Biennial Review Alcohol and Other Drug Prevention Programs
2016-2018
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I. Introduction
This document is the 2016-2018 (July 1, 2016 to June 30, 2018) Biennial Review of Virginia Commonwealth University (VCU) alcohol and other drug (AOD) prevention programs. In accordance with the Drug Free Schools and Communities Act of 1989, this report is written on a biennial basis in order to assure the AOD standards of conduct (as outlined in the VCU Alcohol and Other Drugs Policy) are enforced consistently throughout the University. Recommendations for revising AOD programs are included. This report is written by the University Substance Abuse Committee (USAC) and approved by the University President.

II. Background
The Drug Free Schools and Communities Act (1989) mandates that institutions of higher education implement AOD education and prevention programs for students and employees as a condition of receiving federal funds. The law stipulates that institutions of higher education develop, distribute, and enforce policy related to unlawful or unauthorized alcohol/other drug manufacture, use, dispensation, possession, and distribution. In addition, it states that institutions of higher education must review their prevention programs biennially to determine their effectiveness and to determine the consistency and fairness of alcohol/other policy enforcement. VCU also complies with the Drug Free Workplace Act (1988), which prohibits illegal drug or alcohol activity by employees in the workplace.

Since the inception of the University Substance Abuse Committee at VCU, twelve biennial reviews have been conducted. With each review, it was determined that AOD policy was being enforced fairly and consistently within the university, and that a wide range of prevention programs were in place. Recommendations were made by the Committee in those reviews to enhance policy application and prevention programming. Biennial Reviews are kept for 10 years and can be found at The Wellness Resource Center at 815 South Cathedral Place. Electronic copies are available upon request for the more recent Biennial Reviews.

III. University Substance Abuse Committee
The University Substance Abuse Committee was created in 1989 by the VCU Provost with the charge of overseeing university policy issues concerning alcohol and other drugs. The committee wrote the "VCU Alcohol and Other Drug Policy" that complies with the Drug-Free Schools and Communities Act (DFSCA) and Drug and Alcohol Abuse Prevention Regulations Part 86.

A. Committee Charge
USAC is charged by the Provost with:

a. Conducting the biennial review of VCU’s AOD prevention programs to determine program efficacy and make recommendations to changes in programming if necessary.

b. Ensuring that the disciplinary actions described in the VCU Alcohol and Other Drugs Policy are consistent and fairly enforced.

c. Submitting a report to the Provost that includes recommendations for strengthening VCU’s prevention/support programs, intervention programs, and disciplinary procedures.

d. Assisting with the implementation of approved recommendations by consulting with appropriate academic or administrative units.

e. Overseeing the VCU Alcohol and Other Drugs Policy revisions as needed, with input from other university organizations, including the Faculty Senate, Staff Senate, Student Government Association, and Human Resources.
B. Committee Members during the 2016-2018 Biennium:

Lisa Joyner  Director, Wellness Resource Center
Kathleen (Kat) Corrin  Health Educator, Alcohol and other Drugs
David Greene  Director, University Student Commons and Activities
Ishnelia Moore  Director of Employee Relations and Performance Management
Justin Moses  Associate Vice Provost of Student Affairs
John Venuti  Associate Vice President for Public Safety, VCU and VCU Health
Karen Belanger  Director, Student Conduct and Academic Integrity
Gavin Roark  Director, Residential Life
Kendall Plageman  Assistant Dean for Student Affairs
Jihad Aziz  Director, University Counseling Services
Mary Schumacher  Clinical Nurse, VCU Health

C. Committee Actions
During the 2016-2018 biennium, USAC completed the following tasks:

b. Continued to review VCU’s current AOD efforts and to make recommendations for strengthening VCU’s prevention programs and disciplinary procedures.
c. Continue to annually distribute the AOD policy to all students, staff and faculty.
d. The Wellness Resource Center hired a Health Educator, dedicated to providing AOD education to the VCU community.

IV. Overview of Efforts for AOD Prevention
The following are prevention, early intervention and recovery support efforts currently in place at VCU for the 2016-2018 biennium. These efforts have evolved throughout the years to keep pace with best practices and to further research in the field of harm reduction. Many different divisions and groups at VCU such as the Division of Student Affairs, the Division of Community Engagement, the Division of Academic Affairs, Campus Police, Faculty Senate, Staff Senate, VCU Human Resources, VCU Health Services, and VCUHS Human Resources, all play a crucial role in prevention/intervention efforts. The University Substance Abuse Committee strives to share information between these key groups. The Division of Student Affairs houses most of the efforts targeting students. These student-focused offices include the Wellness Resource Center, University Counseling Services, Residential Life and Housing, University Student Commons and Activities, Student Conduct and Academic Integrity, and the Dean of Students’ Office.
A. Division of Student Affairs
The majority of offices working on AOD prevention, intervention and recovery for students fall under the Division of Student Affairs (DSA).

a. Dean of Students Office and Student Assistance and Support Team (SAS Team)

The Dean of Students office aims to help students chart a path toward success, overcoming barriers as they arise and ensuring that the proper support services are being utilized as needed.

The Student Assistance & Support (SAS) Team is coordinated by the Dean of Students Office and serves the university and individual students by coordinating prevention, intervention, and support efforts to assist students involved in psychological distress, inappropriate behaviors and harm to self. The SAS Team provides a centralized mechanism to review concerns and address the needs of students through a variety of interventions, referrals and follow-ups. The team is composed of key personnel from the Division of Student Affairs, University Counseling Services, University Student Health Services, Student Conduct & Academic Integrity, Residential Life & Housing, the Wellness Resource Center, VCU Police, Academic Affairs and other units as deemed appropriate. The team meets weekly and is available to faculty, staff or students for case consultation to address significant student situations. Any information received is considered confidential and is limited in its dissemination on a need-to-know basis. Concerns should be submitted via the [online report form](mailto:vcudean@vcu.edu) or to vcudean@vcu.edu.

Data regarding disciplinary matters is kept within Maxient, a secure reporting system with varying levels of access for stakeholders throughout the Division of Student Affairs. This database has been in use since 2012, and is now the central location for all disciplinary matters.

b. Wellness Resource Center (The Well)

The Well provides alcohol and other drug prevention, education, intervention and recovery support. During this biennium, The Well continued to focus on primary, secondary, and tertiary prevention efforts in order to address substance use on the VCU campus. The Well presented 633 programs related to alcohol and other drugs, held 184 recovery coaching sessions, and met with 79 students who completed Pathways to Choices in FY 2016-2017. There were 959 alcohol and other drug programs in FY 2017-2018, 387 recovery coaching sessions, and 100 Pathways to Choices participants. University Counseling Services assisted with the Pathways to Choices sessions and completed the remaining 227 in FY 2016-2017 and 108 in FY 2017-2018.

During this biennium, there were significant changes in staffing at The Well that impacted efforts to address substance use at VCU. The former Assistant Director for Substance Education and Recovery Support left their position in August, 2016. During this time, The Well contracted the American College Health Association to perform an external review process of all of its staffing and programming. As a result, The Well hired an hourly PhD student to coordinate the Pathways to Choices and other substance use programming in the interim. In July 2018, that hourly position ended and a full-time Alcohol and Other Drug (AOD) Health Educator was hired.

The AOD Health Educator works with University Counseling Services to administer a modified BASICS alcohol intervention class called Pathways to Choices for students referred by Residential Life and Housing, Student Conduct and Academic Integrity, and the courts. This position is also tasked with
providing alcohol and drug education, providing community referrals, and serving on alcohol and drug related university committees. This Health Educator works closely with campus police, University Counseling Services, the Division of Community Engagement, the College Behavioral Health Institute, the Office of Fraternity and Sorority Life, and other university stakeholders and offers individual and group education on substance abuse awareness and prevention.

Primary Prevention

Primary prevention programs are presented to students through lectures, discussion and interactive participation in the classroom, within student organizational meetings, and to high-risk student groups such as student athletes, fraternities and sororities, first-year students, and residence-hall students. A list of topics and attendance can be seen in the Well’s annual report each year. Current research projects (later delineated in this report) provide primary prevention services to students employing user-friendly technology and on-going social norms marketing interventions.

Social Norms Marketing: Since 2002, The Well has annually obtained more than $20,000 in grant funds from the National Social Norms Center (formerly the National Social Norms Institute) to run a Social Norms Marketing Campaign related to alcohol consumption at VCU. The objective of this campaign is to reduce each year the discrepancy between perceived and actual behavior related to alcohol consumption among VCU students by providing researched, consistent, and engaging norms messages using a multifaceted social norms marketing approach. A social norms approach is utilized to present statistics and information to the VCU community through a multifaceted marketing approach. During the 2016-2018 Biennium, the Stall Seat Journal (SSJ), social norms focused printed posters, was posted monthly in over 1400 bathrooms on campus, and weekly during the semester in first year residence halls. This media has extremely high market saturation, with over 90% of VCU students reading some or all of the editions and having a high level of recall of the alcohol related messages. Campaign messages are created using both the Spit for Science Data from VCU students, The Well’s National College Health Assessment (NCHA) data, and data from the National Social Norms Center UCelebrate Survey conducted at VCU in 2017 and 2018. An article was published in Fall 2017 in the Journal of American College Health showing that students with higher levels of readership of the SSJ were more likely to have accurate alcohol use perceptions, consume less alcohol and have fewer blackouts.

During this biennium the Well has continued to utilize a “Social Norms Think Tank” (SNTT) of 8-10 student employees to perform a range of tasks, including providing in-person education and creating messaging, content, and other assets such as cartoons, videos, and illustrations for the social norms marketing campaign. The SNTT has wide range of multimedia social norms projects that are pushed out to students through our Stall Seat Journal, social media, or in-person sessions.

Web-Based Online Alcohol and Drug Assessment Tool: This program provides personalized feedback for each student based on anonymous and confidential answers they give to survey questions and compares it to the normative behaviors of other VCU students. VCU has been using this web-based tool since 2004 and adopted an updated version in 2011. It is available on The Well’s website and allows for exploration of individual substance use patterns.

Campus Leader Training: Certain key staff and student groups receive training about what substance education and recovery resources are available on campus. Orientation sessions are offered at the start of every academic year for groups such as Hall Directors, Resident Assistants, Residence Hall Security
Guards, Campus Police, University Counseling Center Staff and Interns, and other individuals as indicated.

Information to Parents/Guardians and Incoming Students: During mandatory summer orientation sessions, parents and guardians attended a brief presentation on the Division of Student Affairs. This presentation includes information on VCU’s Alcohol and Other Drugs Policy. Summer editions of the Stall Seat Journals promote accurate social norms related to alcohol on campus to debunk the myth that “all college students drink.” Over the biennial period, professional and student staff from The Well and SNTT spoke annually to incoming first year and transfer students during an in-person social norming session to provide safety information regarding alcohol and other drug use, recovery, consent and sexual health. Students that arrived on campus early and participated in Ram Camp also received education on bystander intervention with ways to assist peers who may be in an overdose situation.

NCAA Athletes at VCU: Annually, on the day before Fall classes start, all incoming student athletes and the entire athletic staff are required to attend a kickoff event. Presenters at the event include the Athletic Director, Chief of Police, staff from Student Conduct & Academic Integrity and the Director of the Wellness Resource Center. Athletes are reminded of their legal and ethical responsibilities regarding all behavior including alcohol and drugs. Later in the semester, athletes are provided sessions with information on alcohol/drug education, mental health, bystander intervention and sexual assault prevention. In addition, print education materials and stall seat journals are provided in athletic facilities.

Secondary Prevention

Early intervention at VCU has continued throughout the 2016-2018 biennium as a collaboration between The Well and University Counseling Services. The online alcohol and drug education course offered through the university’s Blackboard platform, called Pathways to Choices, is available for any interested student and is required for students that receive sanctions related to substance use. After completing the online course, students schedule a 30-minute brief motivational enhancement session using the personalized feedback generated from the online assessment included in the Blackboard course. Staff from both The Well and University Counseling Services are available to provide this service.

Tertiary Prevention

Rams in Recovery has quickly grown to be the largest Collegiate Recovery Program in the State of Virginia with more than 50 active students. In just the past 2 years recovery supports have grown substantially on our campus now including 14 recovery meetings on campus per week and a Family Education Program that is open to the community. The recovery program has trained more than 200 faculty and staff in an innovative 3 hour "Recovery Ally" Program and has lead campus wide efforts to train people to use the lifesaving drug Naloxone. Rams in Recovery provides coursework, programming, a dedicated space, activities, recovery housing and recovery advocacy for students. The Program Coordinator sits on the Executive Board of the Association of Recovery in Higher Education (ARHE), and 3 students were chosen for ARHE’s student leadership academy. The Program Coordinator also sits on the Governor’s Advisory Board for Opioids and Addiction.
c. **University Student Health Services (USHS)**

University Student Health Services provides support to students by including substance use screenings as part of the assessment process during initial patient visits. USHS also routinely screens for substance use during mental health visits. Staff provide brief interventions, education, and referral to treatment as indicated. Students can receive support with nicotine use reduction or cessation through nicotine replacement therapy and brief sessions to discuss strategies and treatments. Additionally, USHS offers appointments, by referral, with a psychiatrist that can address mental health concerns that may be impacting a student’s use of substances.

d. **University Counseling Services (UCS)**

Individual Counseling: Enrolled students at VCU who may request to work one on one with a UCS therapist to address substance abuse/dependence issues. UCS also provides brief screening on AOD issues and addresses it clinically where pertinent.

Pathways to Choices: In coordination with The Well, a clinician from University Counseling Services provides follow up meetings for Pathways to Choices.

e. **Student Conduct and Academic Integrity (SCAI)**

Student Conduct and Academic Integrity administers the Student Code of Conduct and the VCU Alcohol and other Drugs Policy as they pertain to student conduct. If students are found to have violated university policy, the office may refer them to an alcohol education program as a component of their University sanction. The Associate Vice Provost of Student Affairs/Dean of Students is responsible for administering the Procedure for Parental Notification of Alcohol/Other Drug Policy Violations - his designee, the Director of Student Conduct and Academic Integrity notifies parents/guardians of students under the age of 21 who are found responsible for violating alcohol or other drug policies.

RAMS L.E.A.D: In Fall 2013 Student Conduct and Academic Integrity introduced a program on ethics and decision making. RAMS L.E.A.D. (Learning Ethics and Decision-making) is comprised of two, one-hour class sessions designed to help VCU students develop their own personal and ethical decision making and relate those to their long and short term goals. The class utilizes presentations, in-class activities and discussions, as well as assignments outside of class to assist students in this development. Students who successfully complete the program will be able to better examine their own decisions and goals as well as understand and articulate the responsibility of being a VCU community member.
Sanctions Assigned by Residential Life & Housing or Student Conduct and Academic Integrity
Data collected by date of incident July 1, 2016 – June 30, 2017

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<tr>
<th>Sanction</th>
<th>Total Referred</th>
<th>Total Completed</th>
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<tbody>
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<td>19</td>
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<tr>
<td>Educational Experience: Pathways to Choices</td>
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<tr>
<td>Educational Experience: RAMS LEAD*</td>
<td>76</td>
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<tr>
<td>Loss of Privileges: Housing Contract Cancellation*</td>
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<tr>
<td>Disciplinary Probation*</td>
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<tr>
<td>Deferred Suspension*</td>
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<td>42</td>
</tr>
<tr>
<td>Suspension*</td>
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<td>13</td>
</tr>
<tr>
<td>Expulsion*</td>
<td>4</td>
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</tr>
</tbody>
</table>

*Data may include students disciplined for reasons other than substance use.
**Some students may not have completed the assigned sanctions. If so, a disciplinary hold is placed on the student’s account and the Office of the University Registrar is notified to implement the hold.

NOTE: This data was gathered from the VCU MAXIENT case management database system.
### 2016-2017 Conduct Data Report

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<tr>
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<td>Drunk in Public, Medical Transport</td>
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<td>Drunk in Public/ Public Intoxication</td>
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**NOTE:** This data was gathered from the VCU MAXIENT case management database system.
Sanctions Assigned by Residential Life & Housing or Student Conduct and Academic Integrity
Data collected by date of incident July 1, 2017 – June 30, 2018

<table>
<thead>
<tr>
<th>Sanction</th>
<th>Total Referred</th>
<th>Total Completed</th>
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<tbody>
<tr>
<td>Deferred Housing Contract Cancellation*</td>
<td>58</td>
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<tr>
<td>Educational Experience: Pathways to Choices</td>
<td>198</td>
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<td>Educational Experience: Reflective Paper*</td>
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*May include students disciplined for reasons other than substance use.
NOTE: This data was gathered from the VCU MAXIENT case management database system
### 2017-2018 Conduct Data Report

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<td>Alcoholic Beverages/Drugs: Drugs</td>
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<td>Alcoholic Beverages/Drugs: Paraphernalia</td>
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**NOTE:** This data was gathered from the VCU MAXIENT case management database system
f. **University Student Commons and Activities**

The University Student Commons and Activities houses hundreds of student organizations, provides leadership and volunteer opportunities for students, and offers evening and weekend programming that is alcohol free.

Fraternities and sororities are among the student organizations at VCU that undergo the most alcohol education. At publication of the 2017-18 annual report, there were 36 chapters serving just over 1,500 members. The organizations under the supervision of the Office of Fraternity and Sorority Life are expected to attend Risk Management training, hosted by the office each semester. For this training, each chapter must have two of the three following positions represented: risk management chair, president, social chair.

During fall 2017 as well as spring 2018, over 85% of the community attended Title IX/Bystander Intervention Training, facilitated by outside speakers. In addition to the semester training, from fall 2017-spring 2018 approximately 30 chapters brought campus speakers into their chapters, including partnering with VCU Police, the Wellness Center, and their Fraternity and Sorority Life Office Advisors.

g. **VCU Recreational Sports**

Both the Larrick Student Center on MCV Campus and the Cary Street Gym on Monroe Park Campus are state of the art facilities that offer exercise and recreation opportunities and late night hours and provide excellent activities and spaces for alternative fun to AOD use. The indoor climbing wall and expansive recreational opportunities such as the Outdoor Adventure Program’s off campus recreation trips (held most evenings and weekends) offer sensation seeking students an opportunity for low or no cost natural highs.

h. **Residential Life and Housing**

Annually, Residential Life and Housing (RLH) addresses the topic of alcohol and drugs proactively through orientation presentations, floor meetings, and educational programming throughout the year, and reactionary through conduct meetings and student follow ups. The RLH staff receives specific training each August and January around recognizing the presence and/or use of illicit drugs and alcohol in their communities and addressing the behavior through education and accountability. Sanctions levied by RLH for violations of the alcohol and drug policy served the purpose of holding students accountable and educating them on good decision making. These sanctions typically included probation, deferred contract cancellation and/or loss of housing privileges, an alcohol/drug education class, and reflective papers. RLH and Student Conduct and Academic Integrity track drug and alcohol related infractions in Maxient and refer students to appropriate resources.
B. VCU Human Resources – Education and Prevention
a. VCU Human Resources provides alcohol and other drug policy information, education, consultation, and referrals for VCU employees.

b. Consult with Employee Relations specialists are provided to assist managers who have employees with potential substance abuse problems. Problem behaviors are addressed through counseling, discipline, and referrals to treatment programs. Staff may also meet with employees who divulge a substance abuse problem to refer them to the state EAP or appropriate community resources for assistance.

c. Employee Health Services’ staff work with managers and Human Resources to assess issues and options regarding potential substance abusing employees. Such assessments may include drug or alcohol testing, counseling, and referral. The staff also provide education regarding potential abuse symptoms and resolving alcohol and other drug issues in the workplace. The Employee Health Services Director also serves as the Medical Review Officer for the VCU Health System’s pre-placement drug testing program.

d. A Reasonable Suspension policy went into effect September 2001 for the MCV Campus which requires drug and/or alcohol testing immediately for any team member whose behavior creates reasonable suspicion of impairment at work.

C. VCU Health System Human Resources
VCU Health System Human Resources’ (VCUHS) staff consult with managers who have employees with potential substance use disorders. Problem behaviors are addressed through counseling, discipline, and referrals to treatment programs including the Health System’s EAP, Helplink, as applicable or appropriate on a case by case basis. Helplink is a free and confidential counseling service that is contributed through the Department of Psychiatry as a benefit for VCUHS employees and their family members who may have substance abuse and other emotional, psychiatric, or behavioral problems.

Licensed staff suspected of substance use problems are also referred to the Health Practitioners Monitoring Program which is an impairment monitoring program created by the General Assembly to assist healthcare providers in addressing substance abuse and other impairment issues with the goal of helping them return to safe practice.

D. VCU Neighborhood Team
Led by VCU’s Division of Community Engagement (DCE), the Neighborhood Team is comprised of student representatives and faculty and staff from various departments that are in daily contact with students, such as VCU Police, Fraternity and Sorority Life, Recreation & Sports, Off-Campus Student Services, the Wellness Resource Center and Student Conduct & Academic Integrity.

Six neighborhood liaisons represent VCU’s surrounding neighborhoods and meet regularly with the DCE’s neighborhood outreach director and VCU Police’s external relations officer to discuss issues of concern and opportunities for collaboration. Jointly these VCU employees attend more than 50 area neighborhood association meetings annually.

The surrounding community is invited to the Monroe Park Campus Neighborhood Forum, highlighted by remarks from VCU president Michael Rao. University leaders update the community on academics,
collaborative programming and capital improvements. Other community meetings to elicit community input are scheduled as needed and are often related to capital plans or the Master Plan.

Programs like Project Clean & Green Move and the Community Work Study program continue to provide mutually beneficial opportunities for student-neighborhood collaboration.

V. Academic Programs and Research

A. VCU Degrees and Courses Related to Substance Abuse Issues
Many VCU academic departments offer courses both on the undergraduate and graduate level for alcohol and other drug related issues. Some departments offer a few courses with related content and several schools within the University provide a comprehensive education about contemporary issues. For a listing of courses please visit https://www.vcu.edu/academics/

B. Institute for Drug and Alcohol Studies
The Institute for Drug and Alcohol Studies seeks to explore the complex problems of drugs through multidisciplinary research and training, with a focus on the neuroscience of addictions and related neurobehavioral disorders. For more information, please see their website.

C. College Behavioral Health Institute
The College Behavioral and Emotional Health Institute (COBE) grew out of the Spit for Science study, a university wide research project focused on substance use and emotional health outcomes in college populations. COBE’s mission is to promote behavioral and emotional health among young people through the integration of research with coursework, programming, and policy. For more information on COBE’s activities, please see their website.

D. The International Programme in Addiction Studies (IPAS)
The International Programme in Addiction Studies (IPAS) is a unique collaboration of three of the world's leading research universities in the field of Addiction Science: King's College London, the University of Adelaide, and Virginia Commonwealth University. This partnership offers three nested graduate program options available to students from around the globe via distance learning technologies. Students are introduced to the latest information on topics ranging from the biological basis of addiction to addiction treatment, prevention and policy through lectures produced exclusively for IPAS by an international Who's Who of experts in the field. For more information on IPAS, please see their website.

VI. Measuring Student Behavior
VCU’s Wellness Resource Center assesses alcohol and other drug issues by randomly sampling 5,000 students each February in even years. The instrument used is the American College Health Association’s National College Health Assessment (NCHA). Many of the items pertain to alcohol and other drug use by students. Data from this survey not only shapes intervention plans it is also used to create social norms prevention programs. This data also allows us to compare VCU to national data and look for changes in trends and anticipate problems. Nationally VCU’s alcohol consumption is lower than national rates. For current NCHA data, see Appendix B.
In 2016, VCU became a JED Campus. By joining JED Campus, VCU demonstrates a commitment to the emotional well-being of its students. JED Campus schools embark on a multi-year strategic collaboration that not only assesses and enhances the work that is already being done, but helps create positive, lasting, systemic change in the campus community. The JED Campus program provides schools with a framework for supporting student mental health, as well as assessment tools, feedback reports and ongoing technical assistance from the JED Campus team of clinicians. The JED Campus program grants a membership seal to all schools that participate in the program in recognition of the school’s commitment to student mental health. During the 2017-2018 academic year VCU administered the Healthy Minds Survey (HMS) through the JED foundation, the HMS is an annual web-based survey study examining mental health, service utilization, and related issues among undergraduate and graduate students. The study has a special emphasis on understanding service utilization and help-seeking behavior, including factors such as stigma, knowledge, and the role of peers and other potential gatekeepers. For current data, see Appendix C.

VII. Campus Police and Enforcement

A. Policy Distribution
The VCU Alcohol and Other Drugs Policy was distributed as required once each academic year. For this biennium, the dates of distribution were 9/20/16 and 9/22/17.

Email to all students/faculty and staff: The primary distribution method for 2016-2017 and 2017-2018 was email. In September an email is sent from the Provost to all email accounts- one email is sent to all faculty and staff and one to all students. The email instructs all students, faculty and staff that it is their responsibility to read the policy and to be familiar with its contents and contains a link to the AOD policy. The policy is available at www.assurance.vcu.edu/policylibrary.html.

New Staff: Additional methods are employed to reach VCU’s newest members. Each new faculty and/or staff employee received a copy during orientation through Human Resources. Copies were provided online to other new employees (i.e. hourly, adjunct faculty, graduate assistants). VCU expects administrators to distribute the policy within their departments. The email from the provost specifically instructs managers to print the policy for employees with limited or no access to email.

B. Policy Revision
The VCU Alcohol and Other Drugs Policy (Appendix A) was most recently updated in March of 2018 and will be reviewed again by March of 2021. The policy, especially those concerning VCU and local resources and laws, are updated annually for accuracy prior to distribution each September. According to the Integrity and Compliance Office policy, the VCU Alcohol and Other Drugs Policy is required to be updated every three years.
https://policy.vcu.edu/sites/default/files/Alcohol%20and%20Other%20Drugs.pdf

C. Policy Enforcement/Disciplinary Actions
a. Student Conduct and Academic Integrity administers the University’s Student Code of Conduct, taking disciplinary action with respect to violations of VCU Alcohol and Other Drugs Policy. Incidents that occur within University residence halls are adjudicated by Residential Life and Housing Staff. See Appendix F for a summary of disciplinary actions for students during the biennium.
b. VCU Human Resources and the VCU Health System Human Resources are responsible for disciplinary action of VCU employees and VCU Health System employees respectively. In 2016, VCU employees total 21,679 full-time and part-time employees (As reported in the VCU Fact Card,” prepared by the VCU Center for Institutional Effectiveness.) In 2017, VCU employees total 22,473 full-time and part-time employees (As reported in the VCU Fact Card,” prepared by the VCU Center for Institutional Effectiveness.) In 2018, VCU employees total 22,888 full-time and part-time employees (As reported in the VCU Fact Card,” prepared by the VCU Center for Institutional Effectiveness.)

c. VCU Police: This report outlines the special projects and initiatives executed by the VCU Police (VCUPD) and their partners to combat the illegal use of alcohol and drugs on VCU’s campuses and surrounding neighborhoods.

i. Checkpoint Strike Force: In September 2016, VCUPD held one Administrative Checkpoint resulting in several non-alcohol related contacts being made and 400 alcohol educational pamphlets being distributed. In fiscal year 2018, VCUPD held two checkpoints (August 26 and 27, 2017) resulting in five DUI arrests, three open containers and six marijuana possession charges.

ii. Walk Like MADD: On April 8, 2017 and March 31, 2018, the department participated in Walk Like MADD walkathon. The 2017 participants raised $1,008 with $693 raised in 2018.

1. “Tie One On For Safety”
   a. 2016 & 2017 - Red MADD ribbons were attached to all VCUPD fleet vehicles as a reminder to:
      i. Designate a non-drinking driver before the celebration
      ii. Responsible party hosting
   iii. Alcohol Awareness Programs
      1. During June & July 2016, VCUPD conducted 14 “Playing It Safe” presentations for freshman students and their families. 7,740 people received information of underage alcohol usage intolerance at VCU.
      2. On October 19, 2016, Crime Prevention officers participated in a Root Beer Kegger where general alcohol safety and awareness were discussed with 121 participants. Bags pertaining DUI information were given out.
      3. In January 2017, 472 incoming spring semester students received alcohol awareness and prevention information regarding VCUPD’s zero tolerance for underage drinking.
      4. During September 2017, 418 residents across 10 halls received alcohol awareness tips and pointers during safety meet and greet events.
      5. On November 10, 2017, 30 West Grace South Housing residents received a presentation on Alcohol Awareness and general safety.

iv. BuzzKill: During this reporting period, information on the consequences of alcohol usage, underage consumption were provided at the Rams Resource tables during orientations; all July “Playing Safe” events; Grad Fest; and the Homecoming Reveal.
   1. During the fall 2016 semester, VCUPD continued its RVA BuzzKill campaign and presented on the dangers of underage alcohol consumption, sexual assault and alcohol and party hosting during 11 hall forums.
2. To reinforce the BuzzKill concepts, T-shirts were given out at the August 24, 2017 MCV Campus Block Party; August 25, 2017 SOVO Fair; and September 5, 2017 Residence Hall RAM Patrol events.

v. Party House Complaints
1. FY2016/2017 = 182 Party House Complaints and visits; 52 evictions (35 VCU, 17 non-VCU); 53 locations had multiple visits; one landlord letter sent.
2. FY2017/2018 = 147 Party House Complaints and visits; 58 evictions (49 VCU, 9 non-VCU); 32 locations had multiple visits; two landlord letters sent.
3. VCUPD’s Noise Suppression Vehicle was designed and built in the Fall of 2014 as a visual deterrent for party house locations that have had ongoing issues with alcohol and noise.

vi. Fraternity and Sorority Safety Presentation: These presentations concentrated on drug and alcohol use. They highlighted the legal ramifications of arrest and jail time, the economic impact in fines and fees, and the academic impact.
1. Academic Year 2016/2017: 14 presentations with 538 attendees
2. Academic Year 2017/2018: 11 presentations with 394 attendees

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<tr>
<th>Total VCUPD Alcohol and Drug Arrests</th>
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<tr>
<td><strong>Type of Arrest:</strong></td>
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<td>Fiscal Year</td>
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<td>7/1/2016 - 6/30/2017</td>
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<td><strong>Drug Arrest Total</strong></td>
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NOTE: Drug Arrest includes drug/narcotic violations and drug equipment violations. Alcohol Arrest includes City Code violations for open container and drinking in public and liquor law violations.
VIII. Conclusions and Recommendations

Once again, in this biennium The University Substance Abuse Committee has determined that VCU has been consistent in its approach to prevention education and enforcement. USAC finds the VCU Alcohol and Other Drugs Policy has been applied fairly and consistently to all members of the university.

VCU has also continued to support and expand efforts related to substance education and prevention, substance use research and recovery support. Major accomplishments this biennium include the growth of Rams in Recovery, the hiring of a full time Health Educator focused on alcohol and other drugs and our commitment to joining the JED Foundation and becoming a JED Campus. This has positioned us to start the process of drafting a strategic planned for alcohol and other drugs which we will start the process of implementing in the fall of 2019.

The recommendations from the last biennial report were all met and included:

a. Recommend use of people first language and to remove the word “abuse” when dealing with AOD issues. Instead, the committee suggested using the term use/misuse and substituting people with Substance Use Disorder for addict or substance abuser.

b. USAC also unanimously agreed that the Spring 2017 policy revision needs rewording and provide more information that focuses getting early help to those with Substance Use Disorder as well as holding individuals responsible for their behavior.

c. Expanded collegiate recovery support efforts.

d. Explored opportunities to provide Recovery Ally Training and expanded support for faculty and staff in recovery.

e. Explored the option of required AOD online education for incoming first year students.

f. Expanded partnerships for providing all students, faculty and staff about Alcohol and Other Drug issues both curricular and extracurricular.

g. Collaborated with campus partners to explore ways to educate intentionally on the intersection of substance use, violence, and sexuality.

Recommendations for the 2018-2020 Biennium

a. Explore ways to improve Pathways to Choices to include alcohol and marijuana education.

b. Create a strategic plan for alcohol and other drugs.

c. Through the Wellness Council create a strategic plan for wellness for VCU.

d. The Wellness Resource Center in conjunction with Human Resources will explore the option of having recovery meetings for faculty and staff on campus.

e. Explore the possibility of faculty members including resources for substance abuse in their syllabi.
IX. Appendices
A. Student Code of Conduct and VCU Alcohol and Drug Policy
Responsible Office: Student Conduct and Academic Integrity, Office of the Provost
a. Initial Policy Approved: 05/10/2013
b. Current Revision Approved: 05/11/2018
c. The full policy can be found at this link:
   https://policy.vcu.edu/sites/default/files/Student%20Code%20of%20Conduct.pdf

B. VCU National College Health Assessment Executive Summary 2018

C. Healthy Minds Survey (JED Foundation)

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(The Wellness Resource Center)