



MACALESTER

Macalester College
Biennial Review of Alcohol and Other Drug Programs
Academic Years 2022-2023 and 2023-2024



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In compliance with Part 86, Drug and Alcohol Abuse Prevention Regulations, Education Department General Administrative Regulations (EDGAR). Submitted December 2024.

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 College Student Handbook](#)
- Macalester [Employee AOD Policy](#)
- [Tobacco Free Policy at Macalester College](#)
- Student Conduct Data
- ACHA NCHA-IIIc (Spring 2024)
- Healthy Minds Survey (Fall 2022)
- [Campus Security and Fire Safety Report](#) (Clery Act) 2023, 2024
- Alcohol.edu survey data for incoming students (2022, 2023)

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 2022 and September 2023. *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 2022 and September 2023. 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 2024; 534 students participated reflecting a 27.8% response rate.

Macalester ACHA-NCHA-III Any past 3 month use	Spring 2021 n = 514	Spring 2024 n = 534
Tobacco or nicotine delivery products (cigarettes, e-cigarettes, Juul or other vape products, water pipe or hookah, chewing tobacco, cigars, etc.)	12.5% 2.0% daily/near daily	20.2% 3.2% daily/near daily
Alcoholic beverages	74.9% 2.7% daily/near daily	76.5% 1.7% daily/near daily
Cannabis	43.4% 6.8% daily/near daily	46.8% 5.0% daily/near daily
Inhalants (poppers, nitrous, glue, gas, paint thinner, etc.)	2.5% 0% daily/near daily	5.0% 0% daily/near daily
Hallucinogens (Ecstasy, MDMA, Molly, LSD, acid, mushrooms, PCP, Special K, etc.)	4.8% 0% daily/near daily	5.8% 0% daily/near daily
Cocaine, prescription stimulants, meth, heroin, sedatives, prescription opioids, other	<1%	<1%

**RISK ASSIST:**

OF STUDENTS WHO SELF-REPORT USE IN LAST 3 MONTHS

- During the past 3 months, how often have you had a strong desire or urge to use the following substance(s)?
 - During the past 3 months, how often has your use of the following substance(s) led to health, social, legal, or financial problems?
 - During the past 3 months, how often have you failed to do what was normally expected of you because of your use of the following substance(s)?
 - Has a friend or relative or anyone else ever expressed concern about your use of the following substance(s)?
 - Have you ever tried and failed to control, cut down or stop using the following substance(s)?
- **Alcohol-- (413)**
 - 83.3% low risk
 - 15% moderate risk
 - 1.7% high risk
 - **Cannabis-- (294)**
 - 51.4% low risk
 - 44.9% moderate risk
 - 3.7% high risk
 - **Tobacco-- (146)**
 - 56.2% low risk
 - 42.5% moderate risk
 - 1.4% high risk
 - **Hallucinogens-- (56)**
 - 71.4% low risk
 - 28.6% moderate risk
 - 0.0% high risk
 - **Inhalants (50), Stimulants (23), Prescription Opioids (9)**

AlcoholEdu Fall 2022 and Fall 2023 Key Findings

Macalester College continues to implement the AlcoholEdu model through Vector Solutions for all incoming students. AlcoholEdu is a science-based, online alcohol use awareness and harm reduction curriculum designed specifically for college students. AlcoholEdu also provides data regarding student attitudes, knowledge, experiences, and behaviors.

Fall 2022

423 students completed the online AlcoholEdu module during the fall 2022 cycle. This data represents the pre-matriculation results from students before they begin attending classes at Macalester College. Not all students are included in this data set due to the completion of some sections and surveys after the deadline.

Self-reported knowledge gains:

- 83.4% “very much” or “completely” agree that the course prepared them to help someone who may have alcohol poisoning
- 84.4% “very much” or “completely” agree that the course prepared them to prevent an alcohol overdose
- 89.8% “very much” or “completely” agree that the course prepared them to establish a plan ahead of time to make responsible decisions about drinking
- 84.2% “very much” or “completely” agree that the course prepared them to reach out and offer support to a friend or peer who may have a problem with drugs or alcohol
- 30.1% say their perceptions of others’ drinking related behaviors have “very much” or “completely” changed

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 (rated as "Important" or "Very Important"):

- 65.8% I don't have to drink to have a good time
- 56.4% I have other things to do
- 68.9% I don't want to lose control
- 77.7% I am going to drive

Positive Behavioral Intentions: after completing the online course, the majority of students reported "Sometimes", "Frequently", or "Always" wanting to engage in the following harm reduction behaviors across the next 30 days:

- 61.4% intend to reduce the number of drinks each time they drink
- 64.5% intend to reduce the number of times they drink per week
- 88.2% intend to alternate alcoholic and non-alcoholic beverages
- 74.7% intend to pace their drinks to 1 or fewer per hour
- 84.3% intend to set a limit on how many drinks they will have

Fall 2023

487 completed the online AlcoholEdu module during the fall 2023 cycle. This data represents the pre-matriculation results from students before they begin attending classes at Macalester College. Not all students are included in this data set due to the completion of some sections and surveys after the deadline.

Self-reported knowledge gains:

- 85.4% "very much" or "completely" agree that the course prepared them to help someone who may have alcohol poisoning
- 87.7% "very much" or "completely" agree that the course prepared them to prevent an alcohol overdose
- 90.1% "very much" or "completely" agree that the course prepared them to establish a plan ahead of time to make responsible decisions about drinking
- 82.0% "very much" or "completely" agree that the course prepared them to reach out and offer support to a friend or peer who may have a problem with drugs or alcohol
- 28.9% say their perceptions of others' drinking related behaviors have "very much" or "completely" changed

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 (rated as "Important" or "Very Important"):

- 66.6% I don't have to drink to have a good time
- 59.2% I have other things to do
- 69.6% I don't want to lose control



- 74.3% I am going to drive

Positive Behavioral Intentions: after completing the online course, the majority of students reported “Sometimes”, “Frequently”, or “Always” wanting to engage in the following harm reduction behaviors across the next 30 days:

- 58.8% intend to reduce the number of drinks each time they drink
- 62.7% intend to reduce the number of times they drink per week
- 88.5% intend to alternate alcoholic and non-alcoholic beverages
- 76.0% intend to pace their drinks to 1 or fewer per hour
- 86.0% intend to set a limit on how many drinks they will have

“Drinker Profile” from Alcohol Edu:

Fall 2022 // Fall 2023

44% abstainer // 55% abstainer

26% non-drinker // 29% non-drinker

19% moderate drinker // 11% moderate drinker

9% heavy episodic drinker // 5% heavy episodic drinker

1% problematic drinker // <1% problematic drinker

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.

Self-reported consequences of alcohol use

Within the last 12 months, have you experienced any of the following when drinking alcohol? ACHA-NCHA	2019	2021	2024
Did something later regretted	31.8%	15.4%	18.4%
Had unprotected sex	13.1%	7.8%	8.2%
Blackout (forgot where I was or what I did for a large period of time and cannot remember, even when someone reminds me)	23.5%* (Question worded differently)	5.6%	6.2%
Physically injured myself	11.9%	4.5%	6.0%
Seriously considered suicide	4.1%	3.1%	3.8%

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

Consequences of cannabis use (ACHA-NCHA-III, Spring 2024, n = 534)

- **5.4%** of all Macalester students self-report that, during the past 3 months, their use of cannabis led to health, social, legal, or financial problems.
- **4.7%** of all Macalester students self-report that, during the past 3 months, they have failed to do what was normally expected of them because of their use of cannabis.
- **3.4%** of all Macalester students self-report that, within the last 30 days, they drove within 6 hours of using cannabis, up from 3.1% in 2021.
- **3.0%** of all Macalester students self-report that, within the last 12 months, cannabis has affected their academic performance negatively by impacting performance in a class or delaying progress towards degree.
- Students who score as having moderate risk on the Cannabis Risk Assist are statistically significantly more likely than those who don't to:
 - Self-report that depression and sleep difficulties have negatively impacted their academic performance
 - Score higher on the Kessler-6 Generalized Distress Scale
 - Score higher on the Suicide Risk Questionnaire
 - Self-report any alcohol use and having 4/5+ drinks in one sitting in the last two weeks
 - Self-report any tobacco or nicotine use
 - Self-report non-medical prescription stimulant use
 - Self-report less preference for not being under the influence of AOD when having sex with other
 - Self-report more sexual encounters with others while under the influence of AOD

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

Injunctive norms, attitudinal norms, and self-reported behaviors

Macalester ACHA-NCHA-III *of students who has sex with others	Spring 2021 n = 514	Spring 2024 n = 534
We are a college/university where we look out for each other.	88.8% any agree 12.9% strongly agree	89.2% any agree 13.6% strongly agree
The average Macalester student prefers to be drunk while having sexual contact with other people.	87.5% any disagree	83.6% any disagree
I prefer to be drunk while having sexual contact with other people.*	90.0% any disagree	89.9% any disagree
The average Macalester student prefers to be high on cannabis/marijuana while having sexual contact with other people.	90.6% any disagree	88.6% any disagree
I prefer to be high on cannabis/marijuana while having sex with other people.*	90.6% any disagree	92.5% any disagree
In the past 30 days, I have been sober (under minimal influence of alcohol and/or other drugs) for sexual contact with other people.*	Need to check raw data	57.3% always 4.3% never
In the last 30 days, in situations where I engaged in sexual activity with others, I actively asked for consent.*	N/A	81.2% always 1.3% never
In the last 30 days, in situations where I engaged in sexual activity with others, I was actively asked for my consent.*	N/A	72.3% always 1.7% never
Were you aware that community-based confidential sexual assault/dating and domestic violence advocates hold office hours on Macalester's campus?	N/A	47.8% yes



AOD Policy, Enforcement & Compliance Inventory & Related Outcomes/Data

Conduct 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 Dean of Students Office, 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 AY2022-2023, there were 183 conduct cases with 193 drug and alcohol charges. These numbers are similar to post COVID-19 years. 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 AY2023-24, there were 151 conduct cases with 89 drug and alcohol charges. 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 2022-2023	AY 2023-2024
Alcohol	157	74
Drugs	33	8
Tobacco	3	7



Sanctions

The chart below summarizes the sanctions utilized for alcohol and other drug violations in AY 2022-2023 and AY 2023-2024. 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 2022-2023	AY 2023-2024
Alcohol		
Probation	4	5
Reflection Paper	54	41
BASICS	55	50
Custom Sanction	2	1
Written Warning	0	0
Other Drugs		
Probation	3	1
Reflection Paper	9	8
MI for Cannabis	12	9
Custom Sanction	0	2
Written Warning	0	0



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 by employees will result in disciplinary action, which may include warning, suspension or termination and may also include referral to law enforcement. The College may provide referrals for substance use assessments or treatment.

AOD Prevention and Intervention Inventory & Related Outcomes/Data

- Education
 - EverFi AlcoholEdu online module required for all new incoming students (including first-years and transfer students)
 - In-person orientation sessions for all new incoming students (including first-years and transfer students)
 - Health Promotion Assistant Programming—Examples: “Know Your Pour” and “Cannabis Conversations”
 - Social Norming Campaigns
 - “Mac Facts” and “Mental Health @ MAC” First-Year Course workshops
 - BEST Party Model Training with athletes and language house members
 - Topsy Alcohol/Narcan overdose trainings by Mac FirstAid
- Peer Mentorship
 - Student Athlete Mentors (SAMs)
 - Health Promotion Assistants (HPAs)
- Data Collection and Information Sharing
 - Healthy Minds Survey conducted Fall 2022
 - ACHA-NCHA-III conducted Spring 2024
 - AlcoholEdu online module implementation included data collection in Fall 2022 and Fall 2023
 - AOD NCHA data shared with Athletics Department
 - AOD NCHA data shared with Hamre Center Staff
 - AOD NCHA data shared with student affairs division
 - AOD NCHA data shared with Alcohol and Other Drug Advisory Group
 - AOD NCHA data shared with staff and faculty through internal professional development (January Thaw, Spring Bloom, etc.)
 - AOD NCHA data shared with students through social norm activities and tabling
- 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
 - As part of our recommendations from the last biennium, the “Harm Reduction Cabinet” was launched in August 2024 in the most accessible 24/7 space on campus: the library front vestibule. The following supplies can be accessed from the cabinet: naloxone, fentanyl testing strips, drug deactivation kits, condoms, and lube. The supplies are monitored and restocked by the Health Promotion and Sexual Respect team. They may also be anonymously requested through a request form operated by the Health Promotion and Sexual Respect team, and physically retrieved from the following locations/staff members: medical and counseling staff, athletic trainers, public safety department, Hamre health and wellness center, and Naloxone training events.
 - Minimizing rooftop access was also identified as a priority area in regards to safety, especially as it relates to substance 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—Wallace 4th floor housed the substance free/sober curious floor. This floor will be changing in the next biennium, so alternative options will be planned.
- 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.
- Sober Curious/Substance Free Floor
 - Substance Free/Sober Curious Floor. The residents who apply to this community seek a floor that intentionally refrains from alcohol or other drugs through a harm reduction framework. Students who apply should align with the values of the community by seeking a non-judgemental environment that is mutually supportive of each other. This community is intended to support both students in recovery (identify as a person with a history of substance abuse), and those students who are more sober-curious.

AOD Goal Achievement and Objective Achievement

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 and receive additional training 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.
- Consider how we train and cross-train our student leaders about the Community of Care Provision and AOD 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 AOD 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.

Annual AOD Policy Notification to Students and Employees Recommendations

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

AOD Strengths and Weaknesses

The AOD 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 2022, 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:

- 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.
- Providing 24-hour accessible naloxone and fentanyl testing strips has aided in harm reduction-based conversations with community members. Efforts, however, must still be taken to ensure inaccurate norms are not promoted about the prevalence of opioid use by Macalester students.

Revisiting Recommendations from the last Biennial Review (AY 2021-2022 and 2022-2023)

- 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

Outcome: Created, meeting monthly, still would benefit from faculty participation and additional student representatives (residential life, CSLE, athletics, etc.)

- 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
BASICS staffing model was updated to include staff members from Residential Life, Hamre, and Dean of Students Office. Previously, only one staff member conducted BASICS meetings which led to drop in coverage during staff turn over.

Outcome: BASICS and MI for Cannabis consistently assigned, order with reflection paper varies.

- Training and Education
 - Create a scaffolded, evidence-based, theory-driven, and assessment-informed primary prevention program

Outcome: we increased educational efforts, it's a work in progress to scaffold education across all four class years and various populations.

- 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

Outcome: January Thaw (staff) 2024, Orientation Wellness Breaks, RA training 2023 and 2024, Dr. Jason Kilmer Training for Hamre Clinicians

- Offer training related to setting expectancies and creating safer social environments to indicated student organization leaders

Outcome: Five employees trained in BEST Party Model September 2023

- Explore offering training to student groups, particularly Program Board, hosting all-campus events (such as Kagins, Spring Fest, and Winter Ball)

Outcome: Increased collaboration with Center for Student Leadership and Engagement, they have adopted some practices; more collaboration with Program Board would be good.

- 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

Outcome: Hosted BEST workshop for Athletics representatives Spring 2024 and Language Houses late summer 2024. Additional sessions are scheduled for 2024-2025 academic year.



Two staff fully trained in Bringing in the Bystander

Three staff attended Bringing in the Bystander mentorship meeting with the professional facilitators

Motivational Interviewing offered in a staff training

Three residential life staff trained in BASICS/MI for cannabis and other drugs

- Policies

- 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

Outcome: With a new AVPSA/Dean of Students beginning in late Fall 2023, revisions to the handbook have begun and collaborations are in place to continue this policy work.

- 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

Outcome: Multiple campus resource events that included Advocates, therapy dogs, Title IX and Public Safety.

- 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

Outcome: Macalester may not have the resources to support a recovery community. Continue with sober-curious housing and programming. Stay connected to Augsburg's Step Up program as needed.



- Collaboration with other offices
 - In close collaboration with Public Safety, determine and review appropriate placement of Naloxone and appropriate opportunities for naloxone education through Mac EMTS, PS, and the Harm Reduction Cabinet. PS checks expiration dates of naloxone in Residence Hall AEDs.
 - Enhance collaboration between Public Safety and Health Promotion to advise Mac First Aid on Topsy Training and Naloxone 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. Current draft is for the medical team to add the screening questions first, with the counseling team to follow.

Outcome: Review of naloxone locations, Harm Reduction cabinet added in library vestibule. MacFirst Aid is now advised by the Hamre Center. Hamre clinicians attended two-hour workshop on cannabis and health/mental health in preparation for adding the AUDIT and CUDIT to intake forms.

- 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

Outcome: We continue to highly engage with our national survey data and strategically shared out comparative 2021 and 2024 ACHA-NCHA data, along with the Healthy Minds Survey Fall 2022 data. Collaboration with Institutional Research and Assessment provided metrics for continued analysis, particularly in correlations between AOD and mental health and academic success.

Recommendations for the 2024-2025 and 2025-2026 Biennium

- Continue to institutionalize, support, and strategically expand the AOD advisory group (e.g. add faculty representation) to actively engage with this biennial review and move these recommendations forward in collaboration with campus partners.
- Develop, coordinate, and communicate clear student travel policies related to alcohol and other drugs and ensure that students travelling on behalf of the college understand the policy and outcomes before they travel. Acknowledge where differences in travel policies occur (NCAA vs. academic conferences, etc.)
- Collaborate with faculty about policies, norms, and expectancies when they might intersect with students and alcohol and other drugs (e.g. when students attend a group dinner at a faculty member's home).
- Communicate clearly with students and other campus partners about the legal risks related to AOD use and how they affect different populations (e.g. visa status).
- Assess the effectiveness of the BASICS and MI for Cannabis/other drugs



interventions.

- Provide education across student affairs and with other campus partners about cannabis and its relationship with mental health, disability, identities, and success in both academics and athletics.
- Amplify cannabis-related educational efforts directed at students, particularly because of state THC legalization in 2022, cannabis legalization in 2023, and the opening of local cannabis stores beginning in 2025.
- Offer education/campaigns related to cannabis and driving risks.
- Revive educational efforts related to nicotine products (cigarettes, vaping, etc.)
- Monitor the Harm Reduction cabinet for use, trends, and future needs.
- Assess the newly incorporated alcohol and athletic performance segments of NCAA varsity athletics active bystander workshops. Revise as needed.
- Institutionalize BEST and other environmental-strategy workshops with students who live both in on campus houses and off-campus as well as Program Board.
- Include the one-question AUDIT and the one-question CUDIT on intake forms for both medical and counseling services.
- Amplify safer drug disposal strategies (e.g. disposal kits, drug drop-off day)
- Increase collaboration with Mac First Aid on naloxone and overdose response trainings.

How will we assess?

- AODA activities and discussions
- Perform an environmental scan for AOD
- Social norms workshops feedback
- Supply utilization
- Alcohol.edu data for incoming first years
- Feedback in athletics sessions (poll everywhere)
- Feedback in BEST workshops (poll everywhere)

Work already started for the next biennium:

- Training more residential life staff on BASICS
- Implementation of Harm Reduction cabinet
- AOD and athletic performance training for athletics staff
- Integration of alcohol/cannabis and athletic performance into active bystander training
- Improved messaging to employees (HR) and students (AVP) on AOD policies
- Connected with academic affairs to increased faculty representation/engagement
- Closer collaboration with Program Board
- Excellent collaboration with both HR and Dean of Students for annual notification (DFSCA)