



MACALESTER

Macalester College
Biennial Review of Alcohol and Other Drug Programs
Academic Years 2020-2021 and 2021-2022



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In compliance with Part 86, Drug and Alcohol Abuse Prevention Regulations,
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MACALESTER COLLEGE

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Introduction/Overview

The Drug Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education's General Administrative Regulations (Edgar Part 86) requires institutions of higher education to adopt and implement drug and alcohol abuse prevention programs for students and employees. Macalester College has developed and implemented alcohol and other drug abuse education and prevention programming designed to prevent the unlawful possession, use, and distribution of illicit drugs and alcohol on campus and at campus events. This program supports the academic mission of Macalester College by reducing the negative impact to students and the campus community around the misuse and abuse of alcohol and other drugs and to create a campus environment that promotes healthy lifestyle choices.

Biennial Review Process

The process of conducting a biennial review provides Macalester College with an opportunity to examine the reach and impact of our alcohol and other drug prevention efforts. Specifically, we undertake this biennial review to determine program effectiveness and implement programmatic changes as needed. The co-authors of the review met directly with collaborators.

The following documents were collected and assessed when conducting the Biennial Review:

- Macalester Student AOD Policy
- Macalester [Employee AOD Policy](#)
- [Tobacco Free Policy at Macalester College](#)
- Student Conduct Data
- NCHA Needs Assessment (Spring 2021)
- [Campus Security and Fire Safety Report](#) (Clery Act)
- Alcohol.edu Report (2020)

AOD Comprehensive Program Goals and Objectives for Biennium being reviewed

There have been two significant changes since the last biennial review was completed.

- (1) The COVID-19 pandemic disrupted normal campus operations, which included having no or limited students in the residence halls for periods of time, reductions of programming (particularly in-person programming), and a shift in needs of the Macalester student body.
- (2) The personnel involved with our AOD work on campus have changed on every single level since May 2020 – the President, the Provost, the AVP of Student Affairs/Dean of Students, the Executive Director of Health & Wellness, the Director of Health Promotion and Sexual Respect, and our two Health Promotion Specialists. With these changes

came a shift in vision and priorities toward a more consistently evidence-based, theory driven, assessment-informed, and more public health-oriented approach.

Recommendations from 2018-2020 Biennium— there were no Goals or Objectives

included. One area of focus for recommendations looked at **policies and procedures.**

- Review and update Campus Policies as needed. These policies include Student Alcohol and Illegal Drug Policy, Employee Alcohol and Drug Policy, and the Tobacco-Free Policy.
- Strengthen the Annual AOD Policy Notification for Students and Employees - we recommend that the student email (containing the link to the policy) summarize the Alcohol Policy, The Community of Care Provision, and the Illegal Drug Policy. We recommend that the employee email (containing the link to the policy) summarize the Alcohol and Drug Policy and encourage employees who may have a drug or alcohol related problem to contact the Employee Assistant Program or seek other professional assistance.
- Review and revise the student-athlete handbook to include a statement addressing ATOD use and expectations as a student-athlete. This statement should include the Community of Care provision. The handbook should also include a section that addresses large group parties.
- Explore what it would take to become a site for the disposal of unused, leftover Rx drugs. Develop a policy on how we destroy leftover medication. In addition, create a Rx drug management and disposal education program.
- Pilot the use of preliminary breath tests (PBT) to start in the fall 2020 (may be postponed due to Covid19) with Public Safety as the lead. Public Safety will draft a policy on how to administer the PBT with ultimate approval from Student Affairs leadership.

A second area of focus for recommendations looked at **behavioral and social norming.**

- Utilize Student Athlete Mentors (SAMs) to publicize the Community of Care provision within the athletic community to promote help seeking.
- When planning Springfest and Winter Ball, ask the Program Board to consider whether alcohol needs to be available and if alcohol is available, what actions will create a legal and safe environment.
- Consider how we train and cross-train our student leaders about the Community of Care Provision and ATOD prevention messages. We recommend the creation of a common message reinforcing our values around substance use that includes the Community of Care provision and other harm reduction messages.
- Create visual and written content to educate all students about the Community of Care provision and ATOD policies and resources. The content will include our shared values around substance use that highlights safety, legality, and access to resources.
- Develop a common language that focuses on harm reduction. This statement will affirm how we, as a community, approach ATOD prevention. This statement may be used in

handbooks, on tickets for events where alcohol is served, during training for student leaders, publicity for events, as a pop-up message in workshop sign-ups, and publicized in the Mac Daily. It will address students over 21 years old, under 21 years old, and employees.

- Add a section on alcohol service guidelines that is in conjunction with the Request to Serve Alcohol Form found on the website. Include a message on this site asking for people to consider if alcohol is central to or necessary for this event.

Annual AOD Policy Notification to Students and Employees

As a part of its activities, Macalester College distributes materials that include the following:

- Standards of conduct that prohibit the unlawful possession, use or distribution of illicit drugs and alcohol on college property or as a part of our activities
- A description of the health risks associated with alcohol abuse and illicit drug use
- Federal, state and local laws with applicable legal sanctions
- Information regarding counseling and treatment programs available on campus and in the community
- Prevention and education programming offered
- Information regarding disciplinary sanctions for students and employees who violate standards of conduct

The student AOD policy, including the tobacco-free policy, is contained in the Student Handbook. The Student Handbook is found on the Macalester College website and Macalester credentials are required to access the Student Handbook. It is not published in hard copy, and is available upon request. The Student Handbook, highlighting and linking to the Alcohol and Other Drug Policy, was distributed through an all-student email September 2020 and September 2021. *The Community of Care Provision* within the Student Alcohol and Illegal Drugs Policy encourages members of the campus community to seek immediate medical or security assistance for students whose health and well-being may be at risk due to the overconsumption of alcohol and/or other drugs.

The [Employee Handbook](#) is found on the Macalester College website and is not published in hard copy. The Employee Handbook, highlighting and linking to the Alcohol and Other Drug Policy, was distributed through an all-employee email September 2021. Macalester encourages any employee who may have a drug or alcohol-related problem to contact the Employee Assistant Program or seek other professional assistance. Macalester will support any employee desiring assistance.

General Spending Guidelines (found in the Department Chair Handbook, Provost website; not published in hard copy, available upon request) specify that while entertaining students, alcohol should not be served at any department event involving students, even if the students are over 21.

In compliance with federal law that requires the College to publish and distribute the Jeanne Clery Disclosure of Campus Security Policies, [Campus Crime Statistics and Fire Safety Report](#). Students and employees are annually notified of the Report through an email with a direct link to the report. This report contains the Alcohol and Other Drug Policies and the Community of Care Provision. They are directed to view the Report online or view a hard copy on reserve at the Library Circulation Desk.

AOD Prevalence and Incidence Rate Data

Macalester conducted the American College Health Association-National College Health Assessment-III survey in Spring 2021; 514 students participated reflecting a 25% response rate. The ACHA has instructed colleges that this new instrument (ACHA-NCHA-III) is substantially different from the previous version (ACHA-NCHA-II) and strongly discourages longitudinal data comparison, therefore no trend data is included in this review. The 2021 ACHA-NCHA-III survey is our new baseline.⁶

Drug	Percentage self-reporting use monthly or more often in the previous three months
Tobacco or nicotine delivery products (cigarettes, e cigarettes, Juul or other vape products, water pipe or hookah, chewing tobacco, cigars, etc.)	6.0% 2.0% daily or almost daily
Alcoholic beverages (beer, wine, liquor, etc.)	57.0% 2.7% daily or almost daily
Cannabis (marijuana, weed, hash, edibles, vaped cannabis, etc.) Please report nonmedical use only.	27.2% 6.8% daily or almost daily
Cocaine (coke, crack, etc.)	0.2%
Prescription stimulants (Ritalin, Concerta, Dexedrine, Adderall, diet pills, etc.) Please report nonmedical use only.	0.4%
Methamphetamine (speed, crystal meth, ice, etc.)	0.0%
Inhalants (poppers, nitrous, glue, gas, paint thinner, etc.)	0.2%
Sedatives or Sleeping Pills (Valium, Ativan, Xanax, Klonopin, Librium, Rohypnol, GHB, etc.) Please report nonmedical use only.	0.2%
Hallucinogens (Ecstasy, MDMA, Molly, LSD, acid, mushrooms, PCP, Special K, etc.)	0.2%
Heroin	0.0%

Prescription opioids (morphine, codeine, fentanyl, oxycodone [OxyContin, Percocet], hydrocodone [Vicodin], methadone, buprenorphine [Suboxone], etc.) Please report nonmedical use only.	0.2%
Other	0.4%

One drink of alcohol is defined as a 12 oz. can or bottle of beer or wine cooler, a 4 oz. glass of wine, or a shot of liquor straight or in a mixed drink

The last time you drank alcohol in a social setting, how many drinks of alcohol did you have? (This question only includes students who drank alcohol within the last 3 months.)

Overall Mean 3.16

Over the last two weeks, how many times have you had five or more drinks (males) or four or more drinks (females) containing any kind of alcohol at a sitting?

27.8%

Macalester College implemented AlcoholEdu during the Summers of 2020 and 2021 requiring all incoming first-year students to complete the course for continued enrollment. AlcoholEdu is a science-based online alcohol prevention program designed specifically for college students as the cornerstone of Macalester's comprehensive prevention program. The purpose of AlcoholEdu is to prevent or reduce alcohol-related problems among college students while providing a statistically accurate description of the alcohol-related attitudes, experiences, behaviors, and health education needs of Macalester first-year students.

AlcoholEdu 2020-2021 Key Findings

Participation: 586 students completed the online course by September 2020. This is the pre matriculation data or summer data. Not all students are included in the post-matriculation dataset due to completion of some sections and surveys after the initial deadline. Fall Semester 2020 data refers to the 428 students who completed the pre- and post-surveys.

Knowledge gains:

- 39% increase in mean knowledge score from pre-course to post-course
- 89% reported that the course prepared them to identify or help someone with alcohol poisoning
- 93% reported the course prepared them to prevent an alcohol overdose
- 95% reported the course helped them establish a plan for responsible decisions around alcohol
- 50% reported the course changed their perceptions of others' drinking related behaviors

The College Effect: Student drinking rates nationally follow a typical pattern; alcohol use generally rises the summer before a student enters college, and then increases substantially after arriving on campus. On Macalester's campus, drinking rates pre- and post-matriculation were as follows:

Summer 2020 Fall Semester 2020
50% abstainer 48% abstainer



30% nondrinker 32% nondrinker
12% moderate drinker 13% moderate drinker
4% heavy episodic drinker 6% heavy episodic drinker
1% problematic drinker 2% problematic drinker

Abstainers used no alcohol in the past year, nondrinkers consumed no alcohol in the past two weeks but may have consumed in the past year, moderate drinkers consumed 1-4 (males) or 1- 3 drinks (females) on their highest drinking day in the prior two weeks, heavy episodic drinker consumed 5-9 drinks (males) or 4-7 drinks (females) on their highest drinking day in the prior two weeks, and problematic drinkers 10 or more drinks (males) or 8 or more drinks (females) on their highest drinking day in the past two weeks.

The following information is garnered from post-matriculation data.

Why students don't drink:

- 76% Don't have to drink for a good time
- 75% I have other things to do
- 71% I don't want to lose control
- 70% Going to drive

Positive Behavioral Intentions: after completing the online course, students reported increases in positive behavior intentions.

- 58% intend to reduce number of drinks each time they drink
- 53% intend to reduce drinking frequency
- 73% intend to alternate alcohol and non-alcohol drinks
- 68% intend to pace drinks
- 76% intend to set a limit on how many drinks consumed

AlcoholEdu 2021-2022 Key Findings

Participation: 584 students completed the online course by September 2021. This is the pre matriculation data or summer data. Not all students are included in the post-matriculation dataset due to completion of some sections and surveys after the initial deadline. Fall Semester 2021 data refers to the 320 students who completed the pre- and post-surveys.

Knowledge gains:

- 96.4% reported that the course prepared them to identify or help someone with alcohol poisoning
- 96.8% reported the course prepared them to prevent an alcohol overdose
- 97.5% reported the course helped them establish a plan for responsible decisions around alcohol
- 77.1% reported the course changed their perceptions of others' drinking related behaviors

The College Effect: Student drinking rates nationally follow a typical pattern; alcohol use



generally rises the summer before a student enters college, and then increases substantially after arriving on campus. On Macalester's campus, drinking rates pre- and post-matriculation were as follows:

Summer 2021 Fall Semester 2021

56% abstainer 56% abstainer

30% nondrinker 30% nondrinker

9% moderate drinker 8% moderate drinker

4% heavy episodic drinker 5% heavy episodic drinker

1% problematic drinker 1% problematic drinker

Abstainers used no alcohol in the past year, nondrinkers consumed no alcohol in the past two weeks but may have consumed in the past year, moderate drinkers consumed 1-4 (males) or 1- 3 drinks (females) on their highest drinking day in the prior two weeks, heavy episodic drinker consumed 5-9 drinks (males) or 4-7 drinks (females) on their highest drinking day in the prior two weeks, and problematic drinkers 10 or more drinks (males) or 8 or more drinks (females) on their highest drinking day in the past two weeks.

[AOD Needs Assessment and Trend Data](#)

AOD prevention work is also student success work, suicide prevention work, and sexual violence prevention work. As such, it is integrated with our work on JED Campus (mental health and suicide prevention) and as a part of our Department of Justice/Office of Violence Against Women grant and identified in the strategic planning process for both of those areas.

As noted before, we no longer have trend data because of the change in the ACHA-NCHA instrument precluding the use of longitudinal data. Our needs assessment here focuses on unwanted consequences from AOD use.

Consequences of alcohol use

Within the last 12 months, have you experienced any of the following when drinking alcohol? 15.4% Did something I later regretted

7.8% Had unprotected sex

5.6% Blackout (forgot where I was or what I did for a large period of time and cannot remember, even when someone reminds me)

4.5% Physically injured myself

3.1% Seriously considered suicide

Nationwide, 19% of student attrition can be attributed to alcohol use (Anderson & Santos, 2018).

Consequences of cannabis use

Within the last 30 days, did you drive within 6 hours of using cannabis/marijuana? 3.1%



Within the last 12 months, have any of the following affected your academic performance? Negatively impacted performance in a class or delayed progress towards degree

50.2% Stress

40.7% Anxiety

31.8% Depression – students who self-report frequent cannabis use 46.7% vs 27% of student who do not– statistically significant difference

30.4% Sleep difficulties -- students who self-report frequent cannabis use 41.4% vs 26.3% of students who do not – statistically significant difference

Students who self-report frequent cannabis use are 15% more likely to stop out than students who self-report no or minimal use (Arria, 2013).

Injunctive norms, attitudinal norms, and self-reported behaviors

The average Macalester student prefers to be drunk while having sexual contact with other people.	% responding <i>Disagree and Strongly Disagree</i>	87.5%
I prefer to be drunk while having sexual contact with other people[Not including those with no sexual partners].	% responding <i>Disagree and Strongly Disagree</i>	90.0%
The average Macalester student prefers to be high on cannabis/marijuana while having sexual contact with other people.	% responding <i>Disagree and Strongly Disagree</i>	90.6%
I prefer to be high on cannabis/marijuana while having sex with other people[Not including those with no sexual partners].	% responding <i>Disagree and Strongly Disagree</i>	90.6%
In the past 30 days, I have been sober (under minimal influence of alcohol and/or other drugs) for sexual contact with other people [Not including those with not sexual partners in 30 days]:	% responding <i>Most of the time and Always</i>	84.5%

How acceptable do you believe the average Mac student finds it to encourage another person to drink alcohol?	% responding <i>Unacceptable</i> and <i>Very Unacceptable</i>		63.0%
How acceptable do you find it to encourage another person to drink alcohol?	% responding <i>Unacceptable</i> and <i>Very Unacceptable</i>		81.7%
I am comfortable interrupting when someone is being encouraged (by another person) to drink alcohol?	% responding <i>Strongly Agree</i> and <i>Agree</i>		78.6%
I am comfortable interrupting when someone is being encouraged (by another person) to over-consume alcohol?	% responding <i>Strongly Agree</i> and <i>Agree</i>		92.3

[AOD Policy, Enforcement & Compliance Inventory & Related Outcomes/Data](#)

Discipline and Sanctions for Students

All students that violate the Alcohol and Illegal Drugs Policy (Section 5.1, Student Handbook) have the right to a conduct hearing in alignment with the student conduct process. The student conduct process is outlined in section 4.3 of the Student Handbook. All off-campus violations are heard by a conduct officer in the Office of Student Affairs, while a conduct officer in Residential life hears on-campus violations. The majority of cases related to alcohol and other drugs occur on campus.

The Macalester conduct system reflects the college's values by providing hearings that hold students accountable for violations while providing education and the opportunity to reflect. Conduct officers are trained to ensure students' rights while delivering a shame-free environment guided by harm reduction principles. Sanctions for responsible students allow them to continue their education and avoid future violations. Hearing officers consider more severe sanctions for students who violate policy multiple times.

Violations

During AY2020-21, there were 21 conduct cases with 38 drug and alcohol charges. These are smaller than in other years because of reduced occupancy in the residence halls as the college responded to COVID-19. Some students had charges unrelated to alcohol or drugs,

were involved in multiple incidents, or were found not responsible for all or some of the charges.

During AY2021-22, there were 110 conduct cases with 284 drug and alcohol charges. These numbers reflect the first year of full capacity following the initial response to COVID-19. Some students had charges unrelated to alcohol or other drugs, were involved in multiple incidents, or were found not responsible for all or some of the charges.

Charges	AY 2020-2021	AY 2021-2022
Alcohol	26	198
Drugs	12	83
Tobacco	0	3

Sanctions

The chart below summarizes the sanctions utilized for alcohol and other drug violations in AY 2020-2021 and AY 2021-2022. Alcohol Education Workshop and Ethics Workshop were discontinued in AY 2018-2019 and replaced by BASICS (Brief Alcohol Screening and Intervention for College Students) and the Motivational Interviewing for Cannabis programs. These are evidence-based sessions to help students consider their substance use, how this aligns or does not align with their goals, and discuss strategies they can implement to help support them in their goals moving forward.

Sanctions	AY 2020-2021	AY 2021-2022
Alcohol		
Probation	9	1
Reflection Paper	3	2
BASICS	0	25
Custom Sanction	2	14
Written Warning	1	11
Drugs		
Probation	2	5
Reflection Paper	0	0
MI for Cannabis	2	12
Custom Sanction	2	3
Written Warning	2	2



Baseline Sanctioning Guidelines

Baseline Sanctioning Guide

The baseline sanction guide provides a starting point for considering sanctions related to the most common violations and violations that require specific sanctions to comply with state and federal expectations.

The standard sanctioning ratio, in any case, is a minimum of one punitive sanction to every educational sanction. However, that ratio varies based on individual factors in every case.

Baseline Conduct Sanctions By Violation Type:

* - denotes required sanctions for compliance.

Ed - denotes education sanction

P - denotes punitive sanction

Alcohol

1st Violation

- Basics (*Ed)

2nd Violation

- Basics (*Ed)
- Probation (*P)

3rd Violation

- Basics (*Ed)
- Disciplinary Probation/ Extension of Probation (*P)

Cannabis

1st Violation

- Probation (*P)
- MI for Cannabis (*Ed)

2nd Violation

- Disciplinary Probation (*P)
- MI for Cannabis (*Ed)

Community of Care: Alcohol

- Basics (Ed)
- Reflection Paper (Ed)
- Reflective Artwork (Ed)

Community of Care: Cannabis

- MI for Cannabis (Ed)
- Reflection Paper (Ed)
- Reflective Artwork (Ed)

Noise

- Written Warning Letter

Disruption to the Community

Based on severity

- Mandatory Conflict Coaching (Ed)
- Reflection Paper (Ed)
- Restorative Conferencing (Ed)
- Loss of guest privileges (P)
- Administrative Room Change (P)

Multiplying Factors

When sanctioning, you should consider multiplying factors that may require you to assess more than the baseline of sanctions. Multiplying factors could be multiple conduct violations in one incident, the severity of violations, or prior violations that have already assigned the baseline sanctions.

Discipline and Sanctions for Employees

Violations of College policies regarding the use, distribution or possession of alcohol or illicit drugs will result in sanctions ranging from warning or probation through temporary or permanent separation from the college, any may also include referral to civil authorities for prosecution. The College may require chemical or alcohol assessment or treatment in addition to disciplinary sanctions which may be imposed.

[AOD Prevention and Intervention Inventory & Related Outcomes/Data](#)

- Prevention Education
 - EverFi AlcoholEdu online module required for all new incoming students (including first-years and transfer students)
 - Tipsy Alcohol/Narcan overdose trainings by Mac FirstAid
- Community Norms
 - Student Athlete Mentors
 - Health Promotion Assistants
 - Sexy Trainers
- Data Collection and Information Sharing
 - Healthy Minds Survey conducted Fall 2019
 - ACHA-NCHA-III conducted Spring 2021
 - AlcoholEdu online module implementation included data collection in Fall 2020 and Fall 2021
 - AOD NCHA data shared with Athletics Department
 - AOD NCHA data shared with Hamre Center Staff
- College Policies
 - The *Community of Care Provision* within the Student Alcohol and Illegal Drugs Policy encourages members of the campus community to seek immediate medical or security assistance for students whose health and well-being may be at risk due to the overconsumption of alcohol and/or other drugs.
 - Alcohol sponsorship is restricted. There is no alcohol sponsorship allowed on campus, including advertisements, for bars or liquor stores, in our weekly student-run newspaper.
- Creating an Environment to Reduce Harm
 - A JED campus environmental scan for reduction of lethal means was conducted during the 2021-2022 school year. Through the scan, overdose reduction and limiting rooftop access were identified as priority areas.
 - A drug deactivation initiative was created for overdose reduction. This initiative utilizes small pouches that students can use to destroy medications that they no longer have use for, or do not feel safe having access to. Medical providers, counselors, as well as athletic trainers, chaplains, the Title IX coordinator, and Residence Hall Directors have these and are able to provide them directly to students as it feels appropriate. Public Safety has added these systems to their

first aid kit and to their protocol for mental health calls. Additionally, students can anonymously request a medication deactivation system via Google Form. This initiative was scheduled to begin in Fall 2022.

- Rooftop access was also identified as a priority area that often coincides with alcohol or other drug use. To better hold students accountable for policy violations around roof access and substance use, a 3 pronged strategy was created. Strategy 1: Preventing the Behavior: students in rooms with access to the roof will be sent a policy reminder. Strategy 2: Addressing the Behavior: a conduct meeting for potential violations will use a harm reduction approach and Community of Care framework. Strategy 3: Changing the Environment that Produces the Behavior: recommendation for highest risk space, Wallace 4th floor, become substance-free living community.
- Intervention
 - BASICS (brief alcohol screening and intervention for college students) and MI (motivational interviewing) for Cannabis/Other Drugs
 - These are evidence-based sessions to help students consider their substance use, how this aligns or does not align with their goals, and discuss strategies they can implement to help support them in their goals moving forward.
 - Students typically interact with these interventions in one of three ways:
 - Most commonly, students who have violated policies around alcohol and/or other drug use are referred through the college conduct process
 - Students may also receive “soft referrals” where a staff or faculty member at Macalester recommends that a student reach out to schedule a meeting based on a student’s self-reported concerns around their own use; soft referrals most commonly come from conduct officers who are not requiring the student to complete the meeting but instead recommend the meeting or through referrals from the Counseling staff
 - Students may also opt into these meetings through a self-referral process advertised on the [Hamre Center website](#)
 - Counseling, Counseling groups, Press 2, Let’s Talk, Care Coordination ■ These are all counseling-related resources available to all students, including those navigating AOD concerns. While our staff does not have specific expertise on these topics, they are able to support students in developmentally-appropriate ways as they navigate these challenges, the co-occurrence of substance use and mental health challenges, and refer to more advanced care when needed.
 - Employee Assistance Program
 - Macalester provides confidential counseling services to all faculty and staff, along with all family members living their homes, at no cost. A broad range of additional services including assistance with family, alcohol, drugs, emotions, stress, legal or financial questions are provided.

AOD Goal Achievement and Objective Achievement

Recommendations from 2018-2020 Biennium – the previous Biennium did not include Goals & Objectives

There have been two significant changes since the last biennial review was completed.

- (1) The COVID-19 pandemic disrupted normal campus operations, which included having no or limited students in the residence halls for periods of time, reductions of programming (particularly in-person programming), and a shift in needs of the Macalester student body.
- (2) The personnel involved with our AOD work on campus have changed on every single level since May 2020 – the President, the Provost, the AVP of Student Affairs/Dean of Students, the Executive Director of Health & Wellness, the Director of Health Promotion and Sexual Respect, and our two Health Promotion Specialists. With these changes came a shift in vision and priorities toward a more consistently evidence-based, theory driven, assessment-informed, and more public health-oriented approach.

One area of focus for recommendations looked at **policies and procedures**.

- Review and update Campus Policies as needed. These policies include Student Alcohol and Illegal Drug Policy, Employee Alcohol and Drug Policy, and the Tobacco-Free Policy.

These policies will be reviewed during the 2022-2024 Biennium.

- Strengthen the Annual AOD Policy Notification for Students and Employees - we recommend that the student email (containing the link to the policy) summarize the Alcohol Policy, the Community of Care Provision, and the Illegal Drug Policy. We recommend that the employee email (containing the link to the policy) summarize the Alcohol and Drug Policy and encourage employees who may have a drug or alcohol related problem to contact the Employee Assistant Program or seek other professional assistance.

The employee email linking to the Employee Handbook policy has occurred since September 2021.

- Review and revise the student-athlete handbook to include a statement addressing ATOD use and expectations as a student-athlete. This statement should include the Community of Care provision. The handbook should also include a section that addresses large group parties.

The student-athlete handbook will be reviewed during the 2022-2024 Biennium.

- Explore what it would take to become a site for the disposal of unused, leftover Rx drugs. Develop a policy on how we destroy leftover medication. In addition, create a Rx drug management and disposal education program.

Through our work with JED Campus and an environmental means assessment, Health Promotion has created an Rx drug disposal program and partnered with Residential Life, Public Safety, Title IX, Athletics, Medical, and Counseling teams.

- Pilot the use of preliminary breath tests (PBT) to start in the fall 2020 (may be postponed due to COVID-19) with Public Safety as the lead. Public Safety will draft a policy on how to administer the PBT with ultimate approval from Student Affairs leadership.

This recommendation has not been moved forward; it is not a recommendation supported by evidence.

A second area of focus for recommendations looked at **behavioral and social norming**.

- Utilize Student Athlete Mentors (SAMs) to publicize the Community of Care provision within the athletic community to promote help seeking.

The Student Athlete Mentors continue to do this work under the guidance of Hamre Center and Athletics.

- When planning Springfest and Winter Ball, ask the Program Board to consider whether alcohol needs to be available and if alcohol is available, what actions will create a legal and safe environment.

These events were temporarily disrupted due to the COVID-19 pandemic. Current Biennium recommendations will address this; OSLE is represented on the Alcohol and Other Drug Advisory Board.

- Consider how we train and cross-train our student leaders about the Community of Care Provision and ATOD prevention messages. We recommend the creation of a common message reinforcing our values around substance use that includes the Community of Care provision and other harm reduction messages.

This work is integrated into other ongoing work.

- Create visual and written content to educate all students about the Community of Care provision and ATOD policies and resources. The content will include our shared values around substance use that highlights safety, legality, and access to resources.

This was done; should be revisited to see what currently exists.

- Develop a common language that focuses on harm reduction. This statement will affirm how we, as a community, approach ATOD prevention. This statement may be used in handbooks, on tickets for events where alcohol is served, during training for student



leaders, publicity for events, as a pop-up message in workshop sign-ups, and publicized in the Mac Daily. It will address students over 21 years old, under 21 years old, and employees.

This was not done. Conversations about the meaning of harm reduction occur in various spaces on campus. The Alcohol and Other Drug Advisory group is currently engaging with this definition.

- Add a section on alcohol service guidelines that is in conjunction with the Request to Serve Alcohol Form found on the website. Include a message on this site asking for people to consider if alcohol is central to or necessary for this event.

COVID-19 disrupted and changed the procedures for some events. Revisiting this process in conjunction with campus partners is a recommendation for the current Biennium.

AOD Strengths and Weaknesses

The AODA program has several strengths, including:

- Data collection, including the administration of the ACHA-NCHA-III every two years and the Healthy Minds survey in both 2019 and 2021, is a strength within the realm of AOD prevention. We work closely with Institutional Research and Assessment to analyze and understand this data. Having up to date and relevant information about the behaviors and experiences of our student population regarding alcohol and other drugs allows us to develop and refine programming so that it is most supportive of our student population.
- 1:1 interactions with students are a particular strength in our alcohol and other drug work at Macalester. Students report positive experiences with the conduct process when they have violated policies around alcohol and/or other drug use, and engage fully in BASICS and MI for Cannabis meetings. Students relay that this non-punitive approach wherein students are encouraged to examine their own goals and how they align or do not align with their substance use is supportive of their autonomy and personal development.
- Partnerships across campus greatly aid the administration of alcohol and other drug prevention work at Macalester. Robust relationships with Public Safety, Residential Life, Athletics, the Office of Student Leadership and Engagement, and students and student leaders, provide opportunities for continued collaboration and alignment in the philosophy and vision for this work on our campus.
- Another strength is the way the Hamre Center for Health & Wellness functions as an integrated center with a public health approach and four staff members formally trained in public health models and theories. Within the Hamre Center, there is a recognition that we need to lead this work at all levels of the socioecological model to maximize program effectiveness.
- Prosocial norms (behavioral and injunctive) exist within the student population that support not being intoxicated with alcohol, cannabis or other drugs during sexual activity. • Prosocial norms (behavior and injustice) exist within the student population that support Active Bystander behavior related to alcohol and other drugs; students report that at Macalester, we are a campus that looks out for each other.



In addition to the strengths mentioned above, the AOD program also contains weaknesses that should be addressed to ensure the most comprehensive and effective AOD program possible:

- In the past, there was less emphasis placed on evidence-based interventions for alcohol and other drug prevention. Starting with the Fall 2021 school year, more emphasis has been placed on ensuring that programming and initiatives have a robust evidence base or are at the very least theory-driven.
- While there has been a strong emphasis on individual-level approaches to AOD prevention and intervention in the past, less attention has been focused on environmental approaches, such as consistent policy and enforcement of policy, a campus-wide AODA Advisory Group to focus collaborative efforts across campus, and discussions of community norms and expectations.
- Although there have been many targeted efforts for alcohol and other drug prevention and intervention, there have been fewer efforts focused on treatment, rehabilitation, re entry and recovery within the AOD initiatives. The AODA Advisory Group will examine strategies to better support students who don't want to use substances or reduce their substance use.
- Previously, collaboration with Residential Life felt uneven; staffing and structural changes in both areas have enhanced opportunities for collaboration, especially in the areas of training of students and professional staff.
- Much student attention has been focused on Narcan availability. While that is an important harm reduction approach, it has been disproportionately a focus that has precluded conversations about other drugs, including alcohol, and has the strong potential to promote inaccurate norms about the prevalence of opioid use by Macalester students.

Recommendations for the Biennium (AY 2022-2023 and 2023-2024)

- Alcohol and Other Drug Advisory Group
 - Create a multidisciplinary Alcohol and Other Drug Advisory Board to meet monthly
 - Leverage resources of NIAAA College AIM, NCAA Substance Abuse Toolkit, 360 Proof, and Leading Campus Drug & Alcohol Abuse Prevention (Anderson & Hall, 2021) to guide the work of the AOD Advisory Board
- Conduct
 - All students found responsible for alcohol violations should receive the BASICS (Brief Alcohol Screening and Intervention for College Students) sanction
 - All students found responsible for cannabis use or other drug use should receive the Motivational Interviewing for Cannabis/Other drugs sanction
 - Require reflective papers for cannabis and alcohol violations assigned with a due date after either the BASICS (Brief Alcohol Screening and Intervention for College Students) or the Motivational Interviewing for Cannabis/Other Drugs sanctions so that the paper includes any learning that occurs in those sanctions
- Training and Education
 - Create a scaffolded, evidence-based, theory-driven, and assessment-informed primary prevention program
 - Increase emphasis on educational programming (for students and staff/faculty)



and interventions related to cannabis, including THC-infused products now legally available in the state of Minnesota

- Offer training related to setting expectancies and creating safer social environments to indicated student organization leaders
- Explore offering training to student groups, particularly Program Board, hosting all-campus events (such as Kagins, Spring Fest, and Winter Ball)
- As part of the Department of Justice/Office of Violence Against Women grant (2021-2024), offer Men as Peacemakers' BEST Party Host Training, particularly for off-campus students
- As part of the Department of Justice/Office of Violence Against Women grant (2021-2024), train selected staff in Bringing in the Bystander
- Offer Motivational Interviewing training to students, faculty, and staff through January Thaw/Spring Bloom and enhancing partnerships between Health Promotion and other offices

- Policy

- Clarify and make policies consistent across campus
- Change the name of the Alcohol and Illegal Drugs Policy to Alcohol and Other Drugs Policy to reflect language widely used throughout the college and in alignment with best practices for harm reduction
- Review and edit the Cannabis and Alcohol policies to contain shared language that provides clear expectations for alcohol and other drugs on campus
- Update the AOD health risks section and resources section of the student handbook to include current information that is thoroughly cited and supported
- Review student purchasing policy (currently: no alcohol, tobacco, or firearms) to determine if more prohibited categories are needed
- Clarify use of student funds for provision of alcohol at events (purchasing alcohol vs. bar service)
- Increase collaboration between Reservations and the Office of Student Leadership and Engagement/other student affairs offices regarding policies for alcohol at campus events and how to respond to student requests
- Ask Employee Services to consider adding notation for AOD policy on employee onboarding checklist

- Campus Culture

- Promote accurate descriptive and injunctive norms, particularly with student leaders and student groups, as well as relevant staff and faculty
- Increase campus trust in public safety to reduce barriers to help-seeking amongst students

- Explore recovery community/more options for those who wish to reduce or stop use
 - See ACHA-NCHA-III: Do you identify as a person in recovery from alcohol or other drug use? 0.8% indicated yes

- Collaboration with other offices

- In close collaboration with Public Safety, determine and review appropriate placement of Narcan and appropriate opportunities for Narcan education



- Enhance collaboration between Public Safety and Health Promotion to advise Mac First Aid on Topsy Training and Narcan Training
- Explore with Hamre Center for Health & Wellness Medical and Counseling teams adding screening questions (e.g. AUDIT and CUDIT) to the intake forms/Electronic Health Records
- Assessment
 - Review Healthy Minds Survey Data (Fall 2022), performing advanced analysis on the relationships between AOD, mental health, belonging, thriving; partner with Institutional Research and Assessment
 - Identify metrics by which to measure conduct effectiveness
 - Investigate possibilities of reviewing conduct outcomes by student identity for parity
 - Assess efficacy of BASICS and MI for Cannabis/other drugs

Goals and Objectives for next Biennium (AY 2022-2023 and 2023-2024)

- The AODA Advisory Group will meet monthly and submit a report to the AVP for Student Affairs/Dean of Students in Spring 2023
- Reduce self-reported past two week binge drinking rates by 10%, from 27% to 24.3% ● Keep self-reported past 30-day (27.2%) and daily/almost daily cannabis use (6.8%) rates from increasing
- Reduce self-reported past 12-month negative consequences related to alcohol use by 10%
 - Did something I later regretted 15.4% to 13.9%
 - Had unprotected sex 7.8% to 7.0%
 - Blackout 5.6% to 5%
 - Physically injured myself 4.5% to 4.0%
- Reduce the number of students who self-report driving within 6 hours of using cannabis in the last 30 days from 3.1% to 1.5%
- Reduce by 10% the percentages of students who self-report the following negatively affected their academic performance– an outcome of addressing cannabis use on campus..
 - 31.8% to 28.6% Depression –
 - Students who self-report frequent cannabis use 46.7% vs 27% of student who do not – statistically significant difference
 - 30.4% to 27.4% Sleep difficulties –
 - Students who self-report frequent cannabis use 41.4% vs 26.3% of students who do not – statistically significant difference.