student-Athlete Handbook describes its policies of misconduct (beginning page 10) including levels of violations (Level I and Level II) and the possible sanctions associated with each type. Possible sanctions for misconduct include: dismissal from a sports team, suspension from participation in athletic events and/or practice, scholarship revocation, community service, and/or referral to additional resources on a case-by-case basis (Pathways, eCheckup To Go, etc.). The Department of Athletics works closely with the Office of the Dean of Students in addressing alleged violations of the Student Code of Conduct by student-athletes.

### **Recreation Services Sport Club Handbook**

UNI Recreation Services 2021-2022 Sport Club Handbook standard on conduct regarding alcohol is that consumption of alcoholic beverages or illegal substances at a contest site is prohibited during participation in Sport Club activities/events/tournaments held at UNI or off campus venues. Signage is posted at the West Campus Recreation Fields. Violation of this policy may result in loss of recognition and student activity fee funding. In severe cases the club may be disbanded.

### **Culture and Intensive English Program (CIEP) Handbook**

The Culture and Intensive English Program Handbook identifies that habitual abuse of drugs or alcohol despite counseling may cause a student to be involuntarily dismissed from the CIEP. The handbook includes that students “are required to follow the student conduct codes and rules. The University of Northern Iowa Student Handbook includes information about rights, policies, and rules for misconduct. Students need to be aware of the rules related to alcohol use, possession of drugs, property theft, sexual abuse and assault, verbal abuse, academic dishonesty, and many more topics. Please read the rules in the handbook and ask instructors and staff to help you understand their meaning. The UNI Student Handbook is available on-line through the UNI website at

<https://success.uni.edu/sites/default/files/documents/NewStudentHandbook.pdf>

The handbook also includes that “driving while drunk, drinking alcohol under the age of 21 years-old, giving alcohol to someone under the age of 21 years-old, public urination, public intoxication, etc.” are problems that will be addressed by UNI and/or CIEP. It also states “Americans generally do not drink alcoholic beverages with their meals. However, alcoholic beverages are frequently served at meals when guests are present. If you are offered an alcoholic beverage, it is acceptable to decline. In Iowa, it is illegal for anyone under the age of 21 to drink alcohol. Service people in bars, restaurants and other establishments will ask you for your identification to verify your age.” In addition, “Driving an automobile while under the influence of alcohol or drugs is dangerous and illegal. If you do this, you are risking injury and police arrest. A conviction for this offense can result in an expensive fine, a jail term, and/or the loss of your drivers’ license.”

### **Residence Life**

Resident Assistants are responsible for monitoring, documenting, and reporting incidents of potential violations or abuse involving alcohol and other drugs in Housing facilities to the appropriate Residence Life Coordinator via Maxient. Documentation and reporting is conducted in the following manner:

1. A person who is found in possession of alcohol in a public area is: a) told to pour out the alcohol in the nearest room or restroom sink; and b) is asked to leave the residence hall if a non-student.
2. When a staff member responds to a room for any reason and learns underage persons may be in possession of alcohol, the staff member requests:
  - a. Proof of age;
  - b. If minor is present, asked to pour out the alcohol in the manner described above;
  - c. Ask the resident(s) of the room to have non-residents leave the room and non-residents to leave the building.
3. The Resident Assistants do not take responsibility for residents in situations when residents are documented or cited by University Police but not arrested or transported to the hospital or county jail. Police take the necessary steps to find someone to care for the student if necessary.
4. Students who are documented as being present during incidents which violate alcohol policies are referred to the Residence Life Coordinator who initiates disciplinary action according to the Student



Code of Conduct. Residents of a room may be held responsible under the Student Code of Conduct if they or other minors in the room were in possession of alcohol.

### **UNI Public Safety**

UNI Police Officers who respond to alcohol and drug law and policy violations involving students have a degree of discretion in determining how to best respond. Several factors are considered by officers in determining the appropriate response including, but not limited to:

- The seriousness of the offense.
- Impact of the crime on other individuals, property, and the community.
- The level of impairment and actions of the violator.
- The living arrangements of the violator and any victims.
- Level of danger the violator poses to self or others.
- Previous interactions with the offender.

The officer may elect to arrest the student and refer the student to the Dean of Students for disciplinary action. Regardless of whether an arrest is made, the officer documents the incident and the department reports the matter to the Office of the Dean of Students using an informational report. The Office of the Dean of Students then determines if the matter should be adjudicated under the Student Code of Conduct.

The UNI Department of Public Safety is made up of the Police Division and the Parking Division. The Police Division is the official law enforcement authority for the university. Up to 18 sworn and state certified police officers, along with full and part time trained and certified police dispatchers, provide a variety of services to the community on a 24-hour basis. The UNI Police derives its enforcement authority from the Iowa Code Chapter 262. The department trains and certifies students to perform dispatch services to supplement agency operations pursuant to state statutes as well. UNI police officers possess full powers to detain, investigate, and arrest. The official patrol jurisdiction is university property located in Cedar Falls. However, jurisdictional authority is state-wide in matters involving UNI. Mutual aid agreements with other law enforcement agencies may result in the extension of enforcement authority beyond university boundaries.

The UNIPD maintains a close working relationship with other local law enforcement agencies. UNI Police cooperates fully with federal, state and local law enforcement agencies in cases involving both on-campus and off-campus jurisdiction or when the resources of another agency can be used to facilitate the resolution of an investigation. UNI and the City of Cedar Falls have a mutual aid agreement which formalizes the relationship for sharing patrol, criminal investigations and other law enforcement related activities.

### **Employee Assistance Program**

UNI offers extensive Employee Assistance Program (EAP) services to its benefits-eligible employees. Employees are eligible for six sessions of in-person counseling per issue annually. In addition, they are eligible for life coaching, financial/tax assistance, legal assistance, 24 hour assistance with a licensed mental health counselor, and a web portal with resources and numerous educational sessions offered via webinar on a monthly basis. Employees were eligible to utilize counseling services across the state and

country through a network of counselors contracted with Employee & Family Resources (EFR) for the academic year 2020/2021 and 2021/2022 through September 29, 2021.

On October 1, 2021, our EAP vendor changed to CompPsych® Guidance Resources® after a successful Request for Proposal process. All benefits and services remained the same with the exception that we are now able to offer more expansive training offerings, unlimited financial consultations, access to Better Help therapists (virtual, asynchronous, and live chat), and a network of nationwide counselors. Employees may self-refer or be referred to EAP services for AOD issues. A summary of EAP services can be found at <https://hrs.uni.edu/mybenefits/eap>. [Appendix L](#) lists services provided through September 29, 2021.

Employees who violate the University Alcohol and Drugs policy may be referred to an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on leave, suspension, or termination of employment. Employee violations of this policy shall be addressed by the supervisor, in conjunction with the Director of HRS and/or the Associate Provost for Faculty or their designees. Employees who violate this policy may also be subject to criminal penalties under applicable local, state or federal law. Refer to University Policy and Procedure 4.13 “Employee Drug and Alcohol Testing” for information related to drug and alcohol testing standards and procedures.

### **Alcohol and Other Drug Education and Prevention Program Elements**

Student Wellness Services coordinates alcohol and other drug (AOD) preventative, educational, and supportive services on campus. The Counseling Center also provides AOD supportive services, while Human Resource Services coordinates supportive services for employees. Enforcement and adjudication oversight for students is provided by the Department of Public Safety, the Department of Residence, and the Dean of Students Office. Services provided by these departments include:

- Presentations and prevention programming for students, faculty, and staff.
- Training programs offered by Public Safety and the Department of Residence staff for enrolled UNI students on alcohol and other drug education.
- Consultation and referral services for students.
- Substance abuse evaluation referrals in conjunction with the university student conduct process.
- Interventions for alcohol and other drug policy violators.
- Maintenance of an alcohol and other drug incident database.
- Currently enrolled students may access free individual and group counseling sessions via the Counseling Center.
- Employees eligible for health insurance are provided access to an Employee Assistance Program (EAP).

Please refer to the UNI Drug and Alcohol Abuse Prevention Program Plan ([Appendix M](#)) for detailed information regarding all individual/indicated, group/selective, universal/entire population, and environmental/socio-ecological programs. Also see Strategic Plan for Drug and Alcohol Abuse Prevention ([Appendix N](#)).

## Alcohol and Other Drug Program Analysis and Goals

### Alcohol and Other Drug Comprehensive Goal Achievement

**Goal I:** Increase education regarding cannabis to the campus community to reduce negative consequences.

Objectives:

- Explore additional avenues for educational efforts provided by UNI Police to reach students (i.e. online, videos, social media, passive programming)
- Include UNI Police in SHADE Carnival regarding an educational piece regarding cannabis
- Increase utilization of Cannabis eCheckup To Go (put on additional websites of departments)
  - Continue use of resource by Athletics
- Implement cannabis social norms and protective factors campaign
  - Identify and implement during prime times (September (homecoming), April (after spring break, 4-20))
- Educate on alternatives for managing anxiety/coping with stress
- Educate on effects of mixing cannabis with prescription medication and other drugs
- Develop and implement educational slides for faculty to run prior to class time and/or putting information in syllabus with other resources
- Seek out opportunities for professional development regarding changing substances
- Work with HR to educate staff/faculty

**Outcome:** UNI Police in uniform were included in SHADE Carnival AOD abuse prevention event and used fatal vision goggles at carnival and had some brief discussions with students regarding marijuana use and driving. Cannabis eCheckup To Go Incentive to take the survey campaign launched in April. Faculty emailed the social work department head and it was added to the Student Resources page. In Fall 2021 semester, extra credit for student athletes was given for taking the Cannabis eCheckup To Go survey. On April 28th, 2021, the Cannabis e-checkup link was added to the UNI Social Work webpage page. The cannabis educational and social norms social media marketing campaign implemented on 4/25/22 including a social media post that promotes using other coping mechanisms beside cannabis. On 5/11/21, a Smiling mind app was added to the stress management handout as a resource to cope with stress instead of substance use/abuse. A slide was created to promote cannabis eCheckup To Go intended to be posted on the provost's website. A certified addictions counselor promoted a cannabis education presentation through the Counseling Center. The cannabis health effects educational handout was shared with UNI Human Resources.

**Goal II:** Apply for NCAA CHOICES Alcohol Education Grant to increase AOD education for students.

Objectives:

- Identify campus professionals to collaborate in the writing of the NCAA CHOICES Alcohol Education Grant (to include members of Athletics Department, Student Health and Wellness, Department or Residence, Dean of Students, and/or others as needed)
- Write and submit application for the NCAA CHOICES Alcohol Education Grant
- If awarded, attend APPLE Training Institute

**Outcome:** The NCAA CHOICES Alcohol Education Grant is no longer being offered (as of 2019).

**Goal III:** Finalize strategic prevention plan

Objectives:

- Schedule meeting Spring 2021 for members to review written draft
- Edit/revise based on member's recommendations
- Share written strategic prevention plan with senior leadership and request recommendations and/or feedback
- Edit/revise based on recommendations
- Resubmit to senior leadership for final review/approval

**Outcome:**

The UNI Strategic Plan for Drug and Alcohol Abuse Prevention for 2020-2022 was reviewed and signed by the Interim Student Affairs Vice President on January 5, 2022.

**Goal IV:** Increase implementation of the Red Watch Band 'upstander' intervention training to mitigate negative consequences from alcohol among students.

**Objectives:**

- Promote Red Watch Band training in the UNI Office of Student Life newsletter.
- Offer the opportunity to train student employees and graduate assistants within various departments.
- Offer the opportunity to train students involved in various student organizations/groups.
- Offer the opportunity to faculty to train students enrolled in their courses if relevant to their course content.

**Outcome:** The Red Watch Band program was promoted in the April and September 2021 Student Life Newsletter. The Red Watch Band program implemented with University Housing desk assistants on August 6th, 2021.

**Alcohol and Other Drug 2020-2022 SWOT Analysis**

Members of the Biennial Review Committee identified the following strengths, weaknesses, opportunities, and threats (SWOT) of the UNI drug and alcohol prevention policies and programs.

**Strengths related to AOD policies:**

- Policies are progressive, proactive and education focused. They are reviewed and revised according to need and purpose.
- Policies provide the ability to hold students and student organizations accountable for their behavior and have an education focus on sanctions.
- Biennial review is completed throughout every two years to ensure DFSCA requirements are met and that policy is responsible for changes and the campus environment.
- The Office of the Dean of Students reviews sanctions yearly and implements changes to sanction options yearly if needed.
- Staff from the Dean of Students and Department of Residence are well-trained on the policies and implementation via the conduct process.
- New students and their parents are informed about alcohol policies and potential consequences during orientation periods such as Becoming a Panther presentations.
- The Dean of Students Office receives incident reports from the City of Cedar Falls Police Department.
- UNI Public Safety performs alcohol and other drug law enforcement at main events (football games, homecoming, etc.) and checks IDs at these high traffic events.

- Alcohol and other drug prevention, education, policies, and laws are included in AOD campus-wide mass media campaigns.

**Weakness related to policies:**

- There are challenges in holding student athletes accountable in self-reporting alcohol and other drug offenses to UNI Athletics.

**Opportunities related to policies:**

- Continue to enhance awareness of AOD policies with students.
- Look at program goals and outcomes to identify whether or not the policy implemented is moving towards meeting those goals and outcomes logically.
- Engage in a blind review of student conduct cases involving all types of students such as athletes, fraternity and sorority members, academically successful, first years through seniors to ensure the same policy standards and sanctioned similarly for violations.

**Threats/Challenges related to policies:**

- None identified

**Strengths related to programs/interventions:**

- BASICS, Alcohol eCheckup To Go, Cannabis eCheckup To Go are theory-based, evidence informed and utilize best practices for sanctioned students.
- Intentional programming and events are offered as alternatives during high-risk drinking times such as the first several weeks of the semester.
- AOD education and intervention programs are available ongoingly throughout the year.
- AOD programs are based on and updated from data collected from the UNI NCHA and conducted at least every two years.
- SBIRT implementation measures are in place for the screening of alcohol and other drugs and have provided the opportunity for brief intervention and referral for treatment when necessary.
- Addictions Counselor is available to come on campus to evaluate, assess, and support students with concerns of substance use/abuse disorders.
- AOD education, programming, and social marketing campaigns consistently include social norms to correct students' misperceptions of alcohol and other drug use.
- Alcohol education programs (i.e. Facts on Tap, Red Watch Band) are facilitated by trained peer health educators which has shown to be effective.
- Brief motivational enhancement interventions are offered and combined with cognitive-behavioral skills with norms clarification.
- Alcohol expectancies are challenged by programs.
- AOD education is shared with campus departments to be used for consistency and effectiveness.
- Programs are evaluated for effectiveness using (College AIM, NIAAA)

**Weakness related to programs/interventions**

- Increase the education and engagement of students regarding the prevention of alcohol overdose when they are freshmen.
- Increase universal-level programming.
- The BASICS and Cannabis eCheckup To Go programs are mostly being utilized by students who are sanctioned to complete these programs. Hence, we are missing students who have not been sanctioned, but are participating in high risk behavior.

- No provision of a "safe rides" program.

### **Opportunities related to programs/interventions**

- Education related to programming and intervention extended to off campus students which is the majority of our student population.
- Continue to increase and strengthen partnerships with student organizations, such as the Student Health Advisory Committee, CAB, and Student Involvement Team.
- Increase education regarding cannabis use and vaping.
- Facilitate focus groups more consistently with students to assess student needs and determine best course of action to meet these needs.
- Train student leaders and staff/faculty on how to identify a student with a substance use problem and appropriately refer.
- Solicit additional information from the student government and other offices pertinent to the prevention program.
- Conduct a Council for the Advancement of Standards in Higher Education (CAS) review for AOD standards.
- Enhance assessment and education to staff and students regarding CBD oil, vaping, and other THC products

### **Threats/Challenges related to programs/interventions**

- Patterns of substance use are ever evolving and changing, and it is difficult to stay informed.

### **Recommendations for Next Biennium**

- Train student leaders and staff/faculty on how to identify a student with a substance use problem and appropriately refer.
- Seek out opportunities for professional development regarding changing substances
- Increase the education and engagement of students regarding the prevention of alcohol overdose when they are freshmen.
- Increase universal-level programming.
- Utilize Division of Student Life communication tools to share on-campus and community resources with faculty and staff that may assist them in their support or referral of students.
- Pull student athletes conduct data from the 21-22 academic year to outline the sanctioning process, and make note of what we want to do at the end of the 22-23 academic year to have a comparison set of data.
- Add information about alcohol and other drug charges from the Dean of Students Office as to whether it was a DOS case, UHD case, and our total number of charges, which helps demonstrate our process.
- Increase awareness of EAP services, Wellness Wednesday, and learning sessions for faculty and staff.
- Track students who have been charged by other police departments (i.e. Waverly, Waterloo).
- Identify students who are departing from UNI due to substance abuse or lack of support for sobriety.
- Create a questionnaire for students seen by Access Services to identify how UNI can support their harm reduction or recovery. Develop a support system for sober living/collegiate recovery based on student responses.
- Gather demographic information for students sanctioned for AOD policy violations.

### **Goals and Objectives for the Next Biennium**

Develop goals that identify the intentions of programmatic efforts and that reflect the problem/need that is sought to be addressed (i.e. heavy episodic alcohol use, primary and secondary consequences of alcohol use) and the outcomes it seeks to achieve. Include action plan or steps to be taken to help meet goals and objectives, including timelines, individuals/offices being responsible, etc.

**Goal I:** Review student conduct data to check for consistency in sanctioning between student athletes and the general student population related incidents involving drugs and alcohol.

Objectives:

- Pull student athletes conduct data from the 21-22 academic year to outline the sanctioning process and make note of what we want to do at the end of the 22-23 academic year to have a comparison set of data.
- Add information about alcohol and other drug charges from the Dean of Students Office as to whether it was a DOS case, UHD case, and our total number of charges, which helps demonstrate our process.

**Goal II:** Collect and examine the demographic information of students found responsible in incidents involving drugs and alcohol to determine if there are specific populations who need additional and/or specific education or outreach.

Objectives:

- Assess for trends
- Identify if specific outreach is needed
- Look for disparities/barriers

**Goal III:** Increase awareness of EAP services through offerings including Well-being Wednesday and learning sessions for faculty and staff offered through UNI Human Resource Services.

Objectives:

- January will focus on drinking responsibly and promoting “dry January”
- April will focus on suicide awareness
- May will focus on walking for mental health
- Other focuses will be on emotional eating and emotional well-being
- Promote information regarding EAP services, Well-being Wednesday, and learning sessions for faculty and staff
- Manager specific EAP support sessions will also be offered and communicated to this group.

**Goal IV:** Increase awareness of AOD on campus resources among faculty/staff and student leaders.

Objectives:

- Train student leaders and staff/faculty on how to identify a student with a substance use problem and appropriately refer.
- Provide information regarding AOD campus resources to faculty for their class syllabus.
- Provide information regarding AOD campus resources to staff within the Division of Student Life for their department websites.

**Conclusion**

According to ([Complying with the Drug Free Schools and Campuses Regulations: A Guide for University and College Administrators](#) (1997/2006), the University of Northern Iowa must certify the adoption and implementation of a program to “prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees both on the institution’s premises and as part of any of its activities, in order to comply with the Drug-Free Schools and Campuses Regulations” (p. 5).

The members of the biennial review committee composed of various representatives from campus departments worked diligently throughout the 2020-2022 academic years to ensure compliance with the Drug Free Schools and Campuses Regulations. A checklist based on the [Complying with the Drug Free Schools and Campuses Regulations: A Guide for University and College Administrators](#) (1997/2006) was developed and completed through numerous biennial review meetings to meet the objectives of: (1) determining program effectiveness and (2) to ensure the consistency of policy enforcement and identify and implement any changes needed to either.

Biennial review committee members analyzed programs and policies and documented their department’s/organization’s AOD program elements, description, effectiveness, and methods of evaluation within the written [UNI Drug and Alcohol Abuse Prevention Program](#). Members also submitted policy, program, and enforcement content and data that is included in this report.

This report serves to provide evidence that the above objectives were achieved during the 2020-2021 and 2021-2022 academic years.



## References

*A Guide for University and College Administrators Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention COMPLYING WITH THE DRUG-FREE SCHOOLS AND CAMPUSES REGULATIONS.* (2006). (Original work published in 1997).  
<https://safesupportivelearning.ed.gov/sites/default/files/hec/product/dfscr.pdf>

