

William & Mary
Biennial Alcohol and Other Drug Prevention Program Report
Spring 2020



WILLIAM & MARY

CHARTERED 1693

This Report was produced in January 2020, in compliance with the Drug-Free Schools and Communities Act and Drug and Alcohol Abuse Prevention Regulations

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II. Overview of William & Mary's Alcohol & Other Drugs (AOD) Prevention Program

William and Mary takes a comprehensive approach to preventing high-risk drinking and alcohol-related consequences for our students. By applying the Institute of Medicine's approach to prevention, we offer interventions aimed at all students, students in high-risk groups, and students who have been identified as needing additional intervention. In addition, the ecological model tells us that our efforts will have more impact if they are at a population level, so we also focus on policy and community approaches to prevention. The National Institute of Alcohol Abuse and Alcoholism (NIAAA) recently released an updated matrix of interventions that work in college health populations. Their publication, *College AIM*, outlines the most effective evidence-based interventions. William & Mary is proud to incorporate many of those strategies into their comprehensive prevention programming.

An overview and more specific details of our comprehensive approach is provided in the program summary included as Appendix A.

While the institution's efforts are primarily focused on our students as they are the high-risk population, resources and support are available for faculty and staff through the Employee Assistance Program (EAP) offered through Cova Care insurance plans. This program provides confidential information and services on counseling, treatment, and rehabilitation programs for employees. EAP also provides confidential assistance to supervisors who must confront employees with personal problems that affect the work environment. William & Mary's Human Resources Office also disseminates and enforces strict expectations for faculty and staff regarding the use of alcohol and drugs; see <http://www.wm.edu/offices/hr/currentemployees/employee-relations-b/drug-free-workplace-b/index.php>.

Appendix B provides information and links to the university's drug and alcohol policies applicable to students and staff.

2018 & 2019 Program Actions

In the past two years, William & Mary has continued to strengthen the AOD prevention program. Our actions are informed by our assessment of the program, discussed in Section III of this Report; the program element in which we focus our energies are those shown to be the most effective.

Below is a summary of key actions taken as well as program strengths and areas for potential improvement.

- 1) We continue to provide AlcoholEdu for incoming undergraduate students, including undergraduate transfers. AlcoholEdu for College is an interactive

online program designed to reduce the negative consequences of alcohol amongst students. The online program delivers a personalized experience to all types of students dependent on their current drinking choices, and is proven effective at impacting issues like heavy drinking, pre-gaming and educating students on bystander intervention.

- 2) Updated and improved “Making a Tribe Choice”, an in-person orientation session, which is a requirement for all first year and transfer students. This session is designed to discuss potential issues students may face while in college. While several topics are covered, alcohol is a featured topic and students are informed of the resources available to them on campus if they or someone they know finds themselves facing a challenge around this area.
- 3) We have continued to strengthen the partnership between administrative offices in Student Affairs, specifically Health Promotion and the Dean of Students Office, with the School of Education, which runs the New Leaf Clinic, a counseling center for students with substance abuse problems <http://education.wm.edu/centers/newleaf/>, to provide motivational interviewing-based alcohol interventions for adjudicated students. An area of growth is to help students see these services as available beyond when they are sanctioned to take them, and to strengthen the funding base for this program element.
- 4) The Division of Student Affairs’ Director of Planning and Assessment led a two year effort to evaluate our alcohol culture on campus. The report generated will inform us as we continue our efforts to address the needs of the community and ways we can change our culture.
- 5) The recommendations garnered from the Alcohol Culture Audit will be addressed through the Alcohol Culture Team (ACT), which was developed Fall 2017. ACT is currently working to update and make changes to the [Alcohol Beverage Policy](#) and the [Events Where Alcoholic Beverages are Served](#) appendix of the policy.
- 6) The Office of Health Promotion designed, implemented, and continues to update the Events with Alcohol Training (EAT). Student organizations that wish to serve alcohol at events they host must have members who have completed the training and passed with 80% proficiency. The training covers Virginia law, reasonable efforts, signs of intoxication as well as how to intervene with intoxicated guest.
- 7) Improved [annual drug and alcohol notices](#) are provided to all faculty, students, and staff. These notices provide information regarding university policies and laws as well as information about the risks of drug alcohol use and resources available for those struggling with addiction.
- 8) The Office of Health Promotion has developed a bystander intervention initiative “I can...I will...” which is an intervention designed to increase one’s courage in acting on one’s values and intervening in a situation. There is a general model,

which is an overview of the courage intervention, as well as models that cover specific topics, including hazing and sexual violence.

- 9) We offer opportunities for our community members who choose not to drink through Alma Mater Productions (AMP). AMP is a campus wide programming body. It strives to provide diverse, high quality entertainment at low or no cost to the William & Mary community. Examples of events held in 2018 and 2019 included music concerts, comedy nights, Halloween costume team competitions, late night trivia events, and murder mystery dinners.

III. AOD Program Assessment

The summary provided as Appendix A includes an assessment of key AOD program elements, indicating how each strategy aligns with the NIAAA (National Institute on Alcohol Abuse and Alcoholism) recommendations of effectiveness.

Per the Student Handbook, all students accused of an alcoholic beverage or illegal drug/controlled substance violation are heard under the Student Code of Conduct procedure and sanctioned by the Dean of Students. The process is centralized, and it is communicated to all students at New Student Orientation.

In addition, William & Mary collects annual data on student conduct violations relating to alcohol violations and illegal drug violations. The data compiled includes underage possession of alcohol and illegal distribution of alcohol, possession of illegal drugs, and distribution of illegal drugs or distribution of legal drugs illegally. This data includes the number of violations that were founded for possession of marijuana, other drugs, or drug paraphernalia. Student Affairs uses this data to assess trends from year to year and to flag large spikes in types of violations, or in locations, to determine if targeted prevention programming should be required of students or student groups.

IV. Measuring Enforcement Consistency

At William & Mary, discipline is centralized to ensure that sanctions are consistent and appropriate.

Student Disciplinary Sanctions. All student discipline is managed through Community Values & Restorative Practices (CVRP) within the Dean of Students Office. Graduate students, student-athletes, and all other students are subject to the Student Code of Conduct, including the policies relating to drugs and alcohol. The current policies are provided in Appendix B.

Reported drug and alcohol violations are addressed by trained, professional administrators in CVRP. These administrators, who have advanced degrees in relevant

fields and significant student conduct administration experience, are dedicated full-time to student accountability. They ensure that similarly-situated students are sanctioned consistently and appropriately.

Data regarding enforcement of student-related policies is provided on the following pages of this report.

Employee Disciplinary Sanctions. Policy enforcement and discipline of employees is overseen and coordinated by the Office of Human Resources and, particularly for faculty, the Provost. These offices support supervisors and managers in addressing reported or suspected policy violations, and ensure that discipline is imposed in accordance with applicable procedures.

STUDENT ILLEGAL DRUG VIOLATIONS JANUARY 2018 through DECEMBER 2019

<i>Finding of Violation</i>		<i>Location</i>		<i>Primary Sanctions</i>	
Poss. of Drug Paraphernalia	29	On Campus	57	Permanent Dismissal	1
Poss. of Marijuana	39	Off Campus	27	Indef. Suspension	7
Poss. of Other Drugs	7			Suspension	4
Distribution of Marijuana	4			Probation + Loss Privileges or Deferred Suspension	26
Distribution of Other Drugs	5			Probation	33
Total	84			Warning	6
				Withhold Diploma	3
				Total	80
				<i>Secondary Sanctions</i>	
				Community Service	9
				Loss of Housing	1
				Deferred Loss of Housing	12
				Housing Probation	5
				Total	27
				<i>Drug Education Referrals</i>	
				New Leaf Clinic	39
				BASICS	1
				Assessment & Treatment off campus	17
				Other	1
				Total	58

**STUDENT UNDERAGE ALCOHOL & ILLEGAL DISTRIBUTION OF ALCOHOL
VIOLATIONS JANUARY 2018 through DECEMBER 2019**

Finding of Violation	
Gen. Alcohol Violation	1
Underage Poss./Consumption	182
Public Intox.	71
Open Container	5
DUI	9
Hosting Unregistered Event w/Alcohol	7
Providing Alcohol to underage persons	51
Drinking Games	25
Poss. of Alcohol Containers over limit (Res Life policy)	5
Violation of Residence Life Policies regarding Alcohol	13
Violation of Laws (related to Alcohol)	22
Total	391

Sanctions Issued	
<i>Primary Sanctions</i>	
Permanent Dismissal	1
Indef. Suspension	2
Suspension	5
Deferred Suspension	30
Probation + Loss Privileges or Deferred Suspension	4
Probation	69
Warning	182
Withhold Diploma	1
Total	294
<i>Alcohol Education Referrals</i>	
New Leaf Clinic 6 Sessions	43
BASICS	96
Alcohol Skills Training Program (ASTP)	114
Assessment & Treatment off campus	13
Other Alcohol Education	25
Total	291

V. Recommendations for Improving AOD Program

- Recommendations for enhancing prevention efforts relating to students include: Increasing awareness among students of our Good Griffin Policy;
- Continued examination of Last Day of Classes (a high risk drinking occasion), continue offering alternate non-alcoholic options for students;
- Continue seeking an alternative funding source for alcohol interventions with at-risk students, currently predominately all paid positions are funded through fees paid by users of the clinic throughout the year;
- Expand “I can...I will...”our current courage intervention (aka bystander intervention) initiative to cover Alcohol and Other Drugs;
- Continue to offer alternate activities for students who choose not to drink via Alma Mater Productions.
- For faculty and staff, the Office of Human Resources is considering ways to expand and/or enhance the resources that may be offered to faculty and staff in need of counseling or other similar forms of support.
- Risk management committee is considering developing an institutional policy for serving alcohol beverages at events sponsored by the university.