

**University of Wisconsin-Milwaukee**

**Biennial Review of the  
Program to Prevent the Illicit Use of Drugs  
and the Abuse of Alcohol**

**July 2018 – June 2020**

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## I. Introduction

Substance use among college students impacts all aspects of university life, including the educational environment, student well-being, and the quality of life on campus and in the surrounding communities. Data from the 2018 National College Health Assessment of University of Wisconsin-Milwaukee students shows that: 6.6% of UWM students reported that alcohol or drug use negatively impacted them academically; 30.5% reported that they did something in the past 12 months they regretted while under the influence of alcohol; 13.3% reported a physical injury; 3.5% got into trouble with the police; 4.2% seriously considered suicide; and 2.7% reported someone had sex with them without their consent. This data supports the importance of a comprehensive approach to prevention of and response to alcohol and other drugs (AOD) at UWM. The University of Wisconsin Board of Regents' Basic Health Module addresses this priority issue as part of a larger approach to the health and well-being of the community. In 2016, AOD was also identified as a UWM campus health priority by campus leadership.

In its *A Call to Action: Changing the Culture of Drinking at U.S. Colleges*, the National Institute on Alcohol Abuse and Alcoholism (NIAAA) presented a “3-in-1 Framework” for the development of multi-component, comprehensive, and integrated campus programs to mitigate substance use within the college student community. This framework encourages consideration of programs and policies that work simultaneously to impact multiple audiences, including interventions that target individuals (such as at-risk or alcohol-dependent drinkers), programs that target the student body as a whole, and environmental-level strategies that impact the college and surrounding community.<sup>1</sup> In its recognition of the role that individual, interpersonal, community, and societal factors play in influencing behaviors, the 3-in-1 Framework echoes the Social-Ecological Model – a well-accepted behavioral theory that is often utilized in guiding the development of comprehensive public health programs.<sup>2</sup>

This framework was updated by the NIAAA in 2015 and the resulting guide, CollegeAIM, contains two matrices to help college personnel choose among strategies to address harmful and underage college student drinking: **Individual-level** strategies aim to influence a person’s behavior through knowledge, attitudes, beliefs, skills, social norms and self-efficacy. Individual-level strategies target individual students and/or students belonging to higher-risk groups, such as first-year students, members of Greek organizations, student athletes and students mandated to

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<sup>1</sup> National Institute on Alcohol Abuse and Alcoholism. (2002). *A Call to Action: Changing the Culture of Drinking at U.S. Colleges* (NIH Pub. No. 02-5010). Bethesda, MD: National Institute on Alcohol Abuse and Alcoholism.

<sup>2</sup> McLeroy, K.R., Bibeau, D., Steckler, A., & Glanz, K. (1988). An ecological perspective on health promotion programs. *Health Education Quarterly*, 15(4), 351-377.

participate in an intervention. **Environmental-level** strategies aim to influence behavior at the population level by changing the context (i.e., policy, settings, places, circumstances, occasions) in which the behavior occurs. As detailed in this Biennial Review, UWM has implemented strategies using both approaches to address substance use among students and staff.

## **II. Biennial Review Process**

This Biennial Review covers the period from July 1, 2018 to June 30, 2020. 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/Interim Director of Health Promotion & Wellness, 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 requires UWM to, on a biennial basis, determine the effectiveness of its drug prevention program and implement changes to the program, if needed, and ensure that disciplinary sanctions for students and employees for drug and alcohol violations are consistently enforced. This review is available online at <https://uwm.edu/health-safety/>.

For questions about this review, please contact UWM AOD Coordinator Susan Cushman at 414-251-7535 or [cushman@uwm.edu](mailto:cushman@uwm.edu).

## **III. Components of the Alcohol and Other Drug Abuse Program at UWM**

Choices about AOD programs, interventions and other activities at UWM are guided by evidence-based options; outcome, satisfaction and utilization data; and data from health and needs assessments. Initiatives are prioritized, coordinated and adapted as research, resources and community needs evolve. UWM administers the National College Health Assessment Survey (NCHA) to a random sample of students every 3 years to collect data on health habits, behaviors and perceptions, including those concerning alcohol, tobacco and other drug use. UWM will complete its next NCHA Survey in 2021. During this biennium, UWM surveyed all students about their opinions on tobacco policies on campus in 2018 and 2019 as part of a grant-funded Tobacco-Free Generation Campus Initiative.

### **1. Individual-level Strategies**

Individual-level strategies are organized below in three categories: *interventions, educational programs and information dissemination*.

#### ***a. Interventions***

- E-Check Up to Go: Alcohol

“E-Check Up to Go: Alcohol” is an anonymous, online, evidence-based personalized feedback intervention designed for college students.<sup>3</sup> It provides users with personalized information and feedback regarding their alcohol use, including risk factors, social norms and potential effects on health, relationships and academic, career and life goals. It is listed as a “higher effectiveness” individual-level strategy on CollegeAIM.

A link to E-Check Up to Go: Alcohol is located on the Health Promotion & Wellness (HPW) web page (<https://uwm.edu/norris/health-services/alcohol-and-other-drugs/>). The program is customized to reflect UWM alcohol statistics and resources and is available at no cost to all students. In 2018-19, 198 students completed E-Check Up to Go: Alcohol and in 2019-20, 205 students completed it for a total of 403 completions during this biennium. The BASICS I program at UWM (discussed below) utilizes E-Check Up to Go: Alcohol as a screening and discussion tool.

- Choices about Responsible Drinking (CARD)

CARD is designed to help students reflect on past and future choices about the role alcohol plays in their college experience. The 90-minute group session is facilitated by University Housing staff. University Housing assigns card to residential students in cases in which a resident is involved in a first-time or low-severity alcohol violation. In this biennium, 135 students completed CARD.

- Brief Alcohol and other drug Screening and Intervention for College Students (BASICS)

BASICS is a brief motivational intervention that offers UWM students an opportunity to explore their use of alcohol or marijuana in a confidential and non-judgmental setting. Facilitated by trained graduate students and the AOD Coordinator, the aim of BASICS is to reduce harmful consumption and its associated problems.<sup>4</sup> Designed by researchers at the University of Washington, BASICS is listed as a ‘higher effectiveness’ individual level strategy on CollegeAIM.

University Housing, the Dean of Students Office, and Milwaukee County municipal court judges assign, at their discretion, BASICS as an educational sanction for UWM students who are found

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<sup>3</sup> Walters, S.T., Vader, A.M, & Harris, T.R. (2007). A controlled trial of web-based feedback for heavy drinking college students. *Prevention Science*, 8(1), 83-88

<sup>4</sup> Larimer, M.E., & Cronce, J.M. (2002). Identification, prevention, and treatment: A review of individual-focused strategies to reduce problematic alcohol consumption by college students. *Journal of Studies on Alcohol*, Supplement No. 14, 148-163.

in violation of an alcohol or other drug-related policy or law. In addition, students may elect to complete BASICS voluntarily.

In the event a student who has completed BASICS I at UWM is found responsible for a subsequent AOD-related violation, they may be required to complete BASICS II, which involves 2-3 individual sessions with the AOD Coordinator. The program builds on BASICS Level I and incorporates additional reflection activities and skills building to enhance motivation and commitment to make changes in AOD use.

In 2018-19, 278 students completed BASICS I and 30 students completed BASICS II. In 2019-20, 279 students completed BASICS I and 38 completed BASICS II. In Spring 2020, COVID-19 prompted the shift to a mixed-learning format including remote and in-person learning. As a result, beginning in March 2020, all subsequent BASICS sessions were facilitated in a virtual, one-to-one format.

Student learning outcomes, attitudes and behavioral intentions and changes are measured with a post-BASICS intervention self-report survey. Results from these surveys strongly suggest BASICS I and II are accomplishing their objectives. For example, among 181 students who completed an evaluation of the BASICS I program in 2018-19:

- 92% report they are more aware of their actual consumption of alcohol and/or marijuana;
- 95% report they are able to identify one or more strategies that may reduce the risk for harm related to substance use
- 81% report they will think differently about their substance use as a result of the program;
- 66% report they intend to change their use in some way

Similar response rates have been found with the virtual sessions.

- Tobacco Screening, Brief Intervention and Referral to Treatment

In Spring 2019, Norris Health Center (NHC) staff participated in a 7-part training series, led by the University of Wisconsin Center for Tobacco Research & Intervention, on current best practices for promoting and supporting patients' efforts to quit tobacco use. As a result of training, staff revised clinical protocols for the routine screening of all patients for tobacco use, which includes offering brief advice and referral to treatment, as indicated.

- Evaluation and Treatment Services – Students

University Counseling Services (UCS) offers voluntary, short-term services for students who have questions or concerns regarding their use of alcohol or other substances. UCS offers weekly counseling sessions for those students desiring treatment of an identified substance use problem. During the 2018-2020 biennium, there were 121 diagnoses of alcohol use disorder and 301 diagnoses of cannabis use disorder among students receiving services at UCS. UCS offers a harm-reduction model to look at ways the use of substances may be interfering with the student's ability to succeed academically, socially or may be contributing to further emotional instability in their lives. Referrals to community resources are provided when students require more intensive AODA services such as detox or rehabilitation.

- Evaluation and Treatment Services – Staff

Alcohol, drug, and other personal problems can affect the quality of an employee's life at home and performance on the job. For the duration of this review period, the University of Wisconsin System contracted with FEI Behavioral Health to provide Employee Assistance Program (EAP) services to all permanent employees and their immediate families/household members. Participation in EAP is voluntary, confidential, and free. Approximately 5% of UWM employees utilized EAP services, with a statistically insignificant number of these individuals presenting with issues related to substance use disorder.

FEI may be reached at: <https://www.feieap.com/>, or by toll free telephone at (866) 274-4723. FEI is an independent provider of EAP services and information about employee's personal situation is protected within the limits of state and federal laws pertaining to confidentiality. Starting January 1, 2021, Kepro will be the UW System's new EAP provider.

- Follow-Up on Policy Violations – Students

The Dean of Students Office and University Housing contacts those students who are alleged to have violated alcohol and drug-related policies, including citations for alcohol, other drug and/or party-hosting violations. Through one-on-one meetings, these students are provided with information regarding campus behavioral expectations and encouraged to seek available intervention resources. For instances that rise to the level of student conduct violations, students are assigned educational sanctions (e.g., BASICS).

Additionally, the Neighborhood Housing Office's student employees provide peer-to-peer follow-up with students who live in the neighborhoods surrounding campus in response to behavior concerns. Seventy-nine visits took place 2018-2019 and 19 in 2019-2020. The reason for the reduced number of visits in 2019-2020 is that the Milwaukee Police Department enhanced documentation of alcohol and drug violations, which resulted in more referrals to the



student conduct process in lieu of visits by Neighborhood Housing.

***b. Educational Programs***

- Online Alcohol Education Program – Alcohol-Wise

Alcohol Wise is a prevention program that utilizes the evidence-based E-Checkup to Go brief intervention (discussed in section 1) to reduce high-risk drinking and its negative consequences, encourage responsible behavior and educate students about the effects of alcohol. The course integrates campus-specific resources throughout.

At UWM, the course is administered to all incoming freshmen and transfer students under the age of 21 before the start of classes. Beginning in 2019-20, incoming students under the age of 21 at the branch campuses (UW-Milwaukee at Waukesha and Washington County) were included.

In reviewing completion data, significantly fewer branch campus students completed the program in 2019-20 (35%) as compared to main campus students (67%), which contributed to the overall decrease in completion rate from 2018-19 to 2019-20.

<b>Alcohol Wise</b>	<b>AY 2018-2019</b>	<b>AY 2019-2020</b>
# Students Completed/#Enrolled (%) = rate of completion	3,231/4,291 (75%)	3,005/4,740 (63%)

Measures of students’ knowledge of alcohol and its related consequences demonstrate the course was effective at conveying meaningful information: in 2018-19, the average post-test score was 85, up from 58 at pre-test. In 2019-20, the average post-test score was 83, up from 63 at pre-test. While we were able to collect and review data on drinking-related measures for incoming students in general, we did not achieve, as intended from the 2016-18 Biennial Review, further analysis of drinking-related measures specifically for branch campus students.

The AOD Coordinator reviewed Alcohol Wise and provided feedback and recommendations for improvements to 3<sup>rd</sup> Millennium, the program’s owner. In addition, after a review of 3<sup>rd</sup> Millennium’s course on marijuana, ‘Marijuana Wise,’ UWM added that course for students beginning in August 2020. The rationale for adding education on marijuana included:

- The 2018 NCHA showed that 24% of UWM undergraduates report current use of marijuana and about 10% use frequently, i.e. 10 or more times per month;
- Student feedback on the “Healthy Choices Event” (described below) indicated that they are interested in learning more about other drugs;

- Age of onset and frequency of marijuana use are linked with health risks, including cognitive impairment and addiction;<sup>5</sup>
  - Heavy users are at increased risk of stopping out of college;<sup>6</sup> and
  - As more states decriminalize or legalize marijuana (including immediate neighbors) the greater ease of access to marijuana may result in increased use.
- Online Program - Think About It

During the biennium, all new incoming students received online training through Everfi’s “Think About It” program, which includes sexual violence and healthy relationship prevention and training material that incorporates training on high-risk situation management involving alcohol and other drugs. During the 2018-2019 academic year, over 5,300 undergraduates under the age of 25, including 99% of new freshmen, completed the training. Additionally, approximately 500 undergraduates over the age of 25, and 1,300 graduate students completed the training. During the 2019-2020 academic year, over 5,500 undergraduates, including 96% of new freshmen, under the age of 25 completed the training. Additionally, approximately 800 undergraduates over the age of 25, and 1,200 graduate students completed the training.

The program evaluated bystander attitudes and showed that 96% of students reported that they would step in to help someone that they did not know and 94% of students correctly addressed a scenario related to alcohol and other drugs when asked during the program. While we collected and reviewed program data for new incoming students in general, we did not achieve, as intended from the 2016-18 Biennial Review, an analysis of program data specifically for branch campus students. In 2020, Think About It was discontinued by Everfi. UWM transitioned to the company’s new program, “Sexual Assault Prevention.”

- Healthy Choices Event

The Healthy Choices Event is a large-scale, signature prevention program featured during UWM’s Fall Welcome. In alignment with an action step identified in the 2016-18 Biennial Review, staff sought out greater student involvement in planning and executing the Healthy Choices Event during this biennium. As a result, student participation went from tabling at the

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<sup>5</sup> National Academies of Sciences, Engineering, and Medicine 2017. The Health Effects of Cannabis and Cannabinoids: The Current State of Evidence and Recommendations for Research. Washington, DC: The National Academies Press. Available at <https://doi.org/10.17226/24625>.

<sup>6</sup> Arria, A. M., Caldeira, K. M., Bugbee, B. A., Vincent, K. B., & O’Grady, K. E. (2013). The academic opportunity costs of substance use during college. College Park, MD: Center on Young Adult Health and Development. Retrieved from [www.cls.umd.edu/docs/AcadOppCosts.pdf](http://www.cls.umd.edu/docs/AcadOppCosts.pdf).

event to include participation on the planning committee, helping to select the featured program, assisting with the evaluation design and the analysis of results, and delivering opening remarks at the program.

Since 2014, the “Sex & Drugs Show” has been the chosen for the Healthy Choices Event to highlight two complex campus health priority areas early in the academic year: alcohol use and sexual violence. The Sex & Drugs Show features scenes and interactive audience participation on the following topics: heavy drinking, peer pressure, bystander behavior, sexual violence, intimate partner communication (2018 only) and marijuana (2019 only).

Four hundred-thirty students attended the program in AY 2018-19, and 233 students attended the program in AY 2019-20. The cause of the decrease in attendance in 2019 is unknown. In 2018, 200 student attendees (47%) completed a program evaluation and in 2019, 191 student attendees (82%) did so. Using a Likert Scale of 1-5 with 1 being ‘strongly disagree’ and 5 being ‘strongly agree,’ the results across both years demonstrated that most students strongly agreed or agreed the program was relevant (mean score 4.2 in 2018; 4.1 in 2019), relatable (mean score 3.7 in 2018; 3.9 in 2019), recommendable to other students (mean score 4.3 both years) and that they were more aware of available resources pertaining to the topics (mean score 4.2 both years). In addition, most respondents identified something important they learned, with themes of ‘safety,’ ‘resources,’ ‘facts’ and ‘helping others’ emerging from the responses.

Student and staff planning committee members were disappointed when plans for the Fall 2020 Healthy Choices Event were canceled due to COVID-19.

- Group Motivational Enhancement

UWM’s Group Motivational Enhancement (GME) program is designed to help close-knit groups, such as Greek organizations and athletics teams, reduce high-risk drinking and/or drug use and associated harms among the group.

In 2018-19, two groups, totaling 116 students, participated in the program. In 2019-20, one group of 26 students participated. Learning, attitudinal and behavioral objectives were measured by collecting students’ written responses during the program and with a 30-day post-program survey. Results suggest the program is accomplishing its objectives. Below are examples of outcomes from Greek chapters that completed the GME program during this biennium. In session 1 of the GME, students are asked to discuss and vote on their own ideas for making a change in the group’s drinking culture to reduce perceived negative outcomes. Thirty days later, they are asked to identify what if anything they have done to reduce perceived negative outcomes. Outcome examples include:

In session 1, a chapter agreed to limit the quantity of drinks consumed. At 30-day follow-up, the percentage of respondents who reported having 9 or more drinks the last time they partied/socialized decreased from 29% to 10%.

In session 1, a chapter agreed to strengthen rules governing drinking-related misconduct, including imposing more serious consequences. At 30-day follow-up, the executive board reported they put in place bylaws that established consequences related to such behavior.

In session 1, a chapter agreed to communicate more about drinking. At 30-day follow-up:

- 92% of chapter respondents reported that it is expected that a member will have a conversation with another member when there is a concern about her use of alcohol (up from 72% at pre-survey).
- 89% of chapter respondents reported that, as a result of the GME program, they have a better understanding of other members' perspectives/opinions on drinking.
- One person reported, "I let people know that I would not be drinking" [to set an example]

Finally, at 30-day follow-up, 95% of one chapter identified a valid resource/person/dept. where they could go if they were interested in getting more information or assistance about substance use for oneself or a friend.

- Training for Student Leaders

The use of student leaders to convey University messages regarding the use of alcohol and other drugs immensely broadens the reach and impact of this key information, and peer health education delivery has been shown to play an important role in promoting the adoption of healthy AOD-related behaviors among students.<sup>7</sup> Moreover, these student leaders likely serve as key campus contact points for many other students.

As such, AOD training is provided to UWM students who are serving or employed in leadership or mentoring positions – including residence life staff, orientation leaders, peer health educators and Be On the Safe Side shuttle drivers. The training provides participants with information regarding AOD-related issues on campus, strategies for helping their peers avoid the negative consequences of substance use, campus resources and the knowledge and skills necessary to

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<sup>7</sup> White, S., Park, Y.S., Israel, T., & Cordero, E.D. (2009). Longitudinal evaluation of peer health education on a college campus: Impact on health behaviors. *Journal of American College Health*, 57(5), 497-506.

identify and intervene with at-risk individuals and/or during emergency situations.

- Peer Health Education Program

Student leaders from across campus both model healthy behavior and provide education and resources to students, and they are often the first point of contact on these issues. The HPW peer health educators (PHE) directly focus on the development and presentation of a variety of educational programs and materials aimed at sensitizing members of the diverse UWM student body on important student development, personal wellness, and health-related topics and contributing to the creation of a healthy and socially just living-learning environment throughout campus and the surrounding community.

PHEs facilitate workshops for residential students, classes, and student organizations. PHEs frequently assist in the planning and facilitation of campus and community events in collaboration with community agencies and various campus departments. Examples of annual PHE programs related to alcohol and other drugs with utilization data is below. Learning outcomes as well as willingness to change behavior were evaluated for these programs. Programming was halted in mid-March 2020 due to COVID-19 and the resulting shift to online instruction.

	<b>AY 2018-2019</b>	<b>AY 2019-2020</b>
Cash BOSS	4 events; 40 participants	1 event; 7 participants
Safe Spring Break	35 participants	40 participants
Think Again Before You Drink Again	1 event; 6 participants	0
Great American Smoke Out	35 participants	45 participants

- Additional Campus Events

University Police, University Housing, Student Involvement, HPW, and other campus entities regularly sponsor programs that facilitate discussion and awareness of AOD-related issues. During the 2018-2020 biennium, these included annual Safety Week activities and the United Against Violence Resource Fair and Virtual House Party. In 2019, in partnership with the City of Milwaukee Tobacco-Free Alliance, UWM used grant funds to invite campus and community members to a screening of *Black Lives/Black Lungs*, which included a keynote address by a researcher on health policy and health inequities and Q&A with a panel of local public health advocates.

***c. Information Dissemination***

During each year in the biennium, UWM disseminated 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 annual notification, UWM identifies standards of conduct and describes applicable laws, health risks of abuse, available resources and treatment programs, and institutional sanctions for violations. In addition to the annual email notification, employees receive this same information in their appointment letter and at new employee orientation.

UWM provided AOD information via the web for UWM students, faculty and staff during this biennium, including:

- Make Good Decisions website. In spring of 2020, the Office of Health Promotion & Wellness (HPW) initiated a redesign of its webpage, resulting in the migration of AOD content from the Make Good Decisions site to [here](#).
- The Smoke- and Tobacco-Free Campus website was launched in July 2018 as part of the roll-out of the new smoke-free campus policy approved in June 2018. In October 2018, a more comprehensive policy banning the use of all tobacco products on campus was put in place. Website content includes the current policy, answers to FAQs, resources for information and cessation support, and guidance for approaching someone who is using tobacco on campus.
- The Student Handbook for [policies](#) and [resources](#).

AOD information is included in an annual distribution through the UNITE (University-Neighborhood Initiative to Engage) Program. This program utilizes in-person conversation to foster engagement, inform the off-campus student population of campus services and events, and encourage good neighbor practices. Each August, University faculty, staff, and student volunteers visit approximately 1,000 student residences in the neighborhoods surrounding the UWM campus. Each residence receives educational information, campus resource materials, and giveaways from local businesses. In 2019, a customized box of mints was included to promote UWM’s Smoke- and Tobacco-Free policy and website.

During this biennium, UWM added and updated permanent and temporary physical signage across all campuses to clearly communicate the new Smoke- and Tobacco-free Policy.

## **2. Environmental-Level Strategies**

- Collaborative, Multi-disciplinary Campus Teams

Several groups that include representatives from a variety of campus entities, including the Office of Health Promotion & Wellness, University Housing, the Neighborhood Housing Office,

the Dean of Students Office, and the University Police, meet regularly with a central purpose of evaluating AOD programs, policy, and enforcement. In addition, campus groups, including the Title IX Working Group, Chancellor's Advisory Committee on Mental Health, Student Affairs Leadership Team, CARE Team, and Student Support Team, recognize the intersection of AODA with other public health and behavior issues and evaluate efforts to address and prevent such issues. The maintenance of these campus committees is an important aspect of the infrastructure needed to successfully institute environmentally focused approaches to prevent and mitigate the impact of substance use on campus.<sup>8</sup>

- Engaged Parents/Guardians

Information regarding alcohol and other drugs, as well as strategies for addressing these issues with students, is incorporated into orientation presentations and resource materials, including the UWM Family website, for UWM parents and other family members. Additionally, to benefit potentially from parental involvement, the Dean of Students Office notifies the parents of students who have received three or more underage alcohol citations, and University Housing notifies parents/guardians of students who are under 21 if the students are transported for emergency medical care due to drug use or intoxication.

Parents/guardians can play a powerful role in impacting the substance-related behaviors of their college-aged children. The children of parents who were educated about binge drinking and provided with strategies for conveying this information to their students prior to their arrival on campus displayed lower drinking tendencies and experienced fewer consequences related to alcohol use than their peers who did not undergo this parental intervention.<sup>9</sup> As students transition to college, parental involvement is also a protective factor in impeding the adoption of

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<sup>8</sup> DeJong, W., & Langford, L.M. (2002). A typology for campus-based alcohol prevention: Moving toward environmental management strategies. *Journal of Studies on Alcohol*, Supplement (14), 140-147.

<sup>9</sup> Turrisi, R., Jaccard, J., Taki, R., Dunnam, H., & Grimes, J. (2001). Examination of the short-term efficacy of a parent intervention to reduce college student drinking tendencies. *Psychology of Addictive Behaviors*, 15(4), 366-372.

increased use of alcohol and marijuana and may moderate and temper peer influence with relation to substance use behaviors, as well.<sup>10,11</sup>

- Engaged and Supportive Faculty and Staff

Faculty and staff are in a primary position to identify and intervene with students who are experiencing substance-related issues, and they can play an important role in connecting students with available resources. UWM maintains an AOD resource website, which includes information on how faculty and staff can support campus prevention efforts and encourage students to reflect upon personal attitudes regarding alcohol and other drug use; tips for incorporating information on alcohol and other drugs into conversations with students; strategies on when and how to approach a student with concerns about his or her use of alcohol or other drugs; information on campus resources for UWM students who are experiencing issues related to alcohol and other drug use; and information on substance-free social events on and around campus.

Additionally, UWM provides workshops to faculty and staff on how to assist students who are experiencing emotional distress, which includes issues and resources related to substance use. These workshops address the impact of mental health issues on campus, emphasize the role that faculty and staff have in recognizing signs of emotional distress, and discuss where, when, and how faculty and staff members should refer students who are experiencing distress. 12 workshops were delivered in 2018-19 and 17 in 2019-20.

- Safety Initiatives

Several University safety initiatives are intended to mitigate the potential for harmful consequences associated with student substance use. These include:

- **Be On the Safe Side (BOSS):** BOSS is a safe ride program that offers evening and late-night transportation on and near UWM's Kenwood campus seven days a week. This UWM service aims to deter students from driving under the influence of alcohol and may also decrease crime and the incidence of assault. BOSS was shut down in mid-March through June 2020, which is reflected in the utilization numbers. In 2018-19, there were

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<sup>10</sup> White, H.R., McMorris, B.J., Catalano, R.F., Fleming, C.B., Haggerty, K.P., & Abbott, R.D. (2006). Increases in alcohol and marijuana use during the transition out of high school into emerging adulthood: The effects of leaving home, going to college, and high school protective factors. *Journal of Studies on Alcohol*, 67(6), 810-822.

<sup>11</sup> Wood, M.D., Read, J.P., Mitchell, R.E., & Brand, N.H. (2004). Do parents still matter? Parent and peer influences on alcohol involvement among recent high school graduates. *Psychology of Addictive Behaviors*, 18(1), 19-30.



89,187 safe rides for 128,771 passengers. In 2019-20, there were 61,015 total safe rides for 87,506 passengers.

- SAFEWALK: Sponsored by the University Police, the SAFEWALK program aims to decrease crime and victimization in the neighborhoods surrounding the UWM campus. Pairs of trained students patrol the neighborhoods during the evening and early morning hours. SAFEWALK was discontinued in March 2020 due to COVID-19.
- RAVE Guardian: the RAVE Guardian app, which can be downloaded for free from Apple or Android stores, allows users to interact with the police department through texting, confidential tips, location sharing, virtual ‘safe walks,’ a call directory and a safety/resource content portal.
- UWM-MPD Law Enforcement Special Assignment Grant: During the beginning of the Fall semester and end of the Spring semester, UWM partners with the Milwaukee Police Department (MPD) to augment police patrols and police response in the neighborhoods surrounding the UWM campus. During these periods, UWM provides funds to the MPD to fund overtime hours for officers working in this area. In return, the MPD shares student information with the UWM Police so that UWM officials can follow up with UWM students with whom police made contact through these enhanced enforcement efforts. These officers focus on alcohol-related offenses and quality of life issues, as well as general safety awareness and crime abatement. Representatives from UWM, the MPD, and City of Milwaukee meet weekly during these months to discuss safety, crime and AOD issues within neighborhoods surrounding campus and to plan intervention strategies, as needed. Such collaborative approaches have been shown to decrease alcohol-related problems in communities surrounding college campuses.<sup>12,13</sup>
- Safety Planning around “Pantherfest”: UWM’s annual fall music concert, Pantherfest, is organized by staff and students to provide a festive opportunity for students to meet, have fun, and connect through this uniquely UWM tradition.<sup>14</sup> The Pantherfest Working Group carefully reviews issues and concerns identified from the previous year and makes strategic safety adjustments to provide the most positive and safe experience possible. For the biennial period, this included:

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<sup>12</sup> Gebhardt, T.L., Kaphingst, K., & DeJong, W. (2000). A campus-community coalition to control alcohol-related problems off campus: An environmental management case study. *Journal of American College Health*, 48(5), 211-215.

<sup>13</sup> Saltz, R.F., Welker, L.R., Paschall, M.J., Feeney, M.A. & Fabiano, P.M. (2009). Evaluating a comprehensive campus-community prevention intervention to reduce alcohol-related problems in a college population. *Journal of Studies on Alcohol and Drugs*, Supplement(16), 21-27.

<sup>14</sup> Pantherfest did not occur in Fall 2020 due to the COVID-19 pandemic.

- Providing alcohol safety tips with the concert ticket
  - Peer-to-peer messaging
  - Organizing free transportation
  - Limiting bag size, banning water bottles, alcohol, tobacco products and drug paraphernalia on the bus and concert grounds
  - Communicating and enforcing alcohol and other drug policies.
- Bystander Intervention: Bystander intervention programs are designed to increase a student’s capacity and willingness to intervene when another student may be in danger of harming him/herself or another person due to alcohol use. The College AIM matrix gives this environmental strategy a rating of ‘too few studies to rate – or mixed results.’ Findings published by a private mid-western university’s assessment of its implementation of an alcohol bystander curriculum, “Red Watch Band,” with over 800 students, showed small but often statistically significant increases in students’ knowledge, concern, confidence or willingness related to responding effectively in an alcohol emergency. In September 2018, UWM began to offer Red Watch Band. It has not been widely marketed at UWM and, with 11 student participants to date, is currently underutilized.
  - Substance-Free Social and Service Events: Union Programming, University Housing, University Recreation and other campus entities regularly sponsor large- and small-scale programs that are intended to foster and support peer connections in substance-free environments. These weekly programs provide students a fun and safe alternative to going out and participating in high-risk behaviors, specifically, high-risk drinking and drug use that puts our students in unsafe situations. The University Housing Panther Activity Committee (PAC) offers recurring events, with over 2,000 students participating in the PAC events throughout 2020. Examples that highlight the diversity of events include: Paint & Sip, Open Mic Nights, karaoke, comedians, Rec Fest Thriller Night, Glow Zumba, and a lecture series. Every Thursday, Friday, and Saturday night at 7:00pm and 9:30pm (as well as Sundays) there are free movies in the two (2) movie theatres in the residence halls. In addition, Policy with a Point events were held routinely by University Housing during the first weekends of the semester from 10 p.m. to midnight. Finally, students were encouraged to put safety information into their phones and were provided pizza if they did. This highlighted a protective behavior related to safety and alcohol use while also adding accurate and current information to their phone during the critical initial weeks of the first semester.
  - Recovery Community Programming. UWM held a social event for students in recovery from substance use and their allies in May 2019 and March 2020. In accordance with an action step identified in the 2016-18 Biennial Review, we promoted the event across campus with targeted communications designed to reach this distinct population. Attendance was low (6 at the first; 8 at the second) but participants appeared grateful and

enthusiastic. These events reflect small steps toward the beginnings of a collegiate recovery community and they were inspired by several factors: the enthusiastic interest of 2 students in recovery who wanted to help organize the events; the response to a 2018 NCHA question, which showed that 79% of UWM students agree UWM should provide programs and services for students who are in recovery from diagnosed alcohol or other drug disorders; the findings of the 2016-17 and 2017-18 Alcohol Wise survey, which showed 1%-2% of freshmen and transfer students self-identify as being in recovery from alcohol or other drug use; and a common encouragement from UWM's interviews with leaders of recovery programs at other universities to create informal social opportunities for students in recovery. In March 2020, plans were made for more social events, which unfortunately were disrupted by COVID-19. Nonetheless, the 2019 and 2020 socials set the stage for a student to pursue a practicum placement with HPW to further efforts to form a recovery community at UWM.

Research indicates that perceptions regarding consumption patterns within the student community often exceed reality.<sup>15</sup> As such, it may be sufficiently difficult for those students who choose not to engage in alcohol or other drug use to make social connections with other individuals who share their preferences for substance-free socializing. This, in turn, may encourage consumption and high-risk use among some would-be abstainers. Indeed, social anxiety and fear of negative evaluation by others has been seen to be significantly correlated with motivation to drink for social purposes and with encountering negative consequences related to substance use.<sup>16,17</sup> As such, the provision and promotion of substance-free social and service opportunities may enable social connections among individuals who choose not to engage in substance-related behaviors, thereby supporting their continued abstinence.

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<sup>15</sup> Perkins, H.W. (2002). Social norms and the prevention of alcohol misuse in collegiate contexts. *Journal of Studies on Alcohol*, supplement (14), 164-172.

<sup>16</sup> Buckner, J.D., Eggleston, A.M., & Schmidt, N.B. (2006). Social anxiety and problematic alcohol consumption: The mediating role of drinking motives and situations. *Behavior Therapy*, 37(4), 381-391.

<sup>17</sup> Lewis, M.A., Hove, C.M., Lee, C.M., Oster-Aaland, L., & Larimer M.E. (2008). Fitting in and feeling fine: Conformity and coping motives as mediators of the relationship between social anxiety and problematic drinking. *Psychology of Addictive Behaviors*, 22(1), 58-67.

Additionally, these efforts may also serve as a protective factor in discouraging all students from engaging in heavy drinking and encountering drinking-related problems.<sup>18,19,20</sup>

### **3. Policy and Enforcement Efforts**

- Campus Policies

UWM has a number of drug and alcohol-related policies that prohibit unlawful drug and alcohol possession, use and distribution, provide information about drug and alcohol use and abuse, and establish guidelines for safe and responsible alcohol use in connection with campus events.

Alcohol and other drugs on University lands are regulated by Wisconsin Administrative Code section UWS 18.09. Alcohol beverages are prohibited except as permitted by specific institutional regulations promulgated by the chancellor. Possession of illegal drugs or drug paraphernalia is prohibited. In October 2018, Chancellor Mone approved a comprehensive smoke- and tobacco-free policy for campus (Selected Academic and Administrative Policy 10-8).

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

-Alcohol Beverages, Guidelines for Service

-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))

-Financial Aid, Penalties for Drug Law Violations

-Student-Athlete Handbook, including Intercollegiate Athletics Drug Education and Testing Program

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<sup>18</sup> Fenzel, L.M. (2005). Multivariate analysis of predictors of heavy episodic drinking and drinking-related problems among college students. *Journal of College Student Development*, 46(2), 126-140.

<sup>19</sup> Correia, C.J., Benson, T.A., & Carey, K.B. (2005). Decreased substance use following increases in alternative behaviors: A preliminary investigation. *Addictive Behaviors*, 30(1), 19-27.

<sup>20</sup> Correia, C.J., Carey, K.B., Simons, J., & Borsari, B.E. (2003). Relationships between binge drinking and substance-free reinforcement in a sample of college students: A preliminary investigation. *Addictive Behaviors*, 28(2), 361-368.

- Student Organization Manual, Student Organization Misconduct Process
- Sports Club Handbook, Standards of Conduct, including alcohol and drugs
- Code of Conduct, Standards of Conduct for Employees

- Enforcement Methods and Sanctions

- *For Students*

Student violations of the student nonacademic misconduct policies, contained in Wisconsin Administrative Code Chapter UWS 17, are primarily adjudicated through the Dean of Students Office to reinforce student learning and personal development, which are integral to UWM's educational mission. 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. 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).

For the 2019-2020 academic year (Aug 1, 2019- July 31, 2020), 242 students were investigated by the Dean of Students Office for allegedly violating UWS 17.09(6) (Illegal use, possession, manufacture, or distribution of alcohol or controlled substances). Of those, 24 (9.9%) students were found not to be in violation of the policy, while 206 (85%) were found in violation.<sup>21</sup> Of the 206 that were found in violation, 185 (89.9%) were assigned BASICS I or BASICS II, while others were either placed on Disciplinary Probation, suspended, or expelled from the institution depending upon the context and severity of the violation as well as the student's prior conduct history.

For the 2018-2019 academic year (Aug 1, 2018- July 31, 2019) 243 students were investigated by the Dean of Students Office for allegedly violating UWS 17.09(6). Of those, 26 (10.6%) students were found not to be in violation of the policy while 211 (86.8%) were found in violation.<sup>22</sup> Of the 211 that were found in violation, 174 (82%) were assigned BASICS I or BASICS II, while the others were either placed on Disciplinary Probation, suspended or expelled from the institution.

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<sup>21</sup> The remainder of cases remains open due to disenrollment or non-responsiveness, which is addressed through a hold on a student's account until they respond.

<sup>22</sup> See note 19.

As part of the educational component of the disciplinary process, students are required to reflect on their actions, UWM's policies, how their behavior violated the policies and what, if anything, they are going to change in the future. After completing BASICS, students are also required to complete a written reflection on the impact of their choices on being a student at UWM and on the community; what they have learned about themselves in relation to the incident for which they were found in violation; and what changes, if any, they might make moving forward.

The Dean of Students Office regularly reviews its conduct cases to ensure that students are receiving similar sanctions for similar violations, and the process for alcohol use violations, absent other aggravating or mitigating factors or contemporaneous misconduct, is generally addressed and sanctioned in the same manner, as reflected in the percentage of students who were assigned to BASICS courses in the 2018-2019 and 2019-2020 academic years for alcohol violations.

Students residing within University Housing must comply with University Housing's Rules and Regulations as outlined in the University Housing Resident Handbook, in addition to University policies, UW System regulations, and federal and state laws. Rules violations adjudicated through the University Housing Resident Behavior Process. The Resident Behavior Process is part of community development within the residence halls and apartments at UWM. Inherent in the success of the University Housing Resident Behavior Process is awareness by residents of the need to acknowledge their responsibility for their behavior and how it affects the community in which they live. Primary emphasis is placed on the educational and developmental progress of the resident and is part of the educational mission of the University.

To ensure that education was presented to students who were found to be in violation of University Housing's Alcohol (A1) and Drugs & Inhalants (D4) policies, which includes being present for or the use, possession, or manufacture, or distribution of alcohol or controlled substances within the University Residence Halls, students were generally assigned educational sanctions in tandem with traditional contract sanctions (warning, probation, deferred contract termination, and contract termination). Educational sanctions for A1 and D4 policy violations included participation in the Choices About Responsible Drinking (CARD) course, the BASICS program, and/or completion of reflective educational papers, where students reflect on their actions, UWM's policies, how their behavior violated the policies and what, if anything, they are going to change in the future. The primary goal of all University Housing sanctioning is to help students make substance use decisions that result in fewer negative consequences within the University Residence Halls and beyond.

For the 2019-2020 academic year (Aug 1, 2019- July 31, 2020), University housing processed a total of 494 violations of A1-Alcohol policies and 225 D4-Drugs & Inhalants. 366 of the A1 violations were adjudicated during the Fall 2019 semester, while 128 were adjudicated during the Spring 2020 semester. 128 of the D4 violations were adjudicated during the Fall 2019 semester, while 97 were adjudicated during the Spring 2020 semester. It should be noted that due to the COVID-19 pandemic, University Housing Residence Halls were mostly vacated beginning in March of 2020.

For the 2018-2019 academic year (Aug 1, 2018- July 31, 2019), University housing processed a total of 490 violations of A1-Alcohol policies and 274 D4-Drugs & Inhalants. 286 of the A1 violations were adjudicated during the Fall 2018 semester, while 204 were adjudicated during the Spring 2019 semester. 162 of the D4 violations were adjudicated during the Fall 2018 semester, while 112 were adjudicated during the Spring 2019 semester.

For the 2018-2019 academic year, 65 (13.3%) individuals were sanctioned to complete the Choices About Responsible Drinking (CARD) course in response to alcohol violations, 239 (48.8%) were sanctioned to complete a reflective educational paper and 123 (25.1%) were sanctioned with University Housing contract sanctions. Additionally, 78 (15.9%) individuals were sanctioned to complete BASICS, which is the same primary sanction used by the Dean of Student's Office. For the 2019-2020 academic year, 106 (21.5%) individuals were sanctioned to complete the Choices About Responsible Drinking (C.A.R.D.) course in response to alcohol violations, 206 (41.7%) were sanctioned to complete a reflective educational paper and 128 (25.9%) were sanctioned with University Housing contract sanctions. Additionally, 87 (17.6%) individuals were sanctioned to complete BASICS, similarly to the Dean of Student's Office. University Housing contract sanctions include a warning, disciplinary probation, deferred contract termination, and/or contract termination.

For the 2018-2019 academic year, 119 (43.4%) individuals were sanctioned to complete a reflective educational paper in response to drug violations, 89 (32.5%) were sanctioned to BASICS and 142 (51.8%) were sanctioned with University Housing contract sanctions. For the 2019-2020 academic year, 59 (26.2%) individuals were sanctioned to complete a reflective educational paper in response to drug violations, 93 (41.4%) were sanctioned to BASICS and 123 (54.7%) were sanctioned with University Housing contract sanctions.

Similar to the Dean of Students Office, University Housing regularly reviews its sanctioning processes to ensure that students are receiving similar sanctions for similar violations, and the process for alcohol and drug use violations, absent other contemporaneous misconduct, is generally addressed and sanctioned in the same manner, reflected in the high number of students

who were assigned CARD, BASICS, reflective educational papers, or University Housing contract sanctions throughout the 2018-19 and 2019-20 academic years.

- *For Employees*

The incidence of employee AOD violations at UWM was so small that it is not possible to evaluate consistency in the sanctioning of said violations on a statistical basis. That said, UWM Human Resources professionals in various campus units work with the central Human Resources office in determining discipline for a variety of offenses to ensure consistency of sanctions for similar behavior.

- *For Law Enforcement*

The mission of the UWM Police Department is to provide a safe and secure environment in which to learn, live, and work. To accomplish this mission, it follows the motto, “Building Relationships ~ Protecting Community.” At the core of its department philosophy is the belief that an informed community, coupled with an accessible and approachable police department, is a safer community. The UWM Police Department is made up of 37 State of Wisconsin certified police officers. The department also has a dispatch center which provides 24-hour dispatching services as well as three security officers who assist with building and environmental security on campus.

University Police are empowered by state law to enforce drug and alcohol laws on and off campus, and University Police strictly enforce these laws. There are a significant number of AOD-related incidents that occur in and around the UWM campus. Data is available from University Police, Dean of Students Office, and University Housing.

	2018-2019	2019-2020
Student Drug Citations UWMPD/Arrests	69/17	88/4
Student Alcohol Citations UWMPD/Arrests	177/0	206/1
Alcohol and Drug Related conduct violations managed by the Dean of Students Office	401	424
Alcohol-related student conduct violations managed by University Housing	784	469*
Drug-related student conduct violations managed by University Housing	349	296*

\* University Housing has seen a steady and significant decline in its overall number of policy violations, including, but not limited to, AOD violations.



#### IV. Past Biennial Goals and Achievements

In the interest of maintaining and furthering a multi-component, comprehensive, and integrated campus AOD program to mitigate issues related to substance use within the UWM community, UWM reviews the progress towards its AOD goals on an annual basis. Achievements toward 2018-2020 goals are provided below.

1. Identify the purpose, role and optimal design of a campus AOD task force/coalition.

The UWM Smoke-free Task Force formed to implement the Campus Smoke- and Tobacco-Free Policy in the summer of 2018. The multidisciplinary structure of the group (including several students and a community partner – an action step identified in the 2016-18 Biennial Review) created opportunities for the successful implementation of individual and environmental strategies to prevent the use of tobacco on campus property. The Biennial Review Team plans to meet quarterly and, using lessons learned from the Tobacco-free Task Force, will make recommendations for the AOD program at UWM, including whether to broaden the Tobacco-free Task Force to address alcohol and other drugs.

2. Engage and synthesize opinions from multiple stakeholders on the current state of AOD-related problems at UWM, existing efforts to address them, and ideas for advancing campus efforts.

- a. The UWM-MPD Law Enforcement Special Assignment Grant (described under ‘Safety Initiatives,’ above) brought multiple campus and community stakeholders together on a regular basis to discuss and address off-campus student behavior concerns, safety and quality of life issues for residents of the neighborhoods surrounding UWM and determine whether additional or different interventions are necessary and/or appropriate in response to specific issues.
- b. In Fall 2018 and 2019, UWM administered a tobacco survey to all students and in July 2019, UWM conducted focus groups with students to discuss tobacco-related issues. The results of these activities provided insight into student behaviors and perspectives concerning the new smoke- and tobacco-free policy, health effects of tobacco use and e-cigarettes, and cessation resources available to students. Results have been used to inform decisions about programs and services.
- c. In Spring 2020, a graduate student in the Zilber School of Public Health completed a Capstone project with HPW on the role of UWM faculty and staff in reducing harmful substance use among undergraduate students. She conducted key informant interviews with faculty and staff to gather feedback on existing resource materials. Updated materials, including suggestions for having more effective conversations with students about AOD use, are available at <https://uwm.edu/norris/health-services/alcohol-and-other-drugs/>. A Doctorate in

Nursing Practice student will continue to develop and test materials during the next biennium.

- d. In Spring 2020, HPW staff joined the Panther Academic Welcome Curriculum Redesign Working Group to integrate health and well-being topics into the PAW curriculum for new students.
3. Examine AODA related sanctioning processes including messages, scheduling, cost structure and utilization to ensure consistency and timeliness.
    - a. The Campus AOD Partners group met regularly to review sanctioning processes. Staff from DOS, University Housing and HPW accompanied UWM Police to the courthouse on one occasion to observe the court processes. This visit resulted in greater efficiencies with organizing and sharing data concerning student compliance with educational sanctions.
    - b. DOS and HPW staff collaborated to update the BASICS reflection paper prompts.
  4. Identify and implement ways to better collect, organize, analyze and share AOD-related data and assessment.

UWM utilized GIS software to conduct 2 environmental scans to identify outdoor tobacco-use hot spots on all campuses. The data were presented to members of the Smoke-free Task Force who used it to guide decisions about signage improvements and where to target enforcement efforts.

5. Identify and pursue grants and other additional funding sources to support AODA programming efforts for the UWM Community.
  - a. UWM successfully applied for 3 tobacco-related grants totaling \$23,000 and many of the tobacco-related achievements documented within this review were made possible with these funds.
  - b. UWM successfully applied for a competitive membership in the Substance Abuse and Mental Health Services Administration's Bringing Recovery Supports to Scale Technical Assistance Center Strategy (BRSS TACS) learning community for Building and Sustaining a Thriving Collegiate Recovery Program. During weekly webinars and small workgroup sessions over the course of 4 months, this learning community provided opportunities to explore how to start, grow and maintain a successful collegiate recovery program.

## **VI. Program Strengths and Areas for Improvement**

After its review of UWM's AOD Program to Prevent the Illicit Use of Drugs and the Abuse of Alcohol, the Biennial Review Team identified the following strengths and areas for improvement.

### Program Strengths

UWM is committed to working with students to address substance-related health, safety and quality of life issues. A few examples from this biennium include staff and students working collaboratively on every phase of the Healthy Choices event, the implementation of the new smoke- and tobacco-free campus policy, and safety planning for Pantherfest.

UWM has strong relationships with campus and community partners. We recognize that the health of our students, faculty, and staff is supported by collaborative relationships within and across campus divisions and with community agencies and members.

UWM utilizes evidence-based programs, including BASICS, with demonstrated effectiveness in reducing high-risk drinking and its consequences. We strive to ensure that programs are based upon best-practice recommendations and grounded in assessment and health behavior theory.

### Areas for Improvement

UWM should increase opportunities for students to engage in conversations about AOD with staff and faculty. Similarly, UWM should continue to advertise and market AOD-related support services and programs to students. In addition, UWM could enhance its messaging by moving communications about AOD programs and resources to earlier in the semester, closer in time to incoming student online training and before students develop potentially unhealthy habits surrounding drug and alcohol use. Finally, UWM can improve outreach and programming for students at its branch campuses, which were still newly incorporated into UWM during the last program review period.

Underutilized AOD programs could benefit from further needs assessment, stakeholder buy-in and marketing efforts. This includes further developing the recovery community at UWM and adapting existing programs and services to serve students, faculty and staff during the COVID-19 pandemic.

There are inconsistencies with program evaluation, which affects our ability to understand program outcomes and areas for improvement.

## **VII. Goals for the 2020-2022 Biennium Period**

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

1. Change the timing of the Drug-Free Workplace Act and Drug-Free Schools and Community Act notifications to earlier in the Fall semester.
2. Increase efforts to further engage faculty and staff on all UWM campuses in AOD prevention efforts for students.

3. Within existing/available resources, continue to develop the recovery community at UWM.
4. Adapt AOD programs and services to continue to serve students as safely and effectively as possible during the COVID-19 pandemic.
5. 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.

## **VIII. Conclusion**

UWM continues to work toward, as outlined in this report, a collaborative, comprehensive strategy for AOD prevention and intervention. UWM is committed to ongoing work with students, faculty, and staff to achieve its goals for the next biennium. Our goals build upon a firm foundation and align with the student-centered vision of UWM's 2030 Think Tank initiative and its call to meaningfully engage our students in all aspects of campus life. During this unprecedented time of combined national health and economic uncertainty, our attention to individual and environmental strategies and policies that promote healthy, sustainable self-care practices and engage students in timely, compassionate support services for AOD and interconnected health issues is as important as ever.