

University of Wisconsin-Milwaukee

Drug-Free Schools and Campuses [EDGAR Part 86] Act Biennial Review of the Program to Prevent the Illicit Use of Drugs and the Misuse of Alcohol

July 2020 – June 2022

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Introduction and Overview

The Drug-Free Schools and Campuses Regulations (EDGAR Part 86) lay out several requirements with which all institutions of higher education (IHE) receiving any form of federal funding must comply. IHEs receiving federal funds or financial assistance must develop and implement an alcohol and other drug (AOD) prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The program must include annual notification in writing to inform each employee and student of the following: standards of conduct; a description of sanctions for violating federal, state, and local law and campus policy; a description of health risks associated with AOD use; and a description of treatment options. To comply with the regulations, every two years an IHE must conduct a review of its AOD program to determine effectiveness and the consistency of sanction enforcement, and to identify and implement any necessary changes.

This 2020 – 2022 biennial review period coincided with the coronavirus (COVID-19) pandemic. Throughout the pandemic, UWM based its guidance and policies concerning campus closures, class format (virtual, in-person or hybrid), on-campus gatherings, isolation and quarantine, testing and masking on recommendations from the Milwaukee Health Department, the Wisconsin Department of Health Services and the Centers for Disease Control and Prevention. The pandemic impacted all areas of academic and campus life, including UWM's program to address alcohol and other drug misuse. Some data presented in this report was either higher or lower than previous biennium, which may have been caused by pandemic effects on student socializing, students' place of residence, policy enforcement practices, program and service delivery and staffing/employment.

Biennial Review Process

In compliance with EDGAR Part 86, UWM conducts its biennial review in even years. This Biennial Review covers the period from July 1, 2020 to June 30, 2022. This review was conducted by a Biennial Review Team, which includes the Dean of Students, Associate Dean of Students, Associate Vice Chancellor for Human Resources, Campus Alcohol and Other Drug Coordinator/Director of Health Promotion & Advocacy, Director of University Housing, Area Coordinator for Community Standards for University Housing, and the UWM Police Chief. Additional staff and units provided relevant data and information.

This review is available online at <https://uwm.edu/health-safety/>. For questions about this review, please contact Susan Cushman, Director of Health Promotion & Advocacy, Student Health and Wellness Center, at 414-229-7429 or wellness-info@uwm.edu.

Program Goals and Achievements for Period Being Reviewed

The following is a review of the 2020-2022 goals that were established in the previous biennial report:

Goal: Change the timing of the Drug-Free Workplace Act and Drug-Free Schools and Community Act notifications to earlier in the Fall semester.

UWM changed the Fall semester Drug-Free Workplace Act and Drug-Free Schools and Community Act notifications to students, faculty, and staff from November to October so that the campus community received the information closer to their return to campus for Fall.

Goal: Increase efforts to further engage faculty and staff on all UWM campuses in AOD prevention efforts for students.

Faculty and staff were engaged in new or enhanced ways to support AOD prevention efforts for students during this biennium, as described below.

- The Counselor for UWM at Waukesha and UWM at Washington County campuses joined the Biennial Review team, creating increased communication and collaboration.
- Student Health and Wellness Center (SHAW) staff joined a committee of the Office of Undergraduate Admission's New Student Programs to incorporate the theme of well-being into a revised Panther Academic Welcome online course. The committee created a new module on the relationship between substance use and academic performance. In addition, New Student Programs added a 90-minute training for Orientation Leaders on how to effectively communicate with new students about AOD to prepare them to facilitate a discussion about AOD during the Healthy & Successful U orientation session.
- A multidisciplinary group from across campus explored the feasibility of the installation of naloxone boxes on UWM campuses. Upon completion of its review, the group recommended that UWM install and maintain Nalox-ZONE boxes.
- In furthering collaborative efforts between Academic Affairs and Student Affairs, the College of Nursing and SHAW jointly mentored a Doctor of Nursing practice (DNP) student through her successful completion of a DNP project that involved the research, design and facilitation of a pilot program to help non-clinical faculty and staff have helpful conversations with students about AOD.
- SHAW, University Housing, UWMPD and student staff initiated new ways to raise students' awareness and skills related to opioid overdose prevention. Examples include:
 - 'Spring Break Pre-Games,' an interactive, competitive format where students learned about the risks of fentanyl, polysubstance use, counterfeit and laced drugs; and about Narcan and how to recognize and respond to an overdose.
 - UWMPD's "Coffee with a Cop" event featured awareness about fentanyl, counterfeit pills, and overdose prevention.
 - 'Real Talk,' a pilot program conceptualized and planned for Fall 2022, includes information on how to recognize and respond to an overdose, naloxone, and 'good Samaritan'/amnesty policies.
 - Increased social, digital and print media about opioids, counterfeit drugs, overdose, harm reduction, resources for help, and the university's assistance policy, in partnership with University Relations & Communications, Union Marketing, and UW System staff.

Goal: Within existing/available resources, continue to develop the recovery community at UWM.

SHAW created a practicum placement to plan, market, and regularly hold socials for students in recovery during the 2020-2021 academic year. After a pause during the Fall 2021 semester due to staffing limitations, another student in recovery sought the support of the Campus AOD Coordinator to revive the socials in January 2022. This student-staff collaboration resulted in weekly, in-person 'Sober Socials' that attracted 1-5 students per occasion for the remainder of the 2021-2022 academic year.

Goal: Adapt AOD programs and services to continue to serve students as safely and effectively as possible during the COVID-19 pandemic.

UWM safely and effectively maintained AOD programs and services for students during the COVID-19

pandemic. Following campus safety protocols and guidelines, staff shifted programs, services or meetings to a virtual format or made modifications for social distancing in person. When possible, students were given a choice whether to meet virtually or in-person for some services. While some of these creative changes were necessary during the pandemic, they have led to some efficiencies and greater access to services for some students; therefore, some adaptations will continue beyond pandemic safety protocols.

Goal: In areas where we lack program evaluation, develop, and begin to implement an evaluation plan in consultation with the Student Affairs Director of Student Learning, Assessment and Planning.

The Biennial Review Team consulted with the Student Affairs Director of Student Learning, Assessment & Planning, who provided observations and feedback concerning program evaluation to the Team after reviewing the 2018-2020 Biennial Review Report. As a result, and to increase consistency with evaluation, the Biennial Review Team adopted a new method for more clearly and consistently documenting AOD programs/services and their evaluation outcomes and data within the Biennial Review, as reflected in this report.

Annual Policy Notification Process

During each year in the biennium, UWM disseminates its annual drug-free campus notification via e-mail to all new and returning students and staff. The email notification does not allow individuals to opt out of receiving it. In the notification, UWM identifies standards of conduct, applicable laws and legal sanctions, institutional sanctions for violations, health risks of substance use, and available resources and treatment programs. In addition to the annual email notification, employees receive this same information in their appointment letter and at new employee orientation. The notification to students is sent twice per academic year to ensure new students receive the information whether they enroll in fall or spring semester.

Dates Notifications Were Sent to Students: 12/4/2020, 3/18/2021, 10/27/2021, 3/16/2022

Dates Notifications Were Sent to Employees: 12/4/2020, 10/27/2021

Alcohol and other Drug Policies

UWM has drug and alcohol-related policies that prohibit unlawful drug, drug paraphernalia, and alcohol possession, use and distribution. Alcohol beverages are prohibited except as permitted by specific institutional regulations promulgated by the chancellor. Alcohol and other drugs on university lands are regulated by Wisconsin Administrative Code section UWS 18.09.

UWM's relevant policies are hyperlinked below:

- [Drug Free Campus](#), UWM Selected Academic and Administrative Policy S-19.5
- [Chapter 17, Student Nonacademic Disciplinary Procedures](#)
- [Chapter 18, Conduct on University Lands](#)
- [Alcohol Beverages Guidelines for Service Selected Academic and Administrative Policy 3-1](#)
- [Student Handbook](#), Drug and Alcohol Prohibitions and Policies
- [Smoke and Tobacco-Free Campus Policy](#)
- [University Housing Rules and Regulations](#) in the Resident Handbook (Alcohol (A1) and Drugs and Inhalants (D4))
- [Student-Athlete Handbook](#), including Intercollegiate Athletics Drug Education and Testing Program

-[Student Organization Manual](#)

-[Faculty/Staff Code of Conduct Selected Academic and Administrative Policy 7-3](#)

- [Drug, Alcohol and Sexual Assault Victim Assistance Policy](#)

Alcohol and Other Drug Enforcement Overview

UWMPD employs 35 State of Wisconsin certified police officers who are empowered by state law to enforce drug and alcohol laws on and off campus. Others who provide monitoring and or enforcement of AOD policies include staff in the Dean of Students Office (DOS), University Housing and Human Resources, as appropriate.

UWMPD maintains close working relationships with the Milwaukee, Shorewood, West Bend, and Waukesha Police Departments, whose jurisdictions border and/or include UWM's campuses. These working relationships allow for the sharing of information and collaboration on neighborhood patrols, training, and investigations as needed. These police departments routinely work and communicate with UWMPD officers on serious incidents occurring in the immediate neighborhood and business areas surrounding campus.

Compliance Related Outcomes

	2020-2021	2021-2022
Student Drug Citations by UWMPD	3	43
Student Drug Arrests by UWMPD	3	3
Student Alcohol Citations by UWMPD	14	77
Student Alcohol Arrests by UWMPD	0	1

Student violations of the student nonacademic misconduct policies, contained in Wisconsin Administrative Code Chapter UWS 17 (UWS 17), are primarily adjudicated through the DOS. Students residing within University Housing (UH) must comply with UH's rules and regulations as outlined in the UH Resident Handbook, in addition UWS 17. Violations occurring within residence halls are primarily adjudicated through the UH Resident Behavior Process. In cases with extenuating circumstances and/or larger impacts on the campus community, the matter is heard by staff in both DOS and UH.

The student conduct process is one of many tools that the University uses to foster personal development and maintain the safety of the University community. In general, students found to be in violation of alcohol and drug laws and policies are assigned to participate in and complete one or more educational sanctions (interventions). Residential students also receive sanctions via the Housing contract (warning, probation, deferred contract termination, and contract termination).

Adjudication of Alcohol or Controlled Substance Violations by Dean of Students		
	2020-2021	2021-2022
Students Found in Violation	n=120	n=67
Students Found in Violation Assigned BASICS I or II	n=97 (81%)	n=63 (94%)
Student Found in Violation Assigned other Sanction*	n=23 (19%)	n=4 (6%)

* Other sanction(s) assigned depending upon the context and severity of the violation as well as the student's prior conduct history

For 2020-2021 academic year University Housing processed a total of 252 violations of A1-Alcohol policies and 94 D4-Drugs & Inhalants.

- 49 students were sanctioned to complete Choices about Responsible Drinking (CARD) course in response to alcohol violations
- 49 students were sanctioned to complete BASICS
- 154 students were assigned other sanctions depending upon the context and severity of the violation as well as the student's prior conduct history (e.g., E-checkup to Go, educational papers, or contract status change)

For 2021-2022 academic year University Housing processed a total of 402 violations of A1-Alcohol policies and 136 D4-Drugs & Inhalants.

- 87 students were sanctioned to complete CARD course in response to alcohol violations
- 81 students were sanctioned to complete BASICS
- 370 students were assigned other sanctions depending upon the context and severity of the violation as well as the student's prior conduct history (e.g., E-checkup to Go, educational papers, or contract status change)

The Associate Dean of Students and the Area Coordinator for Community Standards in University Housing conduct a review of conduct cases twice a year within their respective departments to ensure that, absent aggravating or mitigating factors or other contemporaneous misconduct, students receive similar sanctions for similar violations within each department's respective sanction options. Findings from the reviews are presented to the University's Campus AOD Partners committee along with plans for corrective action, if needed.

Student Alcohol and Other Drug Behavior Survey Data

As a part of the UW System, UWM is afforded the opportunity to conduct the American College Health Association's National College Health Assessment (NCHA) approximately every 3 years. The voluntary, confidential, online assessment collects information about health-related behaviors, including substance use. At UWM, the assessment was provided to a random selection of 7,326 undergraduate and graduate students in the spring of 2021, and 508 students responded (7%). The NCHA was redesigned in 2019, therefore it is not appropriate to compare 2021 results with those from previous administrations. Following are selected results.

	UWM 2021	UW System Schools 2021	National Reference Sample 2021
Used alcohol in the past 3 months	66%	71%	64%
Consumed 5 or more drinks in the past 2 weeks at least once (among those who drank in past 2 weeks)	39%	54%	43%
Used cannabis in the past 3 months	22%	27%	27%
Used tobacco or nicotine in the past 3 months	17%	23%	17%
Used hallucinogens in the past 3 months	2%	3%	4%
Used cocaine in the past 3 months	1%	2%	2%
Used sedatives or sleeping pills in the past 3 months (non-medical use)	3%	2%	2%
Used prescription stimulants in the past 3 months (non-medical use)	2%	3%	3%
Used prescription opioids in the past 3 months (non-medical use)	1%	1%	1%
Did something I later regretted in past year (among those who drank in past year)	13%	20%	16%
Blacked out in past year (among those who drank in past year)	9%	12%	9%
Had unprotected sex in the past year (among those who drank in past year)	9%	13%	10%
Physically injured myself in past year (among those who drank in past year)	4%	7%	5%
Seriously considered suicide (among those who drank in past year)	4%	3%	2%
In recovery from alcohol or other drug use	3%	2%	2%

Alcohol and Other Drug Program/Service/Intervention Inventory

UWM uses an ecological approach for health promotion (McLeroy, 1988) in its efforts to prevent alcohol and drug misuse. The ecological approach focuses on individual-level and population-level determinants of health and employs interventions to address multiple influences on health and behavior.

Individual Level

Individual-level prevention strategies promote attitudes, beliefs, skills, and behaviors that reduce the misuse of substances.

Program/Activity/Service	Alcohol Wise (AW) and Cannabis Wise (CW)
Description	Online, multi-component education-focused prevention programs. AW provides normative drinking information, harm reduction strategies, and alcohol education. CW provides facts, risks, and consequences of using or distributing cannabis. Both provide campus-specific resources. UWM contracts with 3 rd Millennium, an independent agency that authors and administers the program.
Purpose/Goal	Increase awareness of facts and risks concerning alcohol and cannabis to prevent high-risk drinking and cannabis use.
Target audience	All first year and incoming transfer students under the age of 21
Evidence-based and or evidence-informed	AW is listed as a 'moderate effectiveness' individual level strategy on the National Institute of Alcohol Abuse and Alcoholism (NIAAA) College Alcohol Intervention Matrix (AIM) website . There is limited evidence to support or refute the effectiveness of Cannabis Wise.
Department Responsible	Student Health and Wellness Center - Health Promotion & Advocacy unit
Date(s) offered	Prior to the start of classes each semester
Number of people served	2020-2021: 3186 completed/4498 enrolled (71% completion rate) 2021-2022: 2779 completed/3870 enrolled (72% completion rate)
Outcomes measured	Students' knowledge, attitudes, behaviors
Summary of outcomes	• Pre- and post-measures indicate students' knowledge concerning alcohol increased. In 2021-22, the average post-test score was 86, up from 64 at pre-test. • On average, students perceive the likelihood of regular cannabis use adversely affecting academic performance as 7.5 on a 10-point scale. • Most students reported not ever having drank alcohol (63% in 2020-21, 66% in 2021-22) or having used cannabis (70% in 2020-21, 73% in 2021-22). • A small number of students identified as being in recovery from AOD use disorder (15 in 2020-21; 16 in 2021-22) • Students reporting that they had discussed AOD in college with a parent or family member in the past 2 months decreased from 50% in 2020-21 to 45% in 2021-22.

Program/Activity/Service	E-Check Up to Go: Alcohol
Description	E-Check Up to Go: Alcohol is an anonymous, online, self-guided, evidence-based screening and feedback tool designed for college students. It provides users with personalized information regarding their alcohol use, including risk factors, comparison with social norms, and potential effects on health, relationships, and goals. The program is customized to reflect UWM alcohol statistics and resources.
Purpose/Goal	To help students reduce harmful alcohol/drug consumption and its associated problems.
Target audience	All UWM students may freely access the program via a link on the Student Health and Wellness Center webpage. In addition, the E-Check Up to Go: Alcohol is utilized as a screening tool with students in the BASICS I program whose primary drug is alcohol.
Evidence of Effectiveness	- Listed as a “higher effectiveness” individual-level strategy on the NIAAA College AIM website - Walters, et al., 2007
Department Responsible	Student Health and Wellness Center - Health Promotion & Advocacy unit
Date(s) offered	Year-round 24/7 access
Number of people served	2020-2021: 83 2021-2022: 153
Outcomes measured	Utilization numbers
Summary of outcomes	See numbers served above

Program/Activity/Service	Choices About Responsible Drinking (CARD)
Description	One-hour course used as a sanctioning tool for students who violate alcohol policies in the residence halls provides education and cognitive-behavioral strategies concerning safe practices if they choose to consume alcohol and knowing when to call for help for a friend.
Purpose/Goal	To reduce harmful consumption and associated problems with students who drink alcohol.
Target audience	Residence hall students who violated alcohol policies for the first time
Evidence-based and or evidence-informed	CARD is modeled after “Choices about Alcohol: A Brief Alcohol Abuse Prevention Program,” an intervention modality that falls under the umbrella of the Alcohol Skills Training Program (ASTP). ASTP is listed as a ‘higher effectiveness’ individual level strategy on the NIAAA CollegeAIM website .
Department Responsible	University Housing
Date(s) offered	Year-round
Number of people served	2020-2021: 49 2021-2022: 87
Outcomes measured	Utilization numbers
Summary of outcomes	See numbers served, above. Evaluation plans are being developed for this program.

Program	Brief Alcohol and other drug Screening and Intervention for College Students – Level 1 (BASICS I)
Description	BASICS at UWM is a brief motivational intervention that offers students an opportunity to explore their use of alcohol, cannabis or other drug in a confidential and non-judgmental setting. It provides feedback regarding their own use, risk factors, social norms, and protective strategies. Motivational interviewing is used to increase internal motivation and commitment to changes that could reduce risk for harm.
Purpose/Goal	To help students reduce harmful alcohol/drug consumption and its associated problems.
Target audience	Students at risk for or already experiencing harm related to their substance use
Evidence of Effectiveness	Listed as a ‘higher effectiveness’ individual level strategy on the NIAAA CollegeAIM website
Department Responsible	Student Health and Wellness Center - Health Promotion & Advocacy unit
Date(s) offered	Year-round
Number of people served	2020-2021: 116 2021-2022: 120
Outcomes measured	Facilitator adherence to motivational interviewing (MI); student learning outcomes, behavioral intentions and changes, satisfaction
Summary of outcomes	• 97% average agreement on measures of facilitator fidelity to MI • 93% report they are more aware of their actual consumption • 94% report they can identify ≥ 1 harm reduction strategies • 76% report they will think differently about their substance use • 65% report having made changes after first session • 69% report they intend to change their use in some way • 81% report they would recommend BASICS for other students

Program	Brief Alcohol and other drug Screening and Intervention for College Students – Level 2 (BASICS II)
Description	A brief motivational intervention offering students an opportunity to explore their use of alcohol, cannabis or other drugs in a confidential and non-judgmental setting. Personalized feedback is provided on use, risk factors, social norms, and protective strategies. Motivational interviewing is used to increase internal motivation and commitment to changes that could reduce risk for harm. BASICS II builds on BASICS I with the incorporation of additional reflection activities.
Purpose/Goal	To help students reduce harmful alcohol/drug consumption and its associated problems.
Target audience	Students at risk for or already experiencing harm related to their substance use and who have already completed BASICS I
Evidence of Effectiveness	Listed as a ‘higher effectiveness’ individual level strategy on the NIAAA CollegeAIM website
Department Responsible	Student Health and Wellness Center - Health Promotion & Advocacy unit
Date(s) offered	Year-round
Number of people served	2020-2021: 15 2021-2022: 5

Outcomes measured	Student perceptions of facilitator adherence to motivational interviewing (MI); student learning outcomes, behavioral intentions and changes, satisfaction
Summary of outcomes	• 100% agreement on measures regarding perceived facilitator fidelity to MI • 100% report being more aware of their actual consumption • 100% report they are more aware of the relationship between their substance use and goals and values • 100% report they can identify ≥1 harm reduction strategies • 85% report they will think differently about their substance use • 100% report having made changes after first session • 72% report they intend to change their use in some way • 58% report they would recommend BASICS for other students

Program/Activity/Service	Counseling & Referral Services for AOD for Students at UWM	
Description	Voluntary, short-term counseling and referral services for substance use concerns using a harm-reduction model. Referrals to community resources are provided when students require more intensive services.	
Purpose/Goal	Support students in minimizing the impact of substance use on their health, emotional stability, academics, and relationships.	
Target audience	Students who have questions or concerns regarding their use of alcohol or other substances or who desire treatment of an identified substance use problem	
Evidence-based and or evidence-informed	Licensed mental health professionals use theoretically- and evidence-based screening, diagnostic and therapeutic methods	
Department Responsible	Student Health and Wellness Center - Counseling unit	
Date(s) offered	Year-round	
Number of people served	2020-2021: 180 2021-2022: 174	
Outcomes measured	Number of students presenting for counseling services with alcohol, cannabis, or substance use-related issues	
Summary of outcomes	2020-2021	2021-2022
	Alcohol-related: 25	46
	Cannabis-related: 148	117
	Stimulant-related: 6	7
	Nicotine-related: 1	4

Program/Activity/Service	Counseling & Referral Services for AOD for Students at UWM at Waukesha and UWM at Washington County
Description	Voluntary, short-term counseling services for students without formal diagnosis. The College of General Studies Counseling does not provide alcohol/other drug counseling services but acts as a referral service for students presenting with those primary concerns. In cases when a dual-diagnosis is likely, the student is provided referral services.
Purpose/Goal	Connect students to community-based resources for alcohol and other drug abuse concerns. Support students in minimizing the impact of substance use on their health, emotional stability, academics, and relationships.
Target audience	Students who have concerns or desire counseling or treatment regarding their use of alcohol or other substances.
Evidence-based and or evidence-informed	Licensed mental health professionals use theoretically- and evidence-based screening and referral methods
Department Responsible	College of General Studies (CGS) Counseling Services
Date(s) offered	Year-round
Number of people served	Students referred for AODA services: 2020-2021 n=0 2021-2022 n=0
Outcomes measured	Number of Referrals for AOD services
Summary of outcomes	See number of people served, above

Program/Activity/Service	Employee Assistance Program (EAP)
Description	UWM contracts with Kepro, an independent employee assistance program, that provides employees with voluntary, free, and confidential resources for assistance with personal concerns, such as substance use, financial counseling, work-life balance and more.
Purpose/Goal	Support employees and their families in navigating challenges that impact quality of life and/or productivity at work.
Target audience	Permanent employees and their immediate family/household members
Evidence-based and or evidence-informed	
Department/Staff Responsible	Human Resources
Date(s) offered	Year-round
Number of people served	Available to all employees
Outcomes measured	Percentage of employees who utilized services in general and AOD services in particular
Summary of outcomes	2020-2021: Total utilization was 5.8%; no AOD utilization 2021-2022: Total utilization was 2.6%; 1 person (3.8%) utilized AOD services

Interpersonal Level

Prevention strategies at the interpersonal level are designed to strengthen supportive relationships and social networks, promote positive peer norms, and develop trust and understanding between individuals to reduce alcohol or drug misuse and associated harms.

Program/Activity/Service	Collegiate Recovery Programming (CRP) – Sober Socials
Description	Informal gatherings with music, food, conversation, and games
Purpose/Goal	Build community and a supportive environment for students in recovery from substance use to help them in the recovery process while continuing their education.
Target audience	Students in recovery or sober curious, and allies
Evidence-based and or evidence-informed	- Laudet et al. (2015) found that 72 percent of CRP members said the CRP was “very important” to choosing their current institution; 59 percent said CRP participation was “extremely” or “quite a bit” helpful; ~33 percent reported they would not be in college currently if not for the recovery support on campus. - Preliminary research suggests that CRPs contribute to both better academic outcomes and successful recovery (Harris et al., 2008; Laudet et al., 2014). However, evaluations of CRPs, and data collected from these programs, are very limited. - The US Office of National Drug Control Policy’s (2022) National Drug Control Strategy aims to increase the number of collegiate recovery programs by 25% by 2025.
Department Responsible	Student Health and Wellness Center - Health Promotion & Advocacy unit
Date(s) offered	Weekly during academic year
Number of people served	2020-21: 4 2021-22: 9
Outcomes measured	Attendance at Sober Socials once or more by unique individuals
Summary of outcomes	See number of people served, above

UWM recognizes that alcohol and other drug misuse prevention is a collective effort that requires support and involvement of the campus community. Numerous types of trainings are provided to encourage and prepare faculty, professional and para-professional staff and students to engage effectively in prevention activities whether formally as part of their role on campus, or informally as a concerned and contributing member of the community. A few training examples are provided here.

Program/Activity/Service	You Can Help! Stop Overdose Bystander Training
Description	90-minute group bystander training includes information, discussion of scenarios and skills-building practice to empower students to help others who may be experiencing an overdose
Purpose/Goal	Increase capacity and willingness to safely and appropriately intervene in an alcohol/drug overdose situation
Target audience	Students

Evidence-based and or evidence-informed	NIAAA rates this strategy as having too few robust studies to rate effectiveness. UWM survey results suggest the program is associated with positive outcomes on knowledge and willingness. Note small sample size.
Department Responsible	Student Health and Wellness Center - Health Promotion & Advocacy unit
Date(s) offered	Throughout academic year
Number of people served	2020-2021: 0 2021-2022: 34
Outcomes measured	Knowledge; attitudes towards intervening; satisfaction
Summary of select outcomes	• 100% reported increased confidence in ability to respond • 100% reported increased willingness to intervene • 94% correctly described UWM's assistance policy • 97% would recommend this training to other college students

Program/Activity/Service	AOD Training for Orientation Leaders
Description	90-minute training for Orientation Leaders focuses on AOD behavioral norms at UWM, risk reduction strategies, and effective approaches for discussing substance use behaviors in college
Purpose/Goal	Prepare Orientation Leaders to share healthy peer norms and engage in supportive dialogue with new students to positively influence their attitudes toward safer AOD-related behaviors
Target audience	Student Orientation Leaders
Evidence-based and or evidence-informed	• Normative re-education is listed as moderately effective on the NIAAA CollegeAIM website. • Ecological Model for Health Promotion (McLeroy et al., 1988) • Motivational Interviewing (Miller et al., 2013)
Department Responsible	Student Health and Wellness Center Health Promotion & Advocacy unit and New Student Programs Office
Date(s) offered	Annually in spring
Number of people served	2021: 23 2022: 25
Outcomes measured	Confidence in offering information and advice to new students about healthier choices concerning AOD
Summary of select outcomes	In 2021, Orientation Leaders self-reported average confidence score from pre-test to post-test increased from 8.2 to 9.2 on a 10-point scale

Program/Activity/Service	AOD: How Faculty & Staff Can Impact Student Use
Description	50-minute pilot training for faculty and staff on why and how to engage in conversations with students about AOD, developed and delivered by a DNP student as part of a required academic project
Purpose/Goal	Increase faculty/staff awareness in prevalence of AOD use and consequences and ways in which they can support prevention
Target audience	Faculty and staff
Evidence-based and or evidence-informed	• Ecological Model for Health Promotion (McLeroy et al., 1988) • Human to Human Relationship Model (Travelbee, 1971) • Motivational Interviewing (Miller et al., 2013)

Department Responsible	Student Health and Wellness Center – Health Promotion & Advocacy unit and the College of Nursing
Date(s) offered	Summer 2021
Number of people served	2021: 9
Outcomes measured	Self-reported knowledge, preparedness, and willingness to engage in conversation with students about AOD
Summary of select outcomes	Statistically significant positive pre- to post-test changes in: • Awareness of AOD use rates among UWM students • Awareness of 2 or more prevention strategies I can implement in my work with students • Awareness of communication strategies I can use to have better conversations with students about AOD • Ability to recognize warning signs of AOD misuse • Awareness of AOD-related resources on campus for students • Ability to refer students for AOD questions/concerns

Institutional and Community Level

Prevention strategies at the institutional and community level focus on improving the physical and social environments in schools, workplaces and neighborhood settings and creating and enforcing policies that increase protective factors and decrease risk factors for substance misuse and associated harms.

Program/Activity/Service	UWMPD & Milwaukee Police Special Assignment Grant
Description	Additional campus neighborhood police patrols and integrated follow-up with students in violation of laws and UWM student conduct code during anticipated periods of higher alcohol-related and other neighborhood activity. In addition, UWMPD works collaboratively with the City of Milwaukee District 1 Community Partnership Unit for licensed premises checks and nuisance abatement.
Purpose/Goal	Enforce the age 21 minimum legal drinking age and other laws to deter unlawful conduct and improve community safety and quality of life
Target audience	Students living in the surrounding UWM campus community
Evidence-based and or evidence-informed	Enforcement of age-21 minimum legal drinking laws is rated a 'highly effective' environmental strategy on the NIAAA CollegeAIM website .
Department Responsible	UWMPD, Neighbor Relations, DOS, SHAW in collaboration with City of Milwaukee Community Prosecution Unit
Date(s) offered	Weekends from approx. Sept 1 – Oct 31 and Mar 20 – May 15
Number of people served	Residents living in the neighborhood surrounding campus
Outcomes measured	Alcohol/drug-related citations issued by Milwaukee Police; peer to peer off-campus follow-ups during weeks of the grant period
Summary of outcomes	2020-2021: 4 AOD-related citations and 26 peer-to-peer follow-ups 2021-2022: 0 AOD-related citations and 70 peer-to-peer follow-ups

Program/Activity/Service	Be on the Safe Side (BOSS) Ride Service
Description	A free ride program that offers evening and late-night transportation on and near UWM's Kenwood campus seven days a week.
Purpose/Goal	Provide convenient, free and safe transportation for students on and around campus
Target audience	All Students
Evidence-based and or evidence-informed	According to the NIAAA College AIM, there are too few robust studies available to rate the effectiveness of safe rides
Department Responsible	Transportation Services
Date(s) offered	Year-round
Number of people served	2020-2021: Total safe rides: 29,083; Total passengers: 37,363 2021-2022: Total safe rides: 40,203; Total passengers: 58,691
Outcomes measured	Number of rides and number of individuals served
Summary of outcomes	See numbers, above. Note: due to pandemic-related constraints, BOSS was not in service in July 2020 and once service resumed, social distancing policies limited the number of riders allowed at one time throughout most of the reporting period.

With over 300 student clubs and organizations, a comprehensive recreation program and facility, Student Union and Student Centers, intentional mindfulness spaces, student activities boards and departmental events, UWM is replete with substance-free physical and social environments that welcome and engage students in campus-community life. Highlighted below is one example, UWM's annual "Fall Welcome."

Program/Activity/Service	Fall Welcome
Description	Substance-free events for students such as movies, campfires, karaoke, comedians, excursions to sporting, arts and cultural events around Milwaukee, open-mic, lectures, outdoor pursuits and more.
Purpose/Goal	The purpose of Fall Welcome is, in part, to assist students in addressing social and personal challenges as they transition to the campus environment. Fall Welcome events foster exploration of campus/Milwaukee and development of peer connections through fun and safe activities in substance-free environments.
Target audience	All Students
Evidence-based and or evidence-informed	Campus alcohol-free programming is a protective factor against alcohol misuse (Drug Enforcement Administration, 2020)
Department Responsible	Student Involvement leads this cross-campus collaborative effort
Date(s) offered	First 4-6 weeks of classes each fall semester
Number of people served	2020: 71 events; 765 in-person attendees 2021: 73 events; 8,485 attendees
Outcomes measured	For Student Affairs sponsored events only: number of activities; number of student participants; % of students who reported going to a Fall Welcome event instead of going to a party
Summary of outcomes	In 2021, 65% of responding students reported going to a Fall Welcome event instead of going to a party.

Program Strengths, Weaknesses and Areas for Growth

After its review of UWM's AOD Program to prevent the illicit use of drugs and the misuse of alcohol, the Biennial Review Team identified the following strengths, weaknesses and areas for growth.

Program Strengths:

UWM's program to prevent the illicit use of drugs and misuse of alcohol has many strengths. UWM has a collaborative approach that includes a wide range of stakeholders, from students to administrators, to address campus-wide alcohol and other drug issues. UWM also has a consistent foundation of evidence-based and evidence-informed prevention programs that can be adapted to meet the needs of students, including changing modality to address emergencies, such as the pandemic, and address evolving AOD trends. Furthermore, UWM consistently enforces policies and provides consistent educational sanctions in accordance with federal, state, local laws, and campus policies.

Program Weaknesses and Areas for Growth:

The staffing structure of 1 FTE for population health work concerning alcohol and other drugs for a campus the size of UWM presented challenges for enhancing and tailoring programs and services to meet current needs for a diverse student body, and particularly so during this review period. The Campus AOD Coordinator carried significant additional workload related to campus efforts to prevent the spread of COVID-19, serving as Interim Director of Health Promotion & Advocacy, and administering the sexual violence and harassment prevention training for incoming students. These challenges underscore the importance for UWM to continue to prioritize the close, existing collaboration among multidisciplinary stakeholders, both on campus and within the community, to implement the core pieces of its comprehensive prevention program: education/training, policy development and enforcement, early intervention, and treatment and referral services. With the easing of pandemic-related restrictions and a return to more normal campus operations, we expect the Campus AOD Coordinator to be able to focus more directly on AOD programming, including with lessons learned from alternative program delivery during the pandemic as reflected elsewhere in this report.

Anecdotal evidence from conversations with students during conduct hearings suggests that fear of getting self or others in trouble prevents students from calling for help in AOD emergencies. In addition, many students may be unaware or unclear about UWM's Drug, Alcohol and Sexual Assault Victim Assistance Policy, which offers amnesty, subject to certain conditions, for alcohol or other drug violations. This presents a need for increased awareness and understanding among students about the assistance policy.

An area for potential growth at UWM exists with screening, brief intervention and referral to treatment (SBIRT) 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. The U.S. Preventive Services Task Force recommends screening in primary care centers for adults 18 years of age and older and behavioral counseling for those engaged in risky or hazardous use. College health centers provide opportunities for screening and early intervention with at-risk substance users before more severe consequences occur.

Recommendations for Next Biennium

The Biennial Review Team identified the following recommendations for the next biennium:

1. Build on consistent and evidence-based prevention foundation to implement innovative and evidence-informed prevention efforts to address emerging alcohol and drug use trends, conditions and risk factors, including but not limited to the opioid epidemic, emerging drug products, and evolving laws and societal norms concerning cannabis.
2. In recognition of staffing constraints in a time of budgetary challenges, increase engagement of campus and community stakeholders in AOD programming and prevention efforts such as bystander intervention training and ally opportunities, increase technology use, and align AOD prevention efforts with other health and well-being priorities.
3. Increase communication to students about UWM's Drug, Alcohol and Sexual Assault Victim Assistance Policy.
4. Resume pre-COVID-19 plans for the implementation and evaluation of a SBIRT program within the Student Health and Wellness Center.
5. Implement the recommendation to install Nalox-ZONE boxes across campus.

Conclusion

UWM continues to work toward, as outlined in this report, a collaborative, comprehensive and evidence-informed strategy for AOD prevention and intervention. UWM is committed to ongoing work with students, faculty, and staff to achieve the recommendations set forth for the next biennium to create a safer and healthier campus community.

Appendices

Appendix A – Alcohol and Other Drug Prevention Certification

University of Wisconsin - Milwaukee
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:

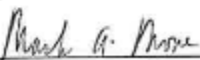
- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
- A description of the applicable legal sanctions under local, State, or Federal law for 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.

University of Wisconsin – Milwaukee
P.O. Box 413
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Mark A. Mone
Typed Name of Chief Executive Officer


Signature of the Chief Executive Officer

12/12/22
Date

39-1805963
IRS Employer Identification Number

414-229-4331
Telephone Number

mone@uwm.edu
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Appendix B – Citations

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