



Michigan State University

Biennial Review

2020 - 2022

TABLE OF CONTENTS

DRUG AND ALCOHOL PREVENTION PROGRAM CERTIFICATION	4
EXECUTIVE SUMMARY	5
SOCIAL ECOLOGICAL MODEL.....	7
SUMMARY TABLE OF RECOMMENDATIONS.....	8
A. INTRODUCTION.....	12
B. AOD DATA AT A GLANCE	19
C. ANNUAL NOTIFICATION	27
D. POLICY INVENTORY.....	32
D1. STATE OF MICHIGAN MARIJUANA LAWS (ADULT-USE & MEDICAL)	32
D2. STATE OF MICHIGAN ALCOHOL LAWS.....	33
D3. STATE OF MICHIGAN MEDICAL AMNESTY	34
D4. CITY OF EAST LANSING MARIJUANA ORDINANCES	34
D5. CITY OF EAST LANSING ALCOHOL ORDINANCES	35
D6. MSU ALCOHOL POLICY.....	36
D7. MSU SMOKING POLICY	37
D8. MSU STUDENT DRUG AND ALCOHOL POLICY.....	38
D9. MSU GENERAL STUDENT REGULATIONS (GSR)	39
D10. RESIDENCE HALL POLICIES	40
D11. OFFICE OF STUDENT SUPPORT AND ACCOUNTABILITY (OSSA).....	41
D13. TIERED INTERVENTION STRATEGY (OSSA)	43
D13. FEDERAL FINANCIAL AID.....	46
D14. ATHLETICS.....	47
D15. COLLEGE OF VETERINARY MEDICINE (CVM).....	49
D16. COLLEGE OF HUMAN MEDICINE	50
D17. COLLEGE OF OSTEOPATHIC MEDICINE.....	50
D18. OFFICE FOR GLOBAL HEALTH, SAFETY AND SECURITY ("GLOBAL SAFETY," GS).....	51
D19. FRATERNITY AND SORORITY LIFE (FSL).....	53
D20. NEW STUDENT ORIENTATION	53
D21. REGISTERED STUDENT ORGANIZATIONS (RSO)	55
D22. ALL EMPLOYEE POLICIES.....	55
D23. ACADEMIC STAFF POLICIES	56
D24. SUPPORT STAFF POLICIES.....	56
D25. EDUCATION ABROAD DIRECTORS AND STUDENT PARTICIPANTS.....	59
E. BY THE NUMBERS: POLICY ENFORCEMENT	61
E1. ATHLETICS.....	62
E2. OFFICE OF STUDENT SUPPORT AND ACCOUNTABILITY (OSSA).....	62
E3. EDUCATION ABROAD (EA).....	65
TABLE E3-B. 2020-2021 AND 2021-2022 DISCIPLINARY OUTCOMES FOR EDUCATION ABROAD VIOLATIONS	66
E4. FRATERNITY AND SORORITY LIFE (FSL).....	67
E5. MSU DEPARTMENT OF POLICE AND PUBLIC SAFETY	74
E6. NEW STUDENT ORIENTATION (NSO)	75
E7. RESIDENTIAL CARE AND COMMUNITY EXPECTATIONS (RCCE).....	75

E8. HUMAN RESOURCES.....	79
E9. EMPLOYEE RELATIONS.....	80
E10. OCCUPATIONAL HEALTH.....	80
F. PROGRAM INVENTORY	85
F1. COLLEGE OF COMMUNICATION ARTS AND SCIENCES	85
F2. ALCOHOL AND OTHER DRUGS PROGRAM - HEALTH PROMOTION DEPARTMENT.....	85
F3. OFFICE FOR STUDENT AND COMMUNITY RELATIONS (OSCR)	95
F4. COLLEGIATE RECOVERY COMMUNITY (CRC).....	95
F5. COUNSELING AND PSYCHIATRIC SERVICES (CAPS)	98
F6. DIVISION OF STUDENT LIFE AND ENGAGEMENT (SLE).....	99
F7. FRATERNITY AND SORORITY LIFE (FSL)	102
F8. MICHIGAN STATE UNIVERSITY DEPARTMENT OF POLICE AND PUBLIC SAFETY (MSU DPPS)	104
F9. NEW STUDENT ORIENTATION (NSO)	104
F10. PREVENTION, OUTREACH & EDUCATION (POE).....	105
F11. RESIDENCE EDUCATION AND HOUSING SERVICES (REHS)	108
F12. EMPLOYEE ASSISTANCE PROGRAM (EAP)	111
F13. HEALTH4U (H4U)	112
G. FINDINGS AND DISCUSSION	115
G1. AREAS OF PROGRESS	115
G2. AREAS FOR ENHANCEMENT.....	117
G3. ADDITIONAL CONTEXTUAL POINTS TO CONSIDER	123
REFERENCES.....	125
APPENDIX A. ACRONYMS (IN ALPHABETICAL ORDER)	126
APPENDIX B. RCCE PROTOCOL FOR AOD VIOLATIONS IN AN ON-CAMPUS RESIDENCE	129
APPENDIX C. MSU MEDICAL AMNESTY POLICY	137
APPENDIX D. ALCOHOL EXCEPTION FLOWCHART	142
APPENDIX E. COLLEGE OF COMMUNICATION, ARTS, AND SCIENCES FACULTY PUBLICATIONS.....	143
APPENDIX F. STAKEHOLDER INTERVIEW QUESTIONS.....	145
APPENDIX G. CONTENT AND OUTCOMES FOR 1:1 SUBSTANCE USE ASSESSMENTS.....	146
APPENDIX H. COLLEGIATE RECOVERY COMMUNITY EVALUATION SURVEY AND RESULTS.....	147
APPENDIX I. RESIDENCE EDUCATION AND HOUSING SERVICES IN-HALL CONDUCT MEETING GUIDE (2022-2023)	150
APPENDIX J. RESIDENCE EDUCATION AND HOUSING SERVICES REFLECTION SURVEY (2020-2021)..	153

Drug and Alcohol Prevention Program Certification

The undersigned certifies that the university has adopted and implemented an alcohol and other drug prevention program for its students and employees that, at a minimum, includes:

1. The annual distribution to each employee and to each student who is taking one or more classes of any kind of academic credit except for continuing education units, regardless of the length of the student's program of study, of:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and the misuse of alcohol;
- A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students;
- A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with state and federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

2. A biennial review by the institution of its alcohol and other drug prevention comprehensive program to:

- Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if they are needed.
- Ensure that its disciplinary sanctions are consistently enforced.

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December 21, 2022

Date

Executive Summary

The Department of Education requires that federally funded institutions of higher education comply with the Drug-Free Schools and Communities Act (DFSCA) of 1989 by thoroughly evaluating the institution's Alcohol and other Drugs (AOD) Program.¹ This process, known as the Biennial Review (BR), includes the following:

- A complete description of the procedures for distributing the required drug and alcohol prevention program Drug and Alcohol Prevention Program (DAAPP) materials;
- A complete inventory of AOD policies;
- An analysis of policy enforcement consistency;
- A complete accounting of AOD-related sanctions and fatalities;
- A complete inventory of AOD programs/services for students and employees;
- A summary of strengths and weaknesses; and
- Recommendations for improvements over the next biennium.

Key Findings

1. Michigan State University (MSU) has continuously complied with the DFSCA throughout each biennium through its many policies and programs related to AOD use. This review demonstrates that the university maintains clear conduct policies on substance use, and there is evidence to support that the university consistently enforces its policies.
2. The AOD Program contains a variety of services, resources, and initiatives that aim to prevent illegal and harmful substance use among students and employees. Many of these programs are effective in ensuring that students and employees have access to healthy, informative, and helpful knowledge on preventing AOD-related harms.
3. MSU has made great strides in improving its AOD Program in the past biennium, most notably with the formation of a campus Medical Amnesty policy, yet there are still several areas for enhancement. Some of these areas include improving the reporting mechanism of off-campus student incidents and violations, increasing the number of evidence-based interventions available to students and employees, and fostering campus-wide collaboration and agreement on AOD goals.

In summary, this review of MSU's AOD Program incorporates data on student substance use and related behaviors, a thorough inventory of local policies and programs related to AOD, and an analysis of the university's overall compliance with the DFSCA. MSU has shown a continued

¹ MSU's AOD Program (capital P) includes all university-wide initiatives implemented for the purposes of satisfying the requirements of the DFSCA, while programs (lowercase p) refer to the specific services and/or resources overseen by various campus units (e.g., departments and offices) who support the university's goals.

commitment to ensuring compliance with the DFSCA and in supporting student, faculty, and staff's safe and legal substance use.

Social Ecological Model

The social ecological model (SEM) is a framework commonly used in public health to elucidate the various contextual factors that influence people's health.² The following departments and offices were included in the SEM because of their influence on AOD-related health and behaviors. Although each unit was classified under a particular level, it's important to note that most units function on multiple levels be it through programming, policy, or other initiatives.

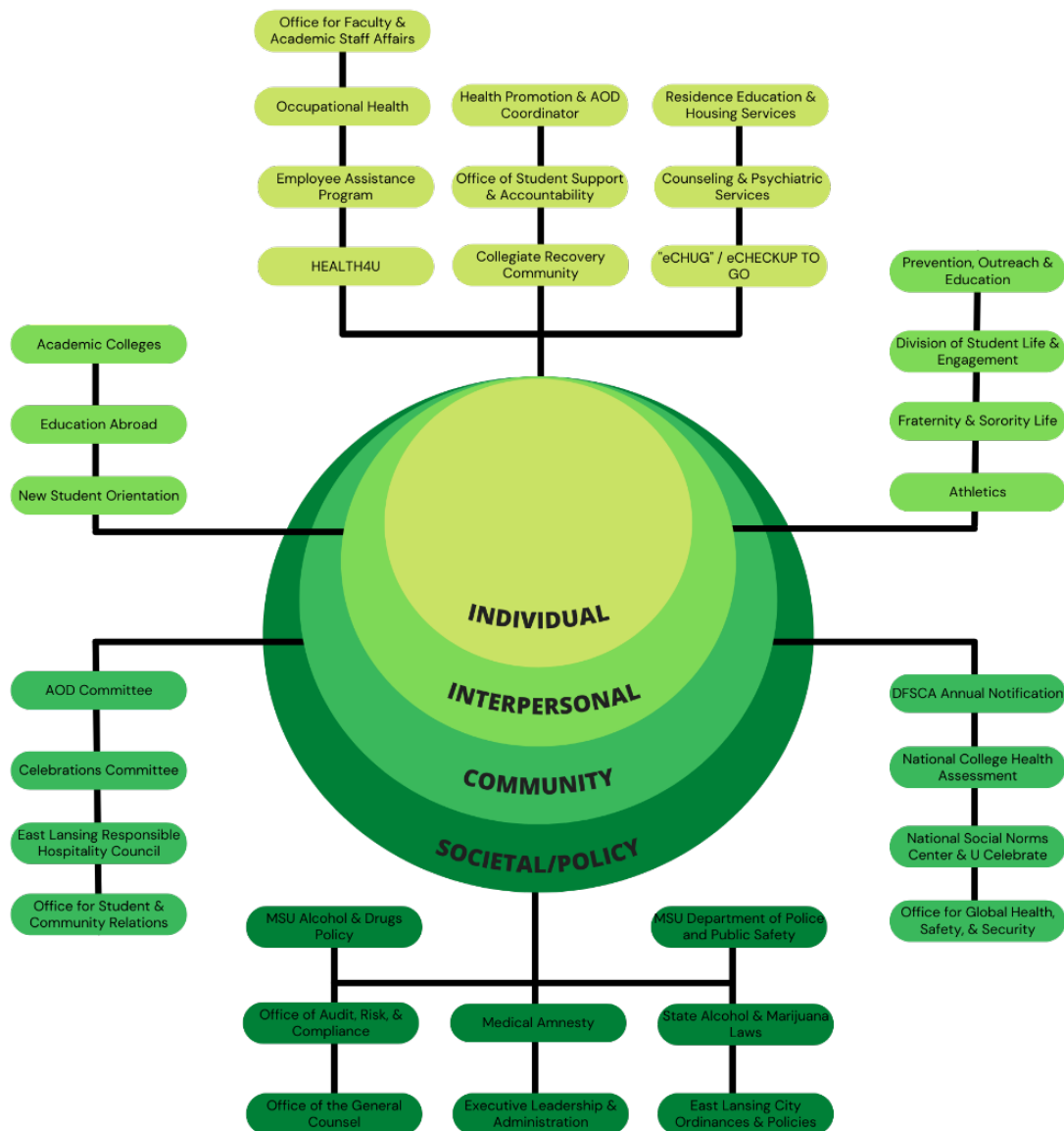


Figure 1. Various departments, offices, and other influences on AOD by social ecological level

² <https://www.cdc.gov/violenceprevention/about/social-ecologicalmodel.html>

Summary Table of Recommendations

The following table is a summary of the areas for enhancement that were identified as a result of the review. They are divided into the following areas: student and employee services and programs, policy and policy enforcement, AOD Program, biennial review, and university-wide. Full descriptions of each recommendation can be found in Section G.

#	Description	Recommendation
<i>Student and Employee Services and Programs</i>		
1	Enhancing the continuum of care:	Many AOD-related supports exist almost entirely separate from one another, making it difficult to ensure a continuum of care for those who need and receive support. Students and employees might benefit from a central point-of-contact to access AOD support and continuous care.
2	Increasing the number of sober opportunities for students (on and off-campus):	Several departments across campus agree that there are a limited number of sober events and activities for students to engage in, especially during events that often involve heavy drinking. Students would benefit from increased opportunities on and off-campus to engage in sober spaces throughout the year.
3	Clinician involvement in AOD:	MSU does not currently have any full-time clinical staff specifically dedicated to supporting the needs of campus AOD issues. The integration of in-house clinical staff into the AOD Program would make the referral process more seamless for students or staff who may require clinical care, as well as ensure that those who need it have an option for direct access, rather than relying on outside referral sources.
4	Formal notification to staff and faculty about the Last Chance Agreement:	MSU should work to create a formal notification process about the agreements or mention them during an appropriate employee orientation to ensure that awareness of LCAs is equitable across various employee and staff positions.
5	Moving beyond educational programming and referral services:	Much of MSU's AOD-related programming is based on education. While they contain valuable information that is imperative for students and employees to know, these initiatives alone do not sufficiently impact substance use behaviors. MSU should work to integrate more evidence-based interventions and services into their Program.
<i>Policy and Policy Enforcement</i>		

6	Improved mechanism for reporting off-campus incidents and violations:	MSU does not currently have a formal system to report alleged student misconduct incidents that occur in the university's surrounding communities. A formal mechanism that allows continuous and productive communication between on and off-campus community partners, especially those involved in reporting and addressing student off-campus misconduct, would help ensure that incidents and violations are being well accounted for and efficiently addressed.
7	Expanding upon harm-reduction approaches in the Tiered Intervention Strategy:	Given that one of the goals of this strategy is "to better identify students who are suffering from serious alcohol and drug misuse and help them secure available services and treatment," it may be beneficial to integrate more harm-reduction approaches. This would help ensure the conduct system is primarily supportive to student health and success in the long term.
<i>AOD Program</i>		
8	Increased staff and funding:	The most commonly cited challenge of the AOD Program was a lack of personnel and resources. Currently, there is one full-time staff member dedicated to AOD issues. The university may benefit from the addition of several AOD staff positions needed to address the myriad of policies, programs, and procedures related to AOD.
9	Data collection methods and procedures:	MSU should invest in further research around drinking and other drug use behaviors, facilitators of student AOD use, barriers to preventing student AOD use and harm reduction, and ways in which key student groups differ in their AOD behaviors and associated impacts.
10	Using recovery-inclusive language:	Future AOD-related efforts should continuously aim to use recovery-inclusive language when talking about substance use. This is an essential step to include when destigmatizing personal challenges related to substances.
11	Continuous monitoring and evaluation of ongoing programs:	While some programs have begun evaluating their effectiveness and student health outcomes, particularly within the Health Promotion (HP) department, there are many that are yet to be evaluated. Given that programming and policy implementation requires a considerable amount of resources, it would be helpful to evaluate these efforts to ensure they are effective and/or address any changes that should be implemented to improve them.

Biennial Review

12	Delegating ownership for the review:	Consistent with the previous BR, this review supports the recommendation that MSU should determine which unit and/or approved staff member is best equipped to assume the primary responsibility of ensuring the review's completion each biennium.
13	Setting clear expectations for the BR:	While the BR is a federally mandated requirement, many of the units involved in this process stated that they were unaware of the explicit goals and requirements for the BR as it related to their own unit. The Program should work closely with other units to determine their role(s) in the BR and discuss expectations for tracking, evaluating, and reporting on their AOD programming and policy enforcement procedures for each biennium.
14	Standardizing how AOD data is collected and used for the BR:	The BR is a continuous process that requires meeting with and collecting information from the same units every two years, but there is not currently a formal written process. The AOD Program should create a plan for year-round data collection and review from the relevant units.
15	Making the BR more accessible:	Traditionally, the BR has been available upon request for those who don't directly receive a copy at its completion. It is suggested that a public-facing version of the report be accessible to external individuals who would be interested in learning more about MSU's AOD use and prevention efforts, subject to any redactions that may be required under FERPA.

University-Wide

16	Increased collaboration among units, departments, and offices:	Overall, it appears that the efforts of many units as it relates to AOD are sometimes siloed from each other. The AOD Program may benefit from increased collaboration among the various entities to ensure continuous communication, teamwork, and campus-wide support.
17	Explicit university-wide goals and objectives related to AOD:	MSU's AOD Program has yet to create explicit university-wide goals and objectives related to AOD. Similar to the previous BR, it is highly recommended that these be thoroughly discussed and established to ensure future policies, programs, and other initiatives have a clear purpose to support and align with.

18	Greater institutional responsibility and accountability related to AOD:	Ultimately, championing the AOD Program is of utmost importance for its continued success. Based on conversations with staff members, this includes a need for having open and honest conversations about campus drinking culture and thoughtful consideration of the programs and policies that should be in place to facilitate health and safety around AOD.
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A. INTRODUCTION

Michigan State University

Michigan State University (MSU) was established in 1855 as the nation's first agricultural college and by 1862, it was recognized as the nation's premier land-grant university.³ At the time of this report, it ranks #31 among public U.S. universities and in the Top 100 of universities world-wide. Located in East Lansing, Michigan, just three miles from the state capital in Lansing, the MSU main campus sprawls across 52,000 acres of land making it one of the largest in the country. Among MSU affiliates, known as "Spartans," are nearly 40,000 undergraduate students, 11,000 graduate and professional students, and over 12,000 employees. The university comprises over 200 academic programs, 100 research institutes and centers, and is nationally recognized for its many innovative and community-based programs and offerings.⁴

By definition, MSU's classification as a land-grant university meant that its original mission was to teach agriculture, military tactics, mechanic arts, and classical studies to help members of the working classes obtain a literal, practical education.⁵ Today, a land-grant status implies several types of federal support for the university, some of which require the University's compliance with the Drug-Free Schools and Communities Act (DFSCA).⁶ A number of court rulings have determined that "while colleges and universities cannot be expected to control student conduct, they must ensure that their activities, offerings, and programs meet minimum standards of care, and they must take steps to deal with dangerous situations on campus."⁷

As part of this commitment, MSU leadership acknowledges the University's obligations under the DFSCA, including a periodic efficacy assessment of the strategies used to prevent illegal and harmful alcohol and other drug use. The University began this process with its first comprehensive Alcohol and Other Drugs (AOD) strategic plan, titled "Challenging the Environment of High-Risk Drinking: A Plan for Mutual Respect, Open Communication, and a Healthy Environment." The plan was developed in 1998 by an interdisciplinary "Action Team" assigned by then-President Peter McPherson. Since then, MSU has significantly invested in research activities to study student substance use, evidence-based programs to reduce harmful substance use, and new policies to curb alcohol and drug-related crimes.

Biennial Review

³ Land grant university: an institution that has been designed by its state legislature or congress to receive the benefits of the Morrill acts of 1862, 1890, 1994.

⁴ <https://msu.edu/about/facts>

⁵ <https://www.aplu.org/about-us/history-of-aplu/what-is-a-land-grant-university/>

⁶ <https://safesupportivelearning.ed.gov/sites/default/files/hec/product/dfscr.pdf>

⁷ <https://safesupportivelearning.ed.gov/sites/default/files/hec/product/dfscr.pdf>

The Department of Education requires that federally funded institutions of higher education comply with the DFSCA of 1989 by completing a thorough evaluation of the institution's AOD Program. The purpose of this report is to comply with the requirements of the DFSCA as they pertain to the biennial review (BR),⁸ which requires MSU to:

- Determine the Program's effectiveness and implement changes to the Program if the changes are needed;
- Determine the number of drug and alcohol-related violations and fatalities that:
 - Occur on the institution's campus (as defined in section 1092(f)(6) of this title), or as part of any of the institution's activities; and
 - Are reported to campus officials;
- Determine the number and type of sanctions described in paragraph (1)(E) that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities; and
- Ensure that the sanctions required by paragraph (1)(E) are consistently enforced.

The following document serves as the BR that evaluates MSU's AOD Program. It includes the following:

- A complete description of the procedures for Drug and Alcohol Prevention Program (DAAPP)⁹ materials;
- A complete inventory of AOD policies;
- A complete accounting of AOD-related sanctions and fatalities;
- An analysis of policy enforcement consistency;
- A complete inventory of AOD programs/services for students and employees;
- A summary of strengths and weaknesses; and
- Recommendations for improvements over the next biennium.

It is important to acknowledge the difference between the AOD Program and programs, which are both referenced throughout the review. MSU's AOD Program (capital P) includes all university-wide efforts and initiatives implemented for the purposes of satisfying the requirements of the DFSCA and fostering a safe campus environment as it pertains to AOD. As such, the various policies and programs inventoried throughout the following sections constitute a significant portion of MSU's overall AOD Program. These referenced programs (lower case p) are the specific services and/or resources developed and implemented by various campus units

⁸ According to the Department of Education's 2006 Handbook, the results of the biennial review are to be presented in a report.

⁹ DAAP materials are proposed in the DFSCA mandate as age appropriate, developmentally based drug and alcohol prevention programs for students. They must convey to students that the use and possession of illicit drugs is wrong and harmful and have a clear statement of sanctions for any student found in violation of an AOD policy.

(e.g., departments and offices) who support the university's goals and ultimately connect to the broader AOD Program.

- ❖ **Research Questions:** To fulfill the individual requirements of the DFSCA, the below questions were posed and served as the roadmap for the review.

<p><i>DFSCA Requirement 1:</i></p> <p><i>Determine the Program's effectiveness and implement changes to the Program if changes are needed.</i></p>	<ul style="list-style-type: none"> A. What are MSU's goals and objectives related to AOD? B. To what extent is MSU's AOD Program effective in achieving these goals and objectives? C. What role(s) do relevant departments/offices at MSU have in supporting the university's AOD goals and objectives? D. How cohesive are the different programs and policies that make up the AOD Program?
<p><i>DFSCA Requirement 2:</i></p> <p><i>Determine the number of drug and alcohol-related violations and fatalities that occur on the institution's campus or as part of any of the institution's activities and are reported to campus officials.</i></p>	<ul style="list-style-type: none"> A. What is MSU's system for tracking AOD-related violations and fatalities? B. How many alcohol and other drug-related violations (among students and employees) occurred on MSU's campus or as part of any of MSU's activities? C. How many alcohol and other drug-related fatalities occurred on MSU's campus or as part of any of MSU's activities?
<p><i>DFSCA Requirements 3 and 4:</i></p> <p><i>Determine the number and type of sanctions that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities (and ensure that the sanctions required are consistently enforced).</i></p>	<ul style="list-style-type: none"> A. What is MSU's system for tracking AOD-related sanctions and their enforcement? B. What sanctions- and how many- were issued to employees and students who committed alcohol or other drug-related violations? C. To what extent does MSU consistently issue sanctions for AOD violations?

Research Process

The DFSCA gives autonomy to universities on the AOD program research and review process. This BR employed the field of health promotion to provide a comprehensive and evidence-based analysis. Health promotion is a field within Public Health that aims to support individuals in leading healthier lives, empower communities to engage in behavior change where possible, and advocate for policy and structural change to enhance quality of life.¹⁰ This approach is based on theories that influence behavior at multiple levels of society including the individual, interpersonal, organizational, community, and policy. By considering these multi-level factors, evaluators can develop targeted and tailored interventions to improve health outcomes.

The research process was also developed with the Logic Model¹¹ as a guiding framework, which requires that any program have an explicit and relevant set of goals to achieve, strategies to implement, desired short-term health impacts, and intended long-term outcomes. In the absence of these, it is often difficult to evaluate the effectiveness of interventions.

The data collection and analysis process included the review of both quantitative and qualitative data collected from a variety of departments and offices. Given that BRs at MSU have typically occurred on even-year cycles, this report covers the period of Fall Semester 2020 to the end of Summer Semester 2022 (academic years 2020-2021 and 2021-2022).¹² The following methods were used to gather in-depth information about the AOD Program during this time period, including:

1. *Key informant interviews with relevant departments and offices*

Using a list provided by the Health Promotion (HP) department, the department traditionally responsible for the development of the BR, 20 units were contacted in June 2022 to request informational interviews. A total of 16 units were interviewed from July through August 2022, each with a meeting duration between 20 and 60 minutes depending on the unit's relevancy in AOD issues. Unit representatives were provided with 1) a request for information/data to be included in the BR and 2) a list of 8 questions that would be discussed during the meeting (see Appendix F). Notes on important discussions were documented in a spreadsheet and included in the BR where appropriate. Dominant themes were consolidated into a series of recommendations for improvement and other important findings. The units that completed an interview are listed in the *Acknowledgements* section below.

¹⁰ <https://www.who.int/health-topics/health-promotion>

¹¹ <https://www.cdc.gov/evaluation/logicmodels/index.htm>

¹² The DFSCA does not define how start and end dates for the review periods should be selected, so dates were selected that are most practical for the MSU context.

2. *Gathering available data and important documents*

As mentioned above, units were asked to gather specific information and data on policy and enforcement, student policy violations and sanctions, and programming related to AOD. This resulted in a compilation of unit-specific information and resources including but not limited to internal documents, website pages, and program evaluations. Several units, although not directly involved in the AOD Program, address related topics in their work and were therefore included in the BR.

COVID-19 Context

The COVID-19 pandemic had a significant impact on educational institutions globally. Many adapted by limiting on-campus learning and shifting to various online formats. Research on the effects of this transition is still emerging and may continue to have an impact on student health and well-being for several years. The implications of a global pandemic are present in this edition of the BR and are notably reflected in the *Program Inventory* and *Policy Enforcement* sections of this BR. Readers of previous editions of the review will find a discrepancy in the number of AOD violations reported in this review. The pandemic led to circumstances that likely impacted the number of related policy violations (i.e., fewer students residing on-campus, a no-audience rule for athletic events in the 2020-2021 academic year, etc.).

Like many other academic institutions, MSU shifted learning and extracurricular programming to an online format during the 2020-2021 academic year. During this time, some departments reported decreased engagement with AOD programming, yet others found being online helped alleviate the need for funding and increased access to AOD programming. There is no clear and conclusive data on the long-term implications of the pandemic on learning and student life, including the implications it has had on MSU students, faculty, and staff. Future editions of the BR may help uncover the impact of the COVID-19 pandemic on students, faculty, and staff.

Accessing the Report

This document is intended to be accessed on a computer or other device connected to the internet. Hyperlinks are used extensively throughout the report to direct readers to references, policies, and important websites.

The DFSCA requires that this report be made available to anyone, including the Department of Education, upon request (34 C.F.R. 86.103(a)(2017)). Individuals may request an electronic copy of this document from the Health Promotion department (HP).

Authors

The 2020-2022 MSU BR was written by People’s Health Empowerment Group, LLC (PHEG) with input from various campus departments. PHEG is a public health organization whose mission is to promote access to collaborative program planning rooted in evidence, transparency, and equity. PHEG specializes in providing evidence-based health program planning services, specifically needs assessment and program design, implementation, and evaluation, to a variety of entities wanting to improve population health.¹³

The founders are both Masters of Public Health, Certified Health Education Specialists, and trained in health promotion. They are also both first-generation college students and Latina women with extensive experience in higher education. However, it is important to note that PHEG functioned as an external reviewer in this process and while there were several benefits, such as a new perspective and the ability to provide an unbiased assessment, there are also many university nuances that could not be gleaned over a short review period. PHEG recognizes that the genuine experts of the AOD Program are the several units and staff members that experience daily life at MSU and work diligently to support the university’s purpose and mission. Thus, their input and expertise served as the foundation for this review.

Acknowledgements

We are grateful for the many contributions that have made this report as comprehensive as it could have been. This BR was made possible by the continuous support of the HP department, including Dennis Martell, Erica Phillipich, and Andrew Poole who put their faith in us to develop a thorough and honest review. The care and dedication of Cara Ludlow and Kara Zeiter in the HP department, as well as Dawn Kepler in the Collegiate Recovery Community (CRC), to the AOD Program provided crucial insight for the research process and were instrumental to the success of this report.

We also owe a debt of gratitude to the previous authors of the BR who not only created a framework for the review, but laid the necessary groundwork for communications, interviews, and collaboration throughout the many areas of MSU.

Lastly, this report would not have been possible without the contributions of several units at MSU. As external reviewers, we relied on continuous communication and collaboration with key leaders and personnel in MSU’s many departments, offices, and schools. Many thanks to the following departments who participated in the data collection for this report (listed in alphabetical order):

¹³ <https://www.pheg.org/>

- Athletics
- Counseling and Psychiatric Services
- Division of Student Life and Engagement
 - Fraternity and Sorority Life
 - Office for Student and Community Relations
 - Office of Student Support and Accountability
 - Residence Education and Housing Services
- Employee Assistance Program
- Health Promotion
 - Collegiate Recovery Community
- MSU Department of Police and Public Safety
- Occupational Health
- Office for Global Health, Safety and Security
- Office of Audit, Risk and Compliance
- Office of the General Counsel
- Prevention, Outreach and Education

B. AOD DATA AT A GLANCE



MSU has participated in the National College Health Assessment (NCHA), a national survey administered through the American College Health Association (ACHA), every two years since the year 2000. The NCHA provides a comprehensive, methodologically sound, and ongoing collection of precise data about MSU students' health habits, behaviors, and perceptions, ultimately providing a wealth of information on current student health issues and their trends over time. The survey measures a variety of student health topics, including substance use behaviors and beliefs, measured by evidence-based scales such as the Alcohol, Smoking and Substance Involvement Screening Test (ASSIST).

The information gathered from this survey is important to better understand student substance use patterns at MSU, assessing campus-wide needs for substance use prevention and rehabilitation, and ultimately informing future AOD programs. The HP department utilizes the data from this survey to guide their educational materials and programming. For instance, [a section of their website](#) titled "Alcohol Use at MSU: What does the data tell us?" includes general statistics about student drinking behaviors (e.g., "Seven out of 10 MSU students consume 0–4 drinks when they party")¹⁴ that come from NCHA.

The data presented below were collected from February to March 2022 from NCHA II and yielded a response rate of 1157 students. The HP department regularly produces a report from the resulting data and employs simple descriptive statistics to observe general patterns. This section highlights any noticeable and statistically significant figures from the data collected on AOD use, and makes comparisons to previous years where applicable. Below is a summary table of the data discussed:

Table BA. Summary of highlights on AOD use data from the 2022 NCHA

Data Highlights:
<ul style="list-style-type: none"> • Alcohol continues to be the most commonly used substance by MSU students, followed by marijuana and e-cigarettes (<i>Table 1</i>). • Substance use tends to be higher in White domestic students, off-campus students, and students with lower GPAs (<i>Table 1</i>). • Between 2020 and 2022, the average number of drinks consumed, time spent drinking, and calculated blood alcohol content (BAC) of those who consumed alcohol remained generally consistent (<i>Table 2</i>).

¹⁴ <https://healthpromotion.msu.edu/alcohol-drugs/index.html>

- Of those who drank alcohol in the past year, 29% of respondents forgot where they were and what they were doing at least once, and 21% had unprotected sex at least once (*Table 4*).
- Of those respondents who did not receive AOD prevention information, over half would like to receive this information (*Table 5*).
- Future AOD analyses should further explore health behaviors and consequences of marginalized student communities, including by race and ethnicity, sexual orientation, and income level, although prior data on AOD use for these groups has tended to be lower compared to others.

Substance Use

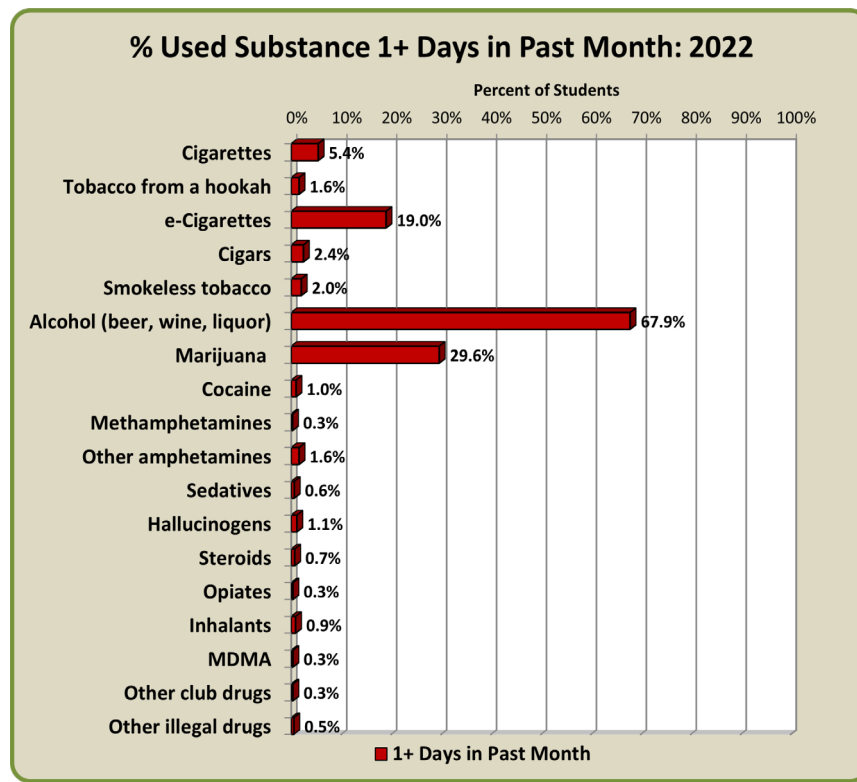


Figure 2

Among students who reported use of a substance on at least one occasion in the past month, the most used were alcohol, marijuana, and e-cigarettes (Figure 2). In the past month, about 68% of students had at least one drink, about 30% used marijuana, and 19% used an e-cigarette at least once.

❖ Substance Use By Demographics

There are some differences in patterns of substance use by demographic (Table 1). Of these respondents, 75.4% of White domestic students consumed alcohol, compared to 52.6% and 54.8% for non-White domestic and International students, respectively. Use of marijuana and e-cigarettes was also more common in White domestic respondents than others. Cigarette use was most common in International students (10.6%).

Similar to the previous BR, off-campus students reported using a substance in the past month more often than on-campus students. Given MSU's policy that requires underclassmen to live in residential housing for at least their first year, we can assume that more students of drinking age live off-campus. Lastly, students with "C" average cumulative GPAs had a higher average number of drinks than "A" and "B" students the last time they "partied."

Table 1. Percentage of Respondents Who Used Various Drugs, Alcohol or Tobacco in Past 30 Days, by Background: 2022

Substance	% 1-2 Days	% 3 or More Days	% Who Answered 1 or More Days									
			GENDER		RACE/ETHNICITY			RESIDENCE		CUMULATIVE GPA		
			Male	Female	White Domestic	Other Domestic	Internatl	On Campus	Off Campus	A	B	C/D/F
Cigarettes	2.8%	2.5%	6.3%	4.6%	5.7%	3.0%	10.6% *	5.0%	5.6%	5.0%	5.6%	11.8%
Tobacco from a hookah	0.8%	0.8%	1.5%	1.6%	0.9%	2.3%	3.5%	1.2%	1.8%	1.1%	2.4%	
e-Cigarettes	4.2%	14.8%	20.1%	18.0%	22.4%	12.9%	9.4% *	16.7%	20.3%	18.5%	20.3%	23.5%
Cigars	1.9%	0.5%	3.7%	1.3% *	2.6%	2.0%	3.5%	2.2%	2.6%	2.3%	3.2%	
Smokeless tobacco	0.7%	1.3%	3.3%	0.7% *	2.4%	1.0%	2.4%	1.7%	2.2%	1.5%	3.2%	2.0%
Alcohol (beer, wine, liquor)	21.3%	46.6%	65.2%	70.2%	75.4%	52.6%	54.8% *	53.4%	76.1% *	65.5%	71.1%	80.0% *
Marijuana	9.3%	20.3%	31.4%	28.2%	34.3%	23.4%	9.4% *	23.6%	33.2% *	27.4%	33.4%	45.1% *
Cocaine	0.6%	0.4%	1.5%	0.5%	0.5%	1.7%	1.2%	0.5%	1.2%	0.3%	2.6%	*
Methamphetamines	0.1%	0.2%	0.2%	0.2%		0.3%	1.2% *	0.2%	0.3%	0.1%	0.6%	
Other amphetamines	0.3%	1.2%	1.7%	1.6%	1.4%	2.0%	1.2%	1.4%	1.6%	1.1%	2.6%	
Sedatives	0.2%	0.4%	0.9%	0.3%	0.5%	0.3%	1.2%	0.7%	0.7%	0.3%	1.8%	*
Hallucinogens	0.7%	0.5%	0.9%	1.3%	1.0%	1.0%	1.2%	0.2%	1.6% *	1.0%	1.2%	3.9%
Steroids	0.1%	0.6%	0.9%	0.3%	0.4%	1.0%	1.2%	0.7%	0.5%	0.4%	1.5%	
Opiates	0.1%	0.2%	0.2%	0.3%	0.1%	0.3%	1.2%	0.2%	0.3%	0.1%	0.9%	
Inhalants	0.4%	0.5%	1.5%	0.3% *	0.7%	1.3%	1.2%	1.0%	0.8%	1.0%	0.9%	
MDMA	0.2%	0.2%	0.6%	0.2%	0.3%	0.3%	1.2%	0.5%	0.3%	0.3%	0.6%	
Other club drugs	0.1%	0.2%	0.2%	0.3%	0.1%	0.3%	1.2%	0.2%	0.4%	0.1%	0.9%	
Other illegal drugs	0.4%	0.2%	0.7%	0.3%	0.4%	0.3%	1.2%	0.5%	0.5%	0.3%	1.2%	

* $p(\chi^2) < .05$

- **Suggestion:** MSU's NCHA substance use data by race and ethnicity have historically been divided into three categories: White domestic, Other domestic, and International. According to the Enrollment Report of Fall 2022, about a quarter (27%) of all enrolled domestic students are students of color and this percentage has increased in recent

years.¹⁵ In future analyses, it would be beneficial to specifically disaggregate by subgroups of race (e.g., White, Black or African American, Asian, etc.) and ethnicity (e.g., Latino or Hispanic) to better highlight any nuances among students of color, especially as their presence on campus increases. Given that students of marginalized identities tend to exhibit higher rates of substance use than their college peers,¹⁶ it may also be important to include other demographic factors (e.g., income, sexual orientation, gender identity) in the future.

Alcohol

At the time of reporting and among students who drank, the mean number of drinks in the last two weeks was 4.64 compared to 4.38 in 2020 (Table 2). On average, students who drank spent 3.94 hours doing so, had a 0.058 calculated Blood Alcohol Content (BAC) the last time they drank, and engaged in binge drinking (5+ drinks) 1.05 times. These numbers are fairly consistent with those reported in 2020 and 2021. This means that although it appears that drinking behaviors have not generally worsened, they also haven't improved much in the past two years. Overall, the mean number of drinks was significantly higher in males (5.77), students between the ages of 20 and 21 (5.26), students with "C" average cumulative GPAs (7.23), and members of Fraternity and Sorority Life (FSL) (6.53).

❖ Protective Factors When Drinking

The most common protective drinking behaviors performed by students across all demographic variables are staying with a friend, eating before or during drinking, and using a designated driver

Table 2. Mean Numbers of Drinks, Hours Drinking, Calculated Blood Alcohol Content (BAC) Last Time "Partied," and Times Drank 5 or More Drinks in Past Two Weeks, Overall and by Demographic Group: 2022				
Demographic Group	Mean			
	Number Of Drinks	Hours Drinking	BAC	Number Times Drank 5+
All respondents	3.32	2.84	0.042	.76
Respondents who drank	4.64	3.97	0.058	1.05
Gender				
Males	5.77	4.14	0.054	1.28
Females	3.77	3.83	0.061	.88
	p<.05	p<.05	NS	p<.05
Race				
White	4.89	4.19	0.060	1.1
Other	4.16	3.49	0.055	.8
International	3.20	2.82	0.048	.9
	p<.05	p<.05		p<.05
Age				
18-19	4.52	3.68	0.070	1.2
20-21	5.26	4.08	0.068	1.2
22-23	4.70	3.77	0.061	1.2
24 or older	3.41	4.23	0.023	.5
	p<.05	p<.05	p<.05	p<.05
Residence				
On campus	4.45	3.73	0.066	1.1
Off campus	4.72	4.07	0.055	1.0
	NS	p<.05	p<.05	NS
GPA				
A	4.33	3.97	0.056	1.03
B	4.84	3.94	0.063	1.12
C or less	7.23	3.93	0.060	1.19
	p<.05	NS	NS	NS
Member of Frat./Soror.				
YES	6.53	4.35	0.082	2.01
NO	4.37	3.91	0.055	.91
	p<.05	p<.05	p<.05	p<.05
Student Status				
Undergraduate	4.96	3.94	0.066	1.21
Grad./Prof.	3.37	4.07	0.029	.42
	p<.05	NS	p<.05	p<.05
NS: Not significant F statistic				

¹⁵ <https://ir.msu.edu/-/media/assets/ir/docs/fall-enrollment/EnrollmentReportFall2022#:~:text=Total%20university%20enrollment%20for%20students,diverse%20student%20body%20to%20date.>

¹⁶ <https://store.samhsa.gov/sites/default/files/d7/priv/sma19-5052.pdf>

(Table 3). Across all protective factors, female students are more likely to engage in safer drinking practices than their male counterparts. Although their substance use is generally higher (Table 1), White domestic students are less likely to practice safe drinking behaviors than others, except for eating before or during drinking and using a designated driver. FSL status is also a strong predictor, with FSL members practicing safe drinking less frequently than non-FSL members. Students between the ages of 22 and 23 (8.7%), on-campus students (23.9%), and students with “A” average cumulative GPAs (18.6%) tended to choose not to drink. However, these numbers are relatively low and highlight that the majority of students do engage in some drinking.

Table 3. Percentage of Respondents Who Partied Who Always or Usually Took Various Steps to Drink Responsibly, by Background Characteristics: 2022												
During the last 12 months, if you partied, how often did you...		Alternate Alc. & Non-Alc. Drinks	Avoid Drinking Games	Choose Not to Drink	Determine not to Exceed Number Drinks	Ate Before/ During Drinking	Have Friend Tell When Had Enough	Track How Many Drinks	Paced Drinks ≤ 1 per Hour	Stay with Friends	Stick with One Kind of Alcohol	Use Designated Driver
Gender	Males	33.3%	22.3%	16.6%	31.1%	81.6%	34.2%	64.1%	23.2%	88.4%	44.6%	84.2%
	Females	41.6%	28.5%	18.7%	40.8%	83.4%	46.1%	69.5%	37.0%	95.5%	59.0%	93.2%
Race		p<.05	p<.05	NS	p<.05	NS	p<.05	NS	p<.05	p<.05	p<.05	p<.05
	White	37.4%	23.3%	15.5%	33.8%	83.4%	38.0%	68.4%	29.0%	93.4%	52.6%	90.0%
	Other	40.1%	27.6%	22.0%	41.5%	81.4%	44.6%	60.2%	30.4%	89.2%	47.0%	88.3%
	International	35.2%	49.1%	29.8%	51.9%	77.4%	61.5%	75.5%	52.7%	92.3%	71.2%	83.3%
Age		NS	p<.05	p<.05	p<.05	NS	p<.05	p<.05	p<.05	NS	p<.05	NS
	18-19	42.4%	23.7%	25.2%	42.6%	85.1%	53.2%	77.1%	31.3%	91.7%	56.2%	91.0%
	20-21	34.3%	19.4%	15.3%	30.6%	79.8%	35.6%	62.3%	23.9%	93.6%	49.9%	89.9%
	22-23	28.7%	15.7%	8.7%	30.7%	85.7%	43.2%	65.7%	24.3%	88.6%	45.0%	91.4%
	24 or older	46.6%	48.8%	20.8%	46.2%	84.4%	35.5%	68.2%	50.9%	93.6%	61.0%	83.7%
		p<.05	p<.05	p<.05	p<.05	NS	p<.05	p<.05	p<.05	NS	p<.05	NS
Residence	On campus	39.9%	27.6%	23.9%	41.9%	81.3%	50.4%	72.3%	31.4%	90.4%	50.6%	88.9%
	Off campus	37.0%	24.9%	14.9%	34.1%	83.2%	36.5%	64.8%	30.7%	93.2%	53.4%	89.2%
GPA		NS	NS	p<.05	p<.05	NS	p<.05	p<.05	NS	NS	NS	NS
	A	37.1%	27.9%	18.6%	35.8%	84.0%	40.2%	65.2%	31.8%	91.8%	50.8%	88.6%
	B	38.8%	20.7%	16.8%	36.1%	81.1%	42.2%	72.0%	28.4%	93.2%	54.5%	90.3%
	C or less	38.1%	25.0%	14.0%	42.9%	71.4%	41.9%	50.0%	23.8%	90.5%	58.5%	87.2%
		NS	NS	NS	NS	NS	NS	p<.05	NS	NS	NS	NS
Member of Fraternity or Sorority												
	YES	23.8%	7.7%	4.8%	21.0%	79.0%	39.6%	65.1%	21.0%	89.3%	50.0%	85.6%
	NO	39.8%	28.2%	19.4%	38.6%	83.1%	40.9%	67.4%	32.3%	92.9%	52.9%	89.6%
Student Status		p<.05	p<.05	p<.05	p<.05	NS	NS	NS	p<.05	NS	NS	NS
	Undergrad	36.3%	20.0%	17.4%	34.4%	82.2%	41.2%	66.3%	25.3%	92.1%	50.8%	90.6%
	Grad./Prof.	44.0%	47.5%	19.1%	43.9%	84.6%	39.2%	70.7%	52.2%	93.9%	59.4%	83.2%
		NS	p<.05	NS	p<.05	NS	NS	NS	p<.05	NS	p<.05	p<.05
NS: Not significant Chi-square statistic												

❖ Health Consequences Associated with Alcohol Use

Between 2010 and 2022, students report experiencing varying levels of health consequences from drinking in the last 12 months (Table 4). Consequences such as forgetting where they were and what they were doing, getting in trouble with the police, and injury have generally decreased over time. However, other consequences such as having nonconsensual sex, unprotected sex, and suicidal ideation have increased.

Table 4. Percentage of Respondents Who Drink Who Report Experiencing Various Health Threatening Consequences of Their Drinking Within the Last Year, Overall and by Background: 2022										
Within the last 12 months, have you experienced ____ as a consequence of your drinking?		% Who Said Yes								
		Did, Later Regretted	Forgot Where, What	Got in Trouble With Police	Had Sex Without Giving Consent	Had Sex Without Getting Consent	Had Unprotected Sex	Injured Self	Injured Other	Seriously Considered Suicide
Overall:	2022	37.5%	28.6%	0.6%	2.4%	0.1%	20.9%	14.3%	1.1%	3.7%
	2020	35.7%	31.4%	1.4%	1.1%	0.4%	22.7%	13.1%	0.5%	2.8%
	2018	36.3%	30.9%	1.9%	1.4%	0.8%	23.1%	14.4%	1.2%	2.4%
	2016	39.5%	31.8%	2.0%	3.0%	0.8%	20.1%	13.7%	1.4%	3.5%
	2014	40.1%	38.8%	4.3%	1.3%	0.7%	22.0%	15.9%	2.3%	3.0%
	2012	46.6%	42.2%	6.2%	1.5%	0.9%	22.9%	20.2%	3.1%	2.1%
	2010	37.5%	37.2%	4.9%	1.8%	0.5%	17.6%	16.2%	2.3%	1.0%
Gender	Males	36.4%	28.9%	0.5%	2.4%	0.0%	22.3%	13.7%	1.0%	4.2%
	Females	38.4%	28.3%	0.6%	2.3%	0.2%	19.8%	14.8%	1.3%	3.4%
		NS	NS	NS	NS	NS	NS	NS	NS	NS
Race	White	42.1%	31.2%	0.8%	2.4%	0.0%	23.9%	16.1%	1.1%	4.4%
	Other	27.0%	23.8%	0.0%	2.2%	0.5%	11.4%	9.7%	1.6%	2.7%
	International	20.0%	14.0%	0.0%	2.0%	0.0%	20.0%	8.0%	0.0%	0.0%
		p<.05	p<.05	NS	NS	NS	p<.05	p<.05	NS	NS
Age	18-19	40.5%	31.6%	1.5%	4.7%	0.5%	18.5%	16.4%	1.5%	3.6%
	20-21	45.7%	37.5%	0.9%	2.0%	0.0%	21.9%	19.9%	1.4%	4.0%
	22-23	34.6%	23.3%	0.0%	3.0%	0.0%	25.6%	10.5%	0.0%	3.8%
	24 or older	19.5%	10.6%	0.0%	0.0%	0.0%	18.3%	3.5%	0.6%	2.9%
		p<.05	p<.05	NS	p<.05	NS	NS	p<.05	NS	NS
Residence	On campus	34.7%	29.8%	0.4%	4.2%	0.4%	16.2%	15.8%	1.5%	3.4%
	Off campus	38.8%	28.0%	0.7%	1.5%	0.0%	22.9%	13.6%	1.0%	3.9%
		NS	NS	NS	p<.05	NS	p<.05	NS	NS	NS
GPA	A	37.8%	26.6%	0.6%	1.5%	0.2%	19.8%	13.5%	1.3%	2.8%
	B	37.5%	32.6%	1.1%	3.8%	0.0%	21.7%	17.5%	0.7%	5.6%
	C or less	35.0%	30.0%	0.0%	4.9%	0.0%	27.5%	10.0%	2.4%	2.6%
		NS	NS	NS	NS	NS	NS	NS	NS	NS
Member of Fraternity or Sorority	YES	53.5%	49.0%	1.0%	4.0%	0.0%	40.6%	26.7%	2.0%	3.0%
	NO	35.4%	25.8%	0.5%	2.0%	0.1%	18.1%	12.6%	1.1%	3.9%
		p<.05	p<.05	NS	NS	NS	p<.05	p<.05	NS	NS
Student Status	Undergrad	41.1%	32.9%	0.7%	3.0%	0.1%	22.1%	17.2%	1.3%	4.3%
	Grad./Prof.	23.6%	11.7%	0.0%	0.0%	0.0%	16.3%	3.9%	0.6%	1.1%
		p<.05	p<.05	NS	p<.05	NS	NS	p<.05	NS	p<.05
NS: Not significant Chi-square statistic										

Of the students who consumed alcohol in the past 12 months, 37.5% said they later regretted drinking when they did, 28.6% forgot where they were and what they were doing, and 20.9% had unprotected sex. These statistics were also higher for White and FSL students ($p<0.05$).

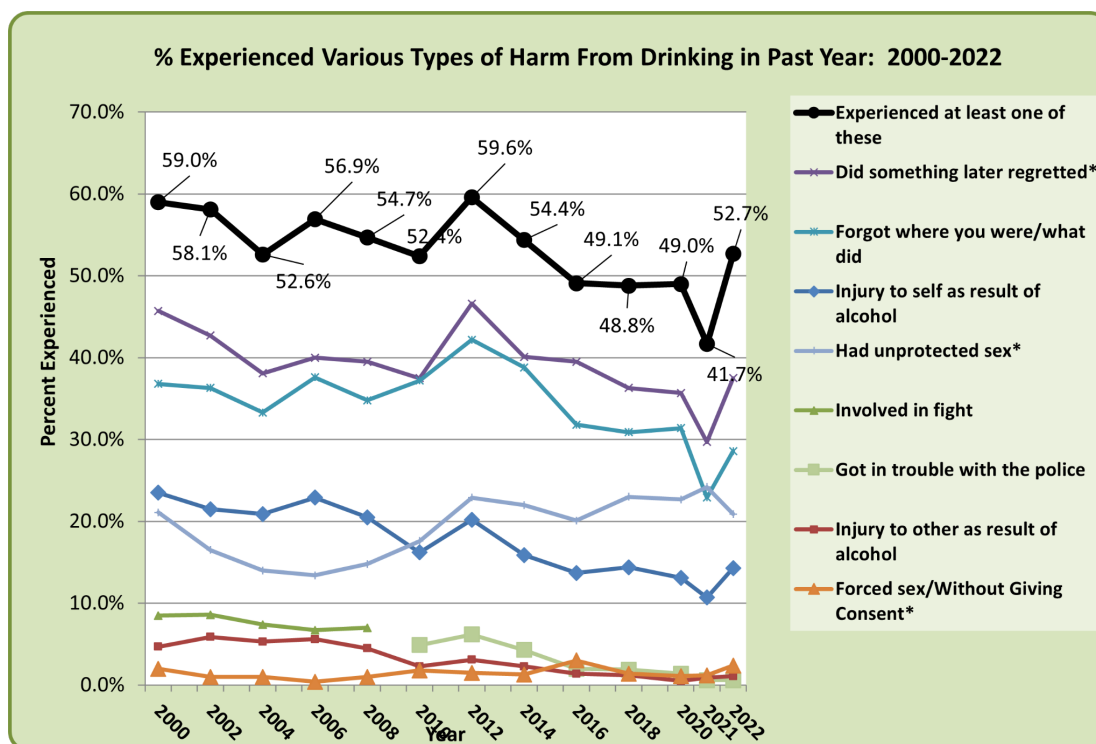


Figure 3

The figure above depicts the longitudinal trend in students' adverse experiences related to alcohol from 2000 to 2022. While most lines historically trended downwards, 2022 saw notable increases in several lines. Specifically, more students who drank in the past year did something they later regretted, forgot where they were/what they did, had unprotected sex, and got injured as a result of alcohol. Awareness of the risk behaviors that are trending upwards are important to keep in mind for future programs and collaborations across departments, especially in supporting students' healthy decision making, safety, and success.

❖ Academic Consequences Associated with Alcohol Use

Students who drank in the past year also experienced impacts on their academic performance (Figure 4). Academic impediments due to alcohol use have been trending downward since 2000, although 2022 saw an overall slight increase in academic impediments. Despite small increases in the percentage of students who received a "lower grade in course" and/or had an "incomplete or dropped course," the percentages remain low. It remains continuously important to acknowledge that substances can impede on student academic success, and thus there should be a strong framework of appropriate resources and support.

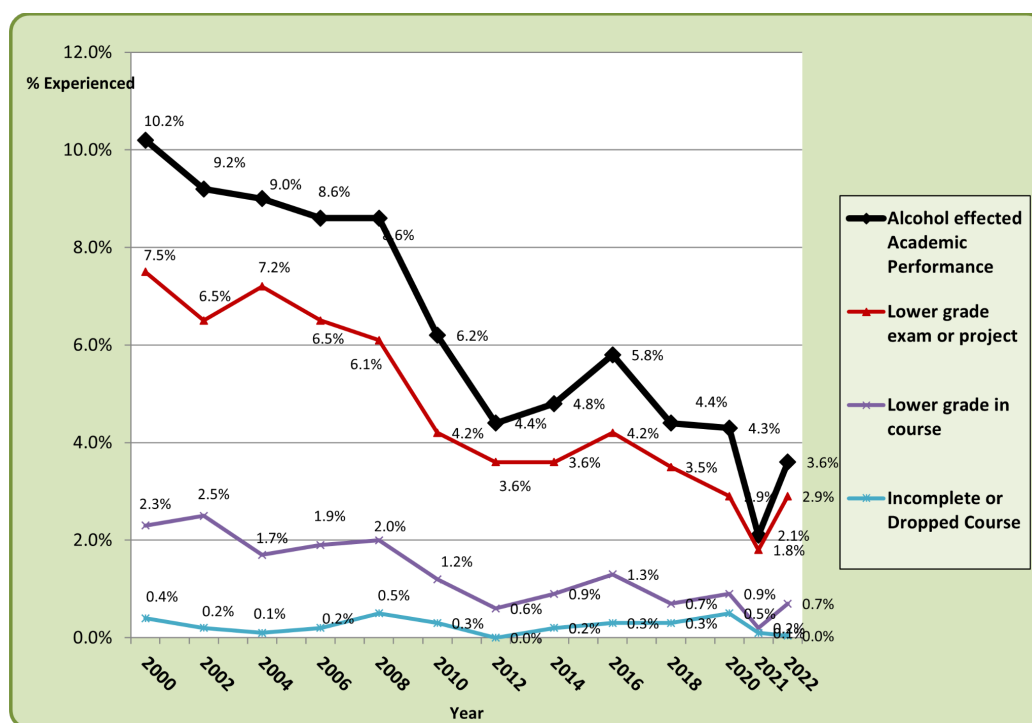


Figure 4

Resources and Information on AOD

When students were asked about the health resources and information they received from MSU, 82.5% and 38.0% of students said they received information about AOD use prevention and tobacco use, respectively (Table 5). About a third of all respondents were interested in receiving AOD information. Of those who had already received information, 65.5% wanted more AOD use prevention information and 48.9% wanted more tobacco-related information. Of those who had not already received information, half wanted more AOD use prevention information and less than a quarter wanted tobacco-related information.

Table 5. Percentage of Respondents Who Ever Received Information from MSU, Interested in Receiving Information on Various Health Topics: 2022

Health Topic	All Respondents			
	% Who Ever Received Information	% Interested In Receiving Information	Received	
			No Want Info	Yes Want More
Stress reduction	58.6%	69.8%	65.6%	72.7%
How to help others in distress	70.4%	62.0%	53.1%	65.5%
Depression/anxiety	75.3%	61.1%	51.7%	64.2%
Nutrition	35.6%	60.7%	56.5%	68.1%
Sleep difficulties	18.6%	60.7%	59.1%	67.1%
Physical activity	44.4%	56.7%	50.2%	64.5%
Sexual assault/relationship violence prevention	96.3%	56.4%	20.9%	57.8%
Suicide prevention	57.4%	56.1%	49.7%	60.9%
STD/I prevention	54.6%	51.6%	42.6%	59.2%
Violence prevention	65.1%	51.6%	40.9%	57.2%
Grief and loss	42.7%	50.4%	46.9%	55.5%
Eating disorders	26.6%	46.4%	44.7%	52.0%
Relationship difficulties	67.9%	46.3%	41.6%	48.5%
Injury and violence prevention	31.2%	43.5%	38.3%	54.7%
Pregnancy prevention	34.3%	38.0%	31.4%	51.3%
Cold/flu/sore throat	53.1%	36.7%	29.5%	42.9%
Alcohol and other drug use prevention	82.5%	35.9%	53.1%	65.5%
Tobacco use	38.0%	32.2%	22.2%	48.9%
Problem use of internet/computer games	19.9%	27.3%	24.6%	38.8%
None of the above	4.2%	21.4%	--	--



C. ANNUAL NOTIFICATION

The DFSCA requires MSU to notify the community on several topics related to illicit substance use, including:

1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
2. A list of applicable legal sanctions under federal, state, or local laws for the unlawful possession or distribution of illicit drugs and alcohol.
3. A description of the health risks associated with the misuse of alcohol or use of illicit drugs.
4. A list of drug and alcohol programs (counseling, treatment, rehabilitation, and re-entry) that are available to employees or students.
5. A clear statement that the IHE will impose disciplinary sanctions on students and employees for violations of the standards of conduct and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution.

This notice is delivered to all students upon enrollment, to all employees prior to an official hire, and once annually to all students and employees thereafter.

❖ Procedure for the Dissemination of the Annual Notification

The annual notification was managed by a single employee prior to the 2020-2021 academic year. This employee worked directly with the Director of the HP department to draft the notification and worked with campus partners involved in the dissemination of the notice. Beginning in the 2021-2022 academic year, the Human Resources department is responsible for sending the annual notification to all employees, and the Registrar's Office, on behalf of the Director of HP, is responsible for sending the notification to all students. The two offices collaborate with the Office of the General Counsel to review and send the communication.

For future years, the Registrar's Office is developing a way to disseminate the notification through the student information system. This approach is still under development and is pending the resolution of some technological issues before it can be implemented. The information below summarizes the content and procedures for the annual notification sent to all students and employees.

All Students and Employees (Annual Notification)

MSU issues an annual notification in compliance with the requirement from the DFSCA. According to MSU's written policy, email is the official form of communication for the university ([Spartan Life Handbook](#), revised in 2020). This communication method is accepted by the Department of Education and is therefore the preferred method for the dissemination of the annual notification. Upon enrollment or hire, an MSU-affiliated email account is issued to all students and staff, all of whom are advised to regularly visit the account to receive official University communication.

The annual notification is sent at the beginning of the fall semester, typically on the second day of the semester, to distribute the information promptly at the beginning of each academic year. All students and employees also receive the Annual Security and Fire Safety Report (which includes annual notification materials) on, or before, October 1 of each year. The language from the annual notification email sent at the start of the 2021 school year to all students on 09/18/2021 is provided below.

Dear MSU Community Member:

We ask that you read the following information about alcohol and other drugs policies and resources here at MSU.

Substance use/abuse is a major issue that can result in health and legal problems. At MSU, we offer support services to students who are affected by substance abuse. In order to keep our campus safe and healthy, MSU also enforces laws and policies to prevent the illegal use of alcohol and drugs. Pages 27-34 of the University's current Annual Security and Fire Safety Report, found at: <https://police.msu.edu/wpcontent/uploads/2020/10/asfsreport2020.pdf>, informs you of our policies, the legal and student conduct-related consequences of illegal substance use, the health effects of such use, and the support services available to you. Further information on student harm prevention programming, including information regarding our collegiate recovery community, is available at <https://olin.msu.edu/healthpromo/atod/default.htm>.

In the fall of 2021, the Human Resources department sent the annual notification to all employees (in addition to all potential hires) on 08/30/2021. The language from this communication is provided below.

Dear MSU Community Member:

We ask that you read the following information about alcohol and other drugs

policies and resources here at MSU.

Substance use/abuse is a major issue that can result in health and legal problems. At MSU, we offer support services to employees who are affected by substance abuse. In order to keep our campus safe and healthy, MSU also enforces laws and policies to prevent the illegal use of alcohol and drugs. Pages 27-34 of the University's current Annual Security and Fire Safety Report found at: <https://police.msu.edu/wp-content/uploads/2020/10/asfsreport2020.pdf> inform you of our policies, the legal and conduct-related consequences of illegal substance use, the health effects of such use, and the support services available to you. Information about the MSU Employee Assistance Program is available at <https://eap.msu.edu/>.

In Fall 2020, the annual notification was sent to all students and employees on 09/03/2020 on behalf of the Director of the HP department. The 2020 notification did not link to the Annual Security and Fire Safety Report, but provided information about MSU's AOD policies and programming and other information as required by the DFSCA.¹⁷ The language from this communication can be found below.

Dear MSU Community Member:

We ask that you read the following information about alcohol and other drugs policies and resources here at MSU.

Substance use/abuse is a major issue that can result in health and legal problems. At MSU, we offer support services to students who are affected by substance abuse. In order to keep our campus safe and healthy, MSU also enforces laws and policies to prevent the illegal use of alcohol and drugs. The information contained in the "Drugs and Alcohol" section, found here: <https://www.dfscs.msu.edu>, informs you of our policies, the legal and student conduct-related consequences of illegal substance use, the health effects of such use, and the support services available to you. Further information on student harm prevention programming, including information regarding our collegiate recovery community, is available at <https://healthpromotion.msu.edu/alcohol-drugs/index.html>.

¹⁷ MSU made updates to its annual notification materials to reflect changes in Michigan's drug laws. Because the Annual Security and Fire Safety Report was not finalized and updated at the beginning of September 2020, the University created the <https://www.dfscs.msu.edu> site host and link to the updated information required to be in the annual notification. The site has since been deactivated and the 2021 annual notifications linked to the University's Annual Security and Fire Safety Report, which contained the required information.

The links to the Annual Security and Fire Safety Report, annual notification materials, and the HP resources are updated each year to present the most recent information and resources.

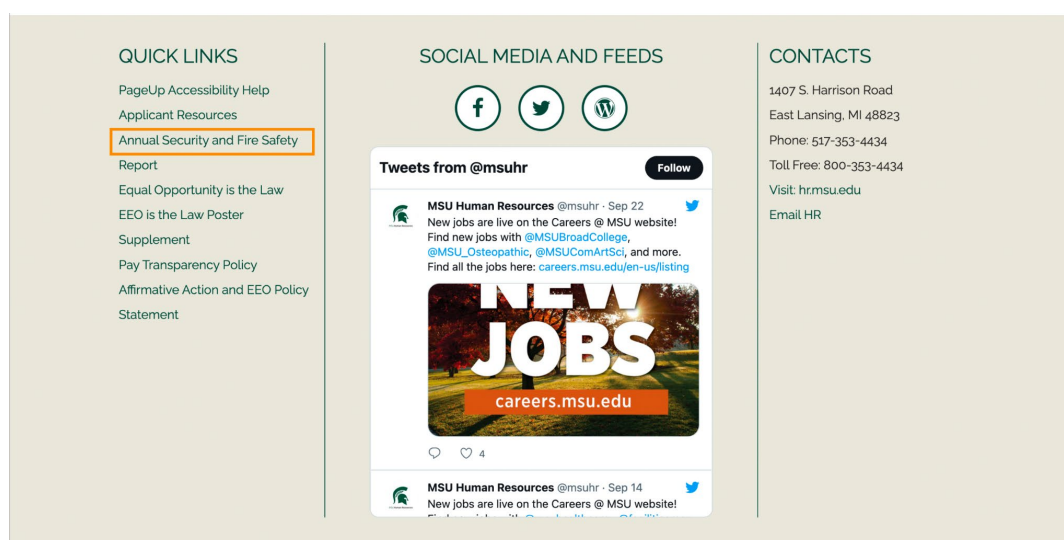
New Students

The DFSCA requires that all new students are notified of AOD laws, policies, and resources at the institution. For new students enrolling in the spring and summer one and two semesters, the information is also sent via email on the first business day after the drop/add deadline of each semester. New students who enroll in fall semester receive the annual notification discussed above, which is typically sent to all students within the first week of the academic year.

New Employees

The DFSCA requires all new employees (e.g., support staff, academic staff, and faculty) to be notified of AOD laws, policies, and MSU's AOD-related resources. Unlike new students who usually enroll at similar times each year, the new employee notices are sent out throughout the year upon hire. MSU Human Resources sends an email to every new job applicant via the Page-Up ATS to inform them of the AOD policies and programming available to them as required by the DFSCA.

Additionally, the MSU job applications page includes a link to the Annual Security and Fire Safety Report at the bottom of the landing page. This link can also be seen from any job posting to ensure that the DFSCA information is accessible to all potential MSU job applicants, and not just new employees.



The link is also readily available in the “Resources” page of the MSU Department of Police and Public Safety website,¹⁸ and the “Clery Act” page of the Office of Audit, Risk, and Compliance website.¹⁹

- **Note:** The previous BR noted the link to the Annual Security and Fire Safety Report, which includes all the information required by the DFSCA, was also located in the footer of the MSU Human Resources homepage. This link has since been removed. The University is working to determine the best location to link to this information.

¹⁸ <https://police.msu.edu/resources/security-fire-safety-report/>

¹⁹ <https://oarc.msu.edu/clery/>



D. POLICY INVENTORY

MSU exists in the broader context of federal, state, and local legal contexts, the reader must understand these policies and how they affect the MSU campus climate for illegal substance use and law enforcement.

State of Michigan Laws

D1. State of Michigan Marijuana Laws (Adult-use & Medical)

The state of Michigan legalized medical marijuana use in 2008 and adult-use marijuana use in the fall of 2018. Since then, the BR has covered updates to the policies concerning marijuana use in the state of Michigan. The below outlines the general policies and changes to Michigan laws applicable to medical and adult-use marijuana use applicable between July of 2020 through the end of August 2022.

❖ Medical Marijuana

Medical marijuana users in the state of Michigan must apply and be approved for a medical marijuana card. The applicant must be at least 18 years of age and have documentation from a health professional stating they have a qualifying health condition.²⁰

Once acquired, the medical marijuana card allows the individual to purchase a maximum of 2.5 ounces of marijuana per day from a qualified distributor. The total amount of marijuana purchased cannot exceed 10 ounces of medical cannabis in a single month. Unless the individual has chosen to grow medical marijuana in their home, they cannot exceed 10 ounces of cannabis per household. Of the maximum allotment of 10 ounces, only 2.5 can be in the individual's possession, the rest must be kept securely under lock and key. If the individual chooses to cultivate marijuana in their own home, they can grow a maximum of 12 cannabis plants per household. All cannabis plants must be grown in a locked and enclosed area out of sight from outside the residence.²¹

❖ Adult-Use Marijuana

Any adult over the age of 21 is able to purchase marijuana without a limit to the amount of marijuana they can purchase per day, as long as each transaction is limited to 2.5 ounces of marijuana.²²

²⁰ Michigan Medical Marihuana Act, <http://legislature.mi.gov/doc.aspx?mcl-Initiated-Law-1-of-2008>.

²¹ Michigan Medical Marihuana Act, <http://legislature.mi.gov/doc.aspx?mcl-Initiated-Law-1-of-2008>.

²² Michigan Regulation and Taxation of Marihuana Act, <http://legislature.mi.gov/doc.aspx?mcl-Initiated-Law-1-of-2018>.

Adults 21 and over can possess, use, purchase, or gift up to 2.5 ounces of marijuana.²³ Each residence is allowed to cultivate up to 12 cannabis plants in a locked and enclosed area or possess up to 10 ounces of marijuana (provided that any amount greater than 2.5 ounces is stored under lock and key).

❖ Policy Updates

On October 12, 2020, Governor Gretchen Whitmer signed legislation known as the Clean Slate initiative. These laws set a new precedent for Michigan marijuana expungement and made the majority of misdemeanor and felony marijuana offenses eligible for expungement. There are some exceptions to the initiative where it can exclude felonies related to Drug Trafficking convictions and other felonies.²⁴

- **Note:** Schools in states where marijuana use has been legalized have continued to prohibit marijuana use on campus property in accordance with the DFSCA.

D2. State of Michigan Alcohol Laws

❖ Minor in Possession (MIP)

Any person shall not sell or provide any alcoholic beverage to any individual under the age of 21 years (a minor). A minor shall not possess any alcoholic beverage with the intent of personal consumption. A beverage is classified as alcoholic if it contains one-half of one percent or more of alcohol by volume. A minor found in violation of MIP laws is responsible for a state civil infraction or guilty of a misdemeanor.²⁵

❖ Open Containers

A person operating or occupying a transportation vehicle cannot possess alcoholic liquor in a container that is open, uncapped, or where the seal is broken. Any individual found in violation is guilty of a misdemeanor.²⁶

❖ Policy Updates

²³ Michigan Regulation and Taxation of Marihuana Act, <http://legislature.mi.gov/doc.aspx?mcl-Initiated-Law-1-of-2018>.

²⁴ <https://www.michigan.gov/whitmer/news/press-releases/2020/10/12/governor-whitmer-signs-bipartisan-clean-slate-criminal-justice-reform-bills-expanding-opportunities>.

²⁵ <http://legislature.mi.gov/doc.aspx?mcl-436-1703>

²⁶ <http://legislature.mi.gov/doc.aspx?mcl-257-624a>

On August 23, 2021, Governor Whitmer signed House Bills 4219 and 4220²⁷ which allow individuals with convictions for a first violation of operating while intoxicated an opportunity to expunge the conviction from their criminal record.

D3. State of Michigan Medical Amnesty

❖ Michigan Medical Amnesty Law 2012

On May 8, 2012, then-Governor Rick Snyder signed legislation providing medical amnesty for all minors who seek treatment for alcohol poisoning for themselves or for another individual.²⁸

❖ Good Samaritan Law 2016

After the medical amnesty law passed in 2012, people who were illegally using drugs would still occasionally fail to seek medical attention during an overdose for fear of alerting authorities to their illegal drug use. The Good Samaritan law of 2016 prevents drug possession charges against those who seek medical assistance for an overdose.²⁹

City of East Lansing Ordinances

D4. City of East Lansing Marijuana Ordinances

❖ Minor in Possession (MIP)

No individual under the age of 21 (a minor) shall consume or possess marijuana unless the individual is over the age of 18 and has an identification for the use of medical marijuana in their possession. No individual shall transfer marijuana or marijuana accessories to a minor unless they have a valid prescription filled by a pharmacy and/or the minor has an identification card for the use of medical marijuana. Any individual in violation will be guilty of a civil infraction.³⁰

❖ Consumption of Marijuana in a Public Place

No individual shall consume marijuana in a public space, a place where the person who owns, occupies, or manages the property prohibits the consumption of marijuana, a

²⁷ [https://michigan.gov/whitmer/news/press-releases/2021/08/24/governor-whitmer-signs-legislation-allowing-clean-slate-for-non-repeat-owi-offenders-protects-michi#:~:text=--%20Governor%20Whitmer%20yesterday%20signed,\(OWI\)%20under%20certain%20circumstances.](https://michigan.gov/whitmer/news/press-releases/2021/08/24/governor-whitmer-signs-legislation-allowing-clean-slate-for-non-repeat-owi-offenders-protects-michi#:~:text=--%20Governor%20Whitmer%20yesterday%20signed,(OWI)%20under%20certain%20circumstances.)

²⁸ <https://www.michigan.gov/formergovernors/recent/snyder/press-releases/2012/05/08/snyder-signs-bill-providing-medical-amnesty-to-minors-seeking-alcohol-poisoning-treatment>

²⁹ <https://www.michigan.gov/mdhhs/keep-mi-healthy/mentalhealth/drugcontrol/opioid/patients/treatment/goodsam/michigans-good-samaritan-law>

³⁰ https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTICH_CH6CILE_6.12POMA

public space that does not include an area designated for the consumption within a municipality that has authorized consumption, in areas that are inaccessible to minors, or in a vehicle upon a public way. Any person found in violation will be guilty of a civil infraction.³¹

D5. City of East Lansing Alcohol Ordinances

❖ Minor in Possession (MIP)

The City of East Lansing prohibits a person under the age of 21 (a minor) “from purchasing, attempting to purchase, consuming, or attempting to consume, possessing, or attempting to possess alcohol, or having any bodily alcohol content.”³² Effective January 1, 2018 the first offense will usually be documented as a civil infraction and not a criminal offense, it will be punishable by payment of a civil fine in court costs and no jail may be imposed. The law allows an individual to admit responsibility only once to a civil infraction for MIP, any subsequent violations may result in charging the individual with a misdemeanor.

❖ Possession of an open container of alcoholic liquor in a public place.

Legislation implemented on June 9, 2020,³³ prohibits any individual from possessing alcoholic liquor in a container other than its original container, or in any container which is open, uncapped, or has a broken seal within the passenger compartment of a motor vehicle or on any public street, alley, sidewalk, parkway, park, boulevard, or other public or private areas open to the public. An individual may only possess an alcoholic liquor in an open container if the area is under the control of a properly licensed liquor establishment, an area permitted under the provisions of section 28-37³⁴ of this code, or in a designated open air dining area. Partying or tailgating on public property with alcoholic beverages is prohibited by the city’s jurisdiction.

❖ False Identification

³¹

https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOR_CH26OF_ARTIIOFA_GPUPEOR_DIV2DICO_S26-56USPOMA

³²

https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOR_CH26OF_ARTIIOFA_GPUPEOR_DIV2DICO_S26-54POOPCOALLIPUPL

³³

https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOR_CH26OF_ARTIIOFA_GPUPEOR_DIV2DICO_S26-54POOPCOALLIPUPL

³⁴

https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOR_CH26OF_ARTIIOFA_GPUPEOR_DIV2DICO_S26-54POOPCOALLIPUPL

The City of East Lansing also prohibits the use of false identification to enter a bar or purchase liquor and requires establishments to confiscate any suspected false identification and relay it to the East Lansing Police Department (ELPD).³⁵

Campus-Wide Policies

The AOD Committee at MSU convenes monthly to discuss AOD issues at MSU, and leads the creation of any relevant programming and policy to address them. The committee is chaired by the staff in the MSU HP department, and meetings are regularly attended by representatives from the OSSA, Division of Student Life and Engagement (SLE), MSU DPPS, Counseling and Psychiatric Services (CAPS), Office of the General Counsel, Clery Act Compliance Coordinator, and Residential Care and Community Expectations (RCCE).

The BR takes inventory of all written policies related to alcohol and drugs to determine the extent to which policies were effective and enforced consistently. Because MSU is a large and intricate organization, it takes a considerable effort to collect and document policies related to AOD. While most policies were identified, it is possible that some university policies that contain AOD policy statements are not found in this review. The sections below will identify the University policies containing statements related to alcohol or drugs that were collected for this edition of the BR. The consistency of policy enforcement will be addressed in the *By the Numbers: Policy Enforcement* section of this report.

University ordinances apply to all people on MSU-controlled property, regardless of affiliation to MSU. They are set by the MSU Board of Trustees and enforced by the MSU Department of Police and Public Safety (MSU DPPS).

D6. MSU Alcohol Policy³⁶

University Ordinance 21.00 “Alcoholic Beverages” pertains to the use of alcohol on campus.³⁷ The exceptions to Ordinance 21 are noted in Appendix D. In the case of a special event facilitated by any MSU-affiliate, the affiliate can request a Special License/One-Day Permit, a temporary license issued by the Michigan Liquor Control Commission (MLCC), which authorizes MSU to sell alcoholic beverages in a non-licensed location for a single event. The Special License/One-Day Permit form requires the signatures of the University President, the

³⁵

https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOOR_CH26OF_ARTIIIOFAGPUPEOR_DIV2DICO_S26-57PEAPTITRAL

³⁶ <https://trustees.msu.edu/bylaws-ordinances-policies/ordinances/ordinance-21.00.html>

³⁷ <https://trustees.msu.edu/bylaws-ordinances-policies/ordinances/ordinance-21.00.html>

Secretary of the Board of Trustees, and the Vice President for Public Safety and Chief of Police as well as a Bond from an insurance provider.

The language of University Ordinance 21.00 is provided below.

❖ **21.01 Use or possession permitted**

The use or possession of alcoholic beverages, including beer and wine, subject to state law, is permissible in housing facilities (rooms, suites and apartments) assigned by Michigan State University.

❖ **21.02 Use or possession prohibited***

The consumption and possession of alcoholic beverages is prohibited (a) in classrooms, lecture halls, laboratories, the libraries, and the chapel, and (b) during all intercollegiate athletic contests and during entertainment programs that are open to the general public, in the concourses and outdoor seating areas at Spartan Stadium, the arena and concourses at Breslin Student Events Center, and in all other athletic facilities.

❖ **21.03 Open containers prohibited**

The possession of open or uncapped containers of alcoholic beverages and the consumption of alcoholic beverages is prohibited in all public areas of lands governed by the Michigan State University Board of Trustees and in all public areas of campus buildings, except with respect to locations, events, or occasions for which the Secretary of the Board of Trustees has approved, in writing, an exception to this prohibition.

❖ **21.04 Exceptions**

Exceptions to this Ordinance will be made pursuant to guidelines approved by the Secretary of the Board of Trustees.

**Denotes civil infraction*

D7. MSU Smoking Policy³⁸

University Ordinance 29.00 “Smoking,” pertaining to the use of tobacco, is provided below.³⁹

❖ **29.01***

No person shall (a) smoke, or (b) otherwise use any product derived from or containing tobacco, on any property governed by the Board.

❖ **29.02***

³⁸ <https://trustees.msu.edu/bylaws-ordinances-policies/ordinances/ordinance-29.00.html>

³⁹ <https://trustees.msu.edu/bylaws-ordinances-policies/ordinances/ordinance-29.00.html>

Products derived from or containing tobacco may not be sold on any property governed by the Board.

❖ **29.03***

For the purpose of this Ordinance:

To “smoke” means inhaling, exhaling, burning, or carrying any lighted or heated tobacco or plant product intended for inhalation, whether natural or synthetic. To “smoke” also includes the use with any such tobacco or plant product of a pipe or hookah; of any electronic smoking device which creates, in any manner, an aerosol or vapor, in any form; or of any other oral smoking device.

“Products derived from or containing tobacco” include, without being limited to, cigarettes (including clove, bidis, kreteks), electronic cigarettes, aerosol or vapor nicotine delivery devices, cigars and cigarillos, pipe tobacco, hookah-smoked products, and oral tobacco (spit and spit less, smokeless, chew, snuff).

❖ **29.04**

Notwithstanding the foregoing, all FDA-approved nicotine replacement therapy products are permitted when used for purposes of cessation. Traditional Native American spiritual, ceremonial, or cultural use of tobacco, including but not limited to possessing, gifting, smoking, combusting (with or without smoking), and depositing on the ground or in the water, is permitted. Indoor use requires prior notice. Traditional Native American smudging using tobacco, sage, cedar, or sweetgrass is also permitted. Other exceptions to this Ordinance may be authorized by the Secretary of the Board pursuant to guidelines issued by the Secretary of the Board.

Student Policies

D8. MSU Student Drug and Alcohol Policy⁴⁰

The MSU Drug and Alcohol Policy is a university-wide policy with separate sections pertaining to students and employees. The complete policy can be found on the Board of Trustees website,⁴¹ and is printed in the [Spartan Life Handbook](#)⁴².

The first portion of the policy, pertaining to all students enrolled at MSU, is provided below.

⁴⁰ <https://trustees.msu.edu/bylaws-ordinances-policies/policies/02-09-03.html>

⁴¹ <https://trustees.msu.edu/index.html>

⁴² <https://spartanexperiences.msu.edu/about/handbook/index.html>

Michigan State University's compliance with provisions of the Drug-Free Schools and Communities Act Amendments of 1989 applying to students is achieved through a comprehensive alcohol and other drug prevention program which includes policy enforcement, education programs and treatment services.

General Student Regulations 2.11 to 2.14 prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students on Michigan State University property or as part of any of its activities. These regulations are as follows:

2.11 No student shall possess or use any drug prohibited by federal or state laws.

2.12 No student shall manufacture, produce, sell, exchange, or otherwise distribute any drug prohibited by federal or state laws.

2.13 No student shall possess or use any alcoholic beverages, except as permitted by state law, University Policy, and University ordinance.

2.14 No student shall manufacture, produce, sell, furnish, exchange or otherwise distribute any alcoholic beverages except as permitted by state law, University policy, and University ordinance.

D9. MSU General Student Regulations (GSR)

The GSR is a section within the [Spartan Life Handbook](#) that lists the policies that “apply to all students regardless of class level, place of residence, or group affiliation as well as to all governing bodies, governing groups, living groups, and registered student organizations.”⁴³

The GSR policies related to alcohol use are provided below.

No student shall...

2.11 possess or use any drug prohibited by federal or state laws.

2.12 manufacture, produce, sell, exchange, or otherwise distribute any drug prohibited by federal or state laws.

2.13 possess or use any alcoholic beverages, except as permitted by state law, University policy, and University ordinance.

⁴³ <https://spartanexperiences.msu.edu/about/handbook/index.html>

2.14 manufacture, produce, sell, furnish, exchange or otherwise distribute any alcoholic beverages except as permitted by state law, University policy, and University ordinance.

Student Disciplinary Procedures and Sanctions

MSU coordinates a centralized disciplinary process for students alleged to be in violation of any General Student Regulation or University Housing Regulation (detailed in section *D10*). Students alleged to be in violation of any of these regulations are referred to the Office of Student Support and Accountability (OSSA), which administers the student conduct process described in the [Spartan Life Handbook](#).⁴⁴ Any alleged violations are adjudicated through the MSU student conduct process. Consequences for these allegations may include, but are not limited to, disciplinary probation, required attendance at educational programs, referral for assessment and treatment, relocation to a new living environment, and suspension from MSU.

D10. Residence Hall Policies

The Residence Hall policies are listed in the MSU On-Campus Housing Handbook⁴⁵ and provide the policies and guidelines applicable to all residential students and staff living in campus housing. The University Housing Regulations govern the conduct of individuals living in and visiting university housing and apply to all students. The policies are enforced by residence hall staff.

❖ Alcohol

The university housing community is governed by state and city ordinances in addition to their own policies. Because the state of Michigan and the City of East Lansing prohibit the consumption of alcohol by minors, and most hall residents are minors, the privilege to possess and consume alcohol is extended only to those of legal age in their private rooms, suites, or apartments.

❖ Alcohol-Free Living

MSU housing provides certain alcohol-free halls, floors, and rooms in which residents agree that alcoholic beverages will not be brought into the area, even if all residents are above drinking age.

Guidelines establishing alcohol-free areas include:

⁴⁴ <https://spartanexperiences.msu.edu/about/handbook/index.html>

⁴⁵ https://liveon.msu.edu/sites/default/files/2022-07/2022_OnCampus_Housing_Handbook.pdf

- *The resident, even if 21 or older, will keep designated areas free of alcoholic beverages.*
- *The resident will ensure that no guest, even if 21 or older, brings alcoholic beverages into the alcohol-free area.*
- *If a resident or their guest violates this provision, the resident may be removed from the alcohol-free space.*

Residents who live in an alcohol-free area must abide by this provision. If they disagree with the provision, they may consider moving to other on-campus housing that permits alcohol use for those over 21, but until they transfer, they must continue to follow the regulations of the alcohol-free provision.

❖ Marijuana and Other Drugs

The possession, use, sale, or delivery of marijuana (medical or otherwise) and any other controlled substances is prohibited in all residential facilities. Misuse of any other potentially harmful chemicals or products is also strictly prohibited. Any person alleged to be in violation of policy or housing terms and conditions may be subject to the student conduct process and/or contract termination. In accordance with the University's obligations under the federal DFSCA, students may not use or possess marijuana anywhere on campus.

There have been several changes to MSU's on-campus housing programming and policies during the 2020-2022 biennium. Starting Fall 2021, students are required to live on campus for their first two years at MSU. Residence hall staff has implemented the Spartan Compass⁴⁶ program for first year residents, and the Spartan Navigator⁴⁷ program for second year residents (both detailed in section *F13*). Both programs contain information pertaining to AOD policies and programming available to on-campus residents.

Additionally, beginning Fall 2022, the RCCE and MSU DPPS created revised protocols for the handling of marijuana violations. The protocol for each type of encounter is outlined in Appendix B.

D11. Office of Student Support and Accountability (OSSA)

The OSSA, previously known as the Dean of Students Office, was renamed and reorganized in January of 2022 to reflect its broadened mission. OSSA is responsible for handling cases of alleged student conduct violations in accordance with the procedures detailed in the Spartan Life Handbook and/or the Tiered Intervention Strategy for students who have violated the alcohol and

⁴⁶ <https://liveon.msu.edu/spartan-compass>

⁴⁷ <https://liveon.msu.edu/spartan-navigator>

drug policies of the University.⁴⁸ In the last biennium, they have worked in collaboration with other MSU departments and committees to draft the MSU Medical Amnesty Policy, which has been added to the Tiered Intervention Strategy (detailed in section *D12*).

*D12. Medical Amnesty*⁴⁹

One of the most prevalent recommendations outlined in MSU's previous biennial reviews is the addition of a medical amnesty policy that may exempt students from discipline for violations of university drug- or alcohol-use/possession policies for students seeking immediate medical assistance for themselves or on behalf of persons experiencing drug- or alcohol-related emergencies and for MSU students requiring medical attention related to a drug- or alcohol-related emergency. While medical amnesty was granted by the state of Michigan in 2012, MSU students were still subject to sanctions at the University level. Starting fall 2022, MSU implemented a medical amnesty policy to encourage students to seek help during AOD-related emergencies. The JED Campus Committee and the AOD Committee worked in collaboration with departments throughout MSU to draft the policy, which was successfully implemented at the beginning of the 2022-2023 academic year.

An excerpt from the policy detailing eligibility for medical amnesty from the University sanctions is outlined below, the full policy can be found in Appendix C.

Students who are eligible for Medical Amnesty:

1. *A student who contacts emergency services (Calls 911) or speaks with a University Official (e.g., Resident Assistant or Community Director) in order to obtain medical assistance for themselves or another individual experiencing an alcohol or drug medical-related emergency; and, if applicable:*
 - a. *The student stays with the individual requiring aid;*
 - b. *The student meets with the appropriate University Staff after the incident;*
 - i. *The student will be contacted via MSU email for next steps;*
 - c. *The student cooperates with any University investigation related to the incident; and*
 - d. *The student completes any educational requirement determined by the University.*
2. *A student who receives medical assistance for an alcohol- or drug-related emergency as the result of another student calling for such assistance.*
3. *A student who reports a potential violation of the Relationship Violence and Sexual Misconduct (RVSM) policy or participates in an Office of*

⁴⁸ <https://ossa.msu.edu/>

⁴⁹ <https://ossa.msu.edu/medical-amnesty>

Institutional Equity (OIE) investigation. Prohibited conduct will not be disciplined by the University for a violation of the University's drug and alcohol possession or consumption policies that may have occurred in connection with the reported incident.

D13. Tiered Intervention Strategy (OSSA)

MSU uses the Tiered Intervention Strategy to organize the consistent handling of student AOD-related violations and provide students with education and support to prevent further violations. The Tiered Intervention Strategy outlines Tier I, Tier II, and Tier III interventions for AOD violations and specific behaviors that would qualify a student for each tier. Even if a student meets the requirements for a specific tier, the Tiered Intervention Strategy allows for professional discretion and flexibility in the consideration of unique cases. Most of the disciplinary actions resulting from student AOD violations will be addressed according to the protocol of the tiered intervention strategies. Because of its importance and relevance to this report, and because it is not published online, the strategy is inserted here in full:

❖ Purpose

The purpose of MSU's Tiered Intervention Strategy is:

- *To clearly communicate University expectations regarding the use of alcohol and other drugs and the consequences of violating the institution's alcohol and prohibited substances policies;*
- *To provide fundamental, consistent education to enhance students' decision-making as it relates to alcohol and other drugs;*
- *To better identify students who are suffering from serious alcohol and drug abuse, and help them secure available services and treatment.*

❖ Protocol

While administrators will maintain appropriate discretion to consider the unique needs of individual students and the broader community, students should expect a reasonable, consistent approach that provides an effective, individualized learning opportunity, and ensures students with serious substance issues receive appropriate services and access to resources and experts on campus. The specific protocol for MSU's Tiered Intervention Strategy is outlined below.

TIER 1: IN-HALL INTERVENTION

Characteristics – ALCOHOL

Typically applies to students with the following allegation:

1) Simple illegal use and/or possession of lesser quantities of alcohol, or suspicion of use or possession (e.g., smell of alcohol, but not containers found).

Characteristics – MARIJUANA

Typically applies to students with the following allegation:

- 1) Simple illegal use and/or possession of marijuana, or suspicion of use or possession (e.g., smell emanation from a room).*
- 2) Under the influence but not in possession of marijuana.*

Intervention

- *Student has an educational conversation with a Community Director (CD), Residence Director (RD), or Assistant Community Director (ACD). The conversation will focus on restorative principles, social norms data, harm reduction⁵⁰, and other issues identified through the conversation. Student shall be advised of Tier 2 and beyond, should additional behaviors be documented.*
- *Barring unforeseen circumstances, or aggravating factors (e.g., other more serious behaviors involved), the in-hall intervention will suffice, and the case will be closed. The recommended in-hall intervention is a Policy Review exercise.*
- *If a student fails to complete an in-hall provision, they can be referred to the OSSA process for formal adjudication. If a student does not complete an OSSA sanction, further formal measures may be implemented.*
- *If a student was part of an incident that would qualify under the University Medical Amnesty Policy, the student will have a Medical Amnesty meeting as opposed to the above process. This meeting will focus on care and education and all education work will be done in the meeting. Failure to attend the meeting will result in the case going through the above process.*

TIER 2: EARLY INTERVENTION

Characteristics – ALCOHOL

Typically applies to students with ANY of the following allegation:

- 1) Transported to the hospital, ticketed, or arrested (1st time).*
- 2) Illegal use and/or possession of lesser quantities for a second time.*
- 3) Illegal use and/or possession of larger quantities with no prior AOD offense.*

⁵⁰ In the context of this review, “harm reduction” is a holistic approach that cares for the health and well-being of the individual affected by a substance use or other related disorder (SAMHSA).

- 4) *Multiple unconfirmed suspicion of use or possession.*
- 5) *Multiple Tier 1 incidents.*

Characteristics – MARIJUANA

Typically applies to the following:

- 1) *Transported to the hospital, ticketed, or arrested (1st time).*
- 2) *Illegal use and/or possession of lesser quantities for a second time.*
- 3) *Illegal use and/or possession of larger quantities with no prior AOD offense.*
- 4) *Multiple unconfirmed suspicion of use or possession.*
- 5) *Multiple Tier 1 incidents.*

Characteristics – OTHER DRUG

Typically applies to the following:

- 1) *Transported to the hospital, ticketed, or arrested (1st time).*
- 2) *Illegal use and/or possession of lesser quantities of controlled substances (e.g., narcotics, hallucinogens, stimulants) at any time.*

Intervention

RSCC sends invitation to student involved to meet and resource lists for AOD

- *48 hours following this initial reach out, the case will be referred to OSSA Process*
- *If the student replies prior to their scheduled OSSA meeting and would like to meet, RSCC schedules a time to meet with resident prior to their conduct meeting*
- *If they do not respond, RSCC or a representative will attend OSSA meeting to initiate CARE Process during conduct meeting.*

Student has an administrative meeting through the OSSA process. CDs and Returning RDs are deputized to serve as administrative meeting officers in this process.

- *If responsible, administrative meeting officer will facilitate an educational conversation discussion based on restorative principles, harm reduction, and other relevant issues which support the student's success.*
- *Sanction will typically include 1 year of probation and referral to Spartan Smart, minimally.*

If a student was part of an incident that would qualify under the University Medical Amnesty Policy- the student will have Medical Amnesty meeting as opposed to the above process. This meeting will focus on care and education and

be assigned Spartan Smart. Failure to attend the meeting or complete Spartan Smart will result in the case going through the above process.

TIER 3: LATE INTERVENTIONS

Characteristics – ALCOHOL, MARIJUANA, AND/OR OTHER DRUGS

Typically applies to students with ANY of the following allegation:

- 1) Illegal use and/or in possession of lesser quantities of alcohol or marijuana for a third (or more) time.*
- 2) Illegal use and/or possession of larger quantities of controlled substances (e.g., narcotics, hallucinogens, stimulants) at any time.*
- 3) Includes sale or distribution of substances to others.*
- 4) Includes aggravating factors (e.g., explicit threats of physical harm, actual physical harm, destruction or invasion of property).*

Intervention

Case will be referred to the OSSA process.

Student will have an administrative meeting with OSSA staff or designee:

- If a student is found responsible, OSSA/designee will facilitate an educational conversation discussion based on restorative principles, harm reduction, and other relevant issues which support the student's success.*
- For cases **not** involving aggravating factors or sale/distribution, sanctions will typically include 2 years of probation, a substance abuse assessment, and other educational support needs (e.g., recovery program).*
- For cases involving aggravating factors or sale/distribution, sanctions could include extended probation, a substance abuse assessment, but typically include housing expulsion, and/or suspension or dismissal, barring exceptional circumstances.*

If a student was part of an incident that would qualify under the University Medical Amnesty Policy- the student will have Medical Amnesty meeting as opposed to the above process. This meeting will focus on care and education and be assigned an appropriate provision such as a substance use assessment.

Failure to attend the meeting or complete the provision will result in the case going through the above process.

D13. Federal Financial Aid

Previously, federal aid regulations provided that students who were convicted of a drug offense would forfeit their financial aid eligibility for a period of time. However, effective June 17, 2021,

those regulations have been repealed. No students had their financial aid revoked during the timeframe of this review in which the federal aid regulations were in place (September 2020 and through June 17, 2021). Drug convictions no longer affect federal student aid eligibility.

Specific Student Group Policies

D14. Athletics

Each student-athlete is subject to their team rules set forth by the MSU Athletics department. There were no changes in individual team AOD-related rules or policies for either the 2020-2021 or the 2021-2022 academic year. Additionally, the Athletics department at MSU distributes a Student-Athlete Handbook and Planner⁵¹ to all students containing information on AOD-related education and programs, standards of conduct, information on counseling, and the MSU Athletics alcohol policy. The policies listed in the handbook are outlined below.

❖ AOD Education

There are two facets to the Athletics department AOD educational program:

- 1) The first is a formal PowerPoint which reviews the health concerns and risks of drug and alcohol use and substance use disorders. Details on risks, side effects, and effects on performance are stressed. Policies on drug testing are reviewed, along with counseling and sanctions, if indicated.
- 2) The second component includes providing each student with the full drug and alcohol policy and revving the policy with an opportunity for questions to be addressed with their sport-specific Athletic Trainer, Certified (ATC).

A copy of the program is available at the time of the annual team certification meeting. If the student fails to submit to drug testing as provided in this policy, after initially consenting to such testing, the student shall be considered to have decided not to participate in the program and will be immediately eliminated from all athletic activity and will result in loss of their athletic scholarship in aid.

❖ Alcohol Policy

All students attending MSU are responsible for abiding by the State of Michigan civil and criminal laws regarding alcohol possession and use. The laws of the State of Michigan set the minimum age of 21 for the purchase and consumption of alcoholic beverages. Those who are of the minimum age or older are prohibited from selling or providing alcoholic beverages to those who are under 21. The Department of Intercollegiate Athletics does

⁵¹ https://www.sass.msu.edu/application/files/2116/2983/8922/Handbook_2021-22.pdf

not condone the illegal or irresponsible use of alcohol under any circumstances. If you are legally of age to consume alcoholic beverages, you are expected to do so responsibly understanding the risks associated with alcohol use and abuse.

Should you be suspected of consuming alcohol prior to a practice or competition, a breathalyzer test will be performed. If the test is positive, .02 or greater, you will be immediately withheld from practice or competition and referred to the team physician and substance use disorder counselor for assessment.

The athletic training staff is here to assist you with alcohol related problems, to specify treatment for any student-athlete experiencing alcohol related problems and to provide a uniform policy for all student-athletes.

If you have a Minor in Possession or alcohol related incident, you must report it to the Head Athletic Trainer. See the Drug and Alcohol policy for consequences of positive drug tests.

❖ AOD Counseling

The purpose of the alcohol and other drug counseling component is to provide assistance, direction and resources for student-athletes who need additional support as a result of positive tests, physician referral or self-addressed needs. This component seeks to provide appropriate follow-up and rehabilitation of student-athletes testing positive while addressing their psychological, social, and medical well-being.

❖ Appeals

You may appeal any sanction as the result of a positive drug test result. A student-athlete desiring to appeal must file a written notice of appeal with the head team physician or designee, within three days of notification of a positive test result.

❖ Social Media

Student-athletes may not use social media sites to engage in conduct that would inappropriately represent the University to the public. Examples of inappropriate conduct include posting photos, videos, comments, or posters showing underage drinking.

In addition to the Student-Athlete Handbook, all student athletes receive a Participant Handbook⁵² which lists the rules for engaging in each sport as well as general expectations for the conduct of all student athletes. The section of the Participant Handbook related to Alcohol and Drug Use is included below:

⁵² <https://recsports.msu.edu/imsports/activityrules/handbook.html>

❖ Alcohol and Drug Use

Consumption of alcohol or other drugs prior to, during, or after intramural activities is strictly prohibited. No participant will be allowed into any contest if they are suspected to be under the influence of alcohol or other drugs.

If any member of a team is suspected to be under the influence of alcohol or other drugs, the individual (and possibly the entire team) will be asked to leave the facility. If the individual, team, and/or team captain does not cooperate with Intramural Staff to help remove the suspected individual from the facility/field, the game may be forfeited. The player(s) involved will be suspended from Intramural competition and must meet with the Sport Administrator to discuss their individual reinstatement. The matter can also be referred to Student Services and MSU Department of Police and Public Safety.

❖ Drug Testing

Drug testing is performed routinely, upon suspicion, and randomly for all student-athletes. Since the last BR, the NCAA adjusted the number of nanograms that constitute a positive marijuana test from 35ng to 150ng. This change significantly altered how athletes, and student-athletes, could consume marijuana during their athletic season. As a result, MSU has seen a shift in drug testing to focus on monitoring performance-enhancing drugs.

❖ Update on Tailgating Hours

On July 11, 2022, MSU announced an update on the hours designated for tailgating before football games. While previously tailgating lots opened at 7 AM for noon kickoffs, 9AM for 3:30PM to 4PM kickoffs, and 1PM for night games, the lots will now open at 7AM for noon to 4PM kickoffs, and 11AM for night games.⁵³

D15. College of Veterinary Medicine (CVM)

CVM has a Code of Conduct⁵⁴ that is distributed to each incoming student at the college and identifies conduct that is deemed unprofessional conduct for students in the professional program of CVM, including specific policies and expectations related to AOD use. A student who is alleged or found to be in violation of college or university policy will be required to appear before the CVM committee for Honor Code and Medical Students Rights and Responsibilities (MSRR) Hearings. Violations can result in disciplinary action up to and including dismissal from

⁵³ <https://msuspartans.com/news/2022/7/11/michigan-state-athletics-announces-updated-tailgating-times-and-bag-policy-for-home-football-games.aspx>

⁵⁴ <https://cvm.msu.edu/assets/documents/Code-of-Conduct.pdf>

the CVM program. An example of an unprofessional conduct related to AOD would be the intoxication by alcohol or other mood-altering drugs or compounds in or on the buildings and grounds of the College of Veterinary Medicine.

D16. College of Human Medicine

The College of Human Medicine follows the MSU AOD Policy and includes a section in their Policies and Procedures⁵⁵ that outlines consequences for students who are found inebriated during their curricular activities. A student who is found under the influence of alcohol or drugs while engaged in curricular activities involving patients, regardless of whether the interaction is real or simulated, will be asked to leave the setting immediately. The student will then have a meeting with the Assistant Dean or Director of the Preclinical Curriculum. After the meeting is complete the policy indicates that the student will be required to complete a substance abuse evaluation at their own expense. This evaluation must be reviewed in accordance with Policy Regarding Illegal Activity and Use of Alcohol and Drugs found in the Policy and Procedures document before they interact with a patient in any setting.

D17. College of Osteopathic Medicine

The College of Osteopathic Medicine follows the MSU AOD policy and has additional policies for both its DO degrees and its PA degrees. The language for both the DO and PA AOD policies is provided below.

❖ Doctor of Osteopathic Medicine

Students will undergo formal background checks and drug screening prior to matriculation, before beginning clerkship, and periodically during medical training. It is the responsibility of students to alert MSUCOM to any charges related to alcohol, drugs or related substances, as well as any felonies that may appear on their background check. It is also the responsibility of students to alert MSUCOM in advance to any prescription medication use or medical therapy that may impact the results of a drug screen. Positive drug screening results not related to a currently prescribed medication or medical therapy will be reported to the MSUCOM administration. Any student with a positive drug screen not related to a currently prescribed medication or medical therapy may be asked to obtain a substance abuse assessment from an agency external to the college. Information related to any charge or suspicion of illegal activity or misuse of alcohol or drugs is confidential and will only be shared with administrators on a need-to-know basis.

❖ Osteopathic Physician Assistant

⁵⁵ <https://humanmedicine.msu.edu/education/legacy/Behavior-Outside-Medical-School-2014-15.pdf>

Clinical sites may also require additional criminal background checks and/or drug screening immediately prior to starting a rotation. If the program or a clinical site demands a spot drug test, failure to comply is tantamount to failing the test, with all applicable consequences.

D18. Office for Global Health, Safety and Security (“Global Safety,” GS)

GS supports the health, safety, and security of all MSU students, faculty, and staff while traveling abroad. It is staffed by three full-time personnel, including the Director, Senior Coordinator, and Analyst Coordinator, who are responsible for overseeing health and safety while abroad, global security concerns, and emergency response for over 5,000 MSU affiliates traveling each year.⁵⁶

The office maintains a written procedure for students who violate any MSU or Education Abroad policy while abroad. The “Consequences for Student Conduct Issues Abroad”⁵⁷ statement provides explanations of potential disciplinary action, including verbal warnings, written warnings, removal from program, and referral to OSSA. Any student, upon applying for an Education Abroad program, will review and agree to the EA Statement of Responsibility,⁵⁸ which specifically invokes the Alcohol Misuse and Drug Policy and disciplinary procedures.

The excerpt of the statement related to AOD is provided below.

❖ Alcohol and Other Drugs

I must abide by host country laws and local institutional regulations with respect to alcohol and other drugs. Unless permitted by host country law and local institutional regulations, I will not possess, consume, furnish, or distribute any alcoholic beverages.

Furthermore, I understand that Michigan State University has a zero-tolerance policy with respect to the possession, use, manufacture, production, sale, exchange, or distribution of illegal drugs. Whether a drug that is illegal is governed by U.S. federal drug laws, the laws of the State of Michigan, and host country laws. I am responsible for knowing and obeying the laws of the host country, as well as all local institutional regulations, regarding alcohol and other drugs. I will adhere at all times to the Office for Education Abroad’s Alcohol Misuse and Drug Use policy. I understand that violations of law or policy may result in disciplinary action upon my return to campus and may result in:

⁵⁶ MSU Global Safety, about page, 2022.

⁵⁷ <https://globalsafety.isp.msu.edu/students/education-abroad/student-conduct-while-abroad/>

⁵⁸ <https://educationabroad.isp.msu.edu/apply/application-process/know-your-responsibilities/>

- *Probationary requirements for the remainder of the program abroad;*
- *Removal from the program (grade determination will be made by the Sponsoring College's Associate/Assistant Dean for Undergraduate Education in consultation with the instructor); and/or*
- *Academic withdrawal from MSU for the semester in progress and/or suspension or expulsion from MSU.*

❖ **Alcohol-Related Policies/Expectations**

Students who are of legal drinking age in their host country are permitted to consume alcohol during non-program hours. However, alcohol must be consumed responsibly and cannot be misused. Alcohol misuse is consumption of alcohol that is harmful, or has the potential to be harmful, to the individual and/or is disruptive to the program. Alcohol misuse is often a factor in student conduct issues abroad. Students who participate in education abroad also are given the “tips for consuming alcohol responsibly” listed below.

Tips for consuming alcohol responsibly:

- *Remember that education abroad is primarily an educational opportunity, not a vacation.*
- *If you choose to consume alcohol, do so responsibly and in compliance with local norms. In most countries, alcohol is consumed socially and in moderation.*
- *Look out for your friends and do not hesitate to seek assistance for a friend who may be in danger.*
- *Research local attractions and activities that are nearby and may offer a safe, fun alternative to drinking alcohol.*
- *Ask your program director about obtaining extra credit for exploring things to do in the area and reporting back to the group.*

❖ **Marijuana and Other Drugs-Related Policies/Expectations:**

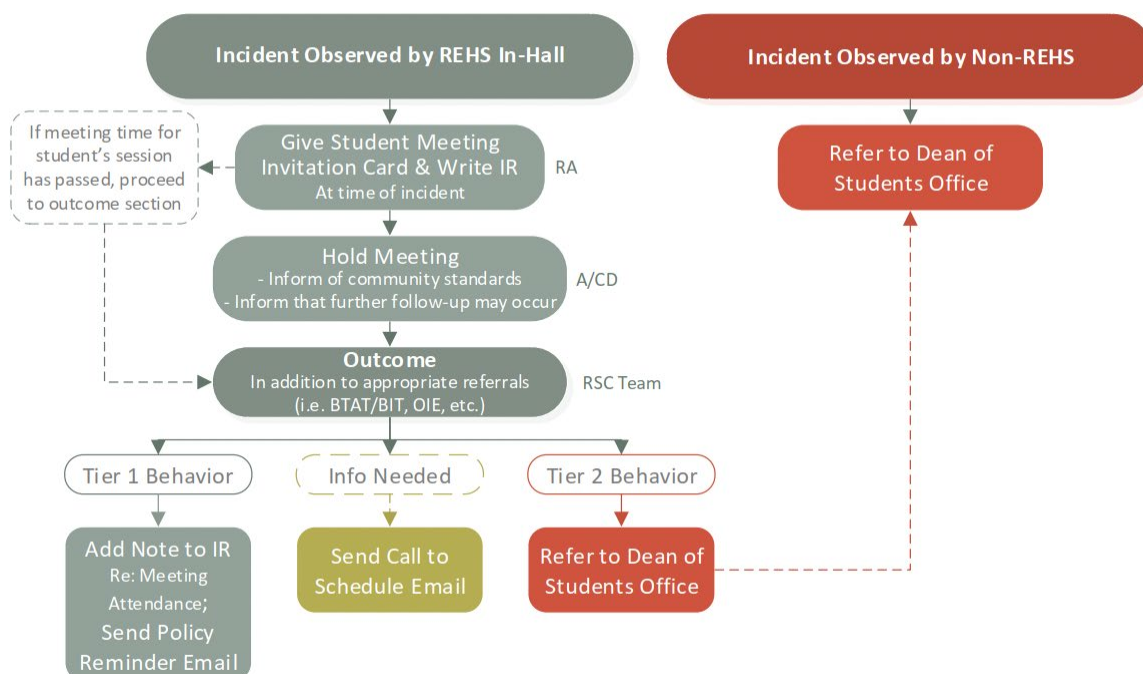
MSU has a zero-tolerance drug policy that prohibits the possession, use, manufacture, production, sale, exchange, or distribution of illegal drugs by Education Abroad participants. This includes marijuana use, even if marijuana is legal in the student's host country and/or if the student has a medical marijuana card. Students that violate this policy face removal from the program and disciplinary action upon return to campus. In addition to these policy statements, all students must complete an online pre-departure orientation where these standards are discussed in detail. Most students will also attend an in-person pre-departure orientation held by the program director or coordinator.

D19. Fraternity and Sorority Life (FSL)

FSL at MSU consists of 60 chapters, 4 governing councils, and over 5100 participating students. The University provides staff and funding support to the Fraternity and Sorority Life office which supports four governing councils and chapter support to the 60 fraternities and sororities. These councils, classified as RSOs, govern the chapters through council policies. Some individual fraternity and sorority chapters may also choose to become RSOs to be eligible for additional benefits, and once registered they become subject to the rules of both their respective Fraternity and Sorority Council and those of Fraternity and Sorority Life and Michigan State University

D20. New Student Orientation

During the 2018-2020 biennium, NSO partnered with REHS to create a process that holds students accountable for violations committed during their orientation experience. The new process closely resembles the process used by REHS Staff when investigating incidents that occur on campus. When REHS staff are made aware of an issue, students receive a meeting invitation card, a meeting is held, and an outcome is determined. The sanction process follows OSSA's Tiered Intervention Strategy, in that certain behaviors receive specific sanctions. For NSO, Tier 1 behavior is a policy reminder email and Tier 2 behavior is referred to OSSA. The full tier chart can be viewed below.



Tier Description

Note: this serves as a general guide for commonly observed behavior; discretion can be used for case-by-case tier classification.

Behavior	Tier 1	Tier 2 (or Tier 1 with aggravating factors)
Alcohol	1st time illegal use/possession	pattern of behavior, transport, arrest/ticket
Door Propping	1-2 behaviors	pattern of behavior
Drugs - Marijuana	1st time simple use/possession	pattern of behavior, transport, arrest/ticket
Drugs - Other	n/a	illegal use/possession, transport, arrest/ticket
Fire Safety Violation	1st offense	pattern of behavior
Multiple Lockouts/Key Issues	1-2 behaviors	pattern of behavior
Noise	1-2 behaviors	pattern of behavior
Physical Contact/Harm	n/a	1st offense
Pet/Animal	1-2 behaviors	pattern of behavior
Smoking	1-2 behaviors	pattern of behavior
Theft	n/a	1st offense
Trash	1-2 behaviors	pattern of behavior
University Property Misuse	1-2 behaviors	pattern of behavior
Vandalism	1st offense if lower impact	1st offense if major; pattern of behavior
Weapon	n/a	1st offense

Beginning in Summer 2019, all student orientation leaders (OLs) must agree to the “New Student Orientation Leader Agreement,” specific to “Drugs, Alcohol, and Controlled Substances.” The expectations follow both student and employee university AOD regulations and are provided below.

- *The unlawful manufacturing, distribution, dispensation, possession or use of controlled substances, illicit drugs, marijuana, and/or alcohol during work hours or on University premises or work sites is prohibited.*
- *Being under the influence of controlled substances, illicit drugs, marijuana, and/or alcohol during work hours is prohibited.*
- *Any employee involved in the unlawful use, sale, manufacturing, dispensing or possession of controlled substances, illicit drugs, marijuana, and alcohol on University premises or work sites, or working under the influence of such substances, will be subject to disciplinary action up to and including termination and referral for prosecution.*

Since these changes were made to the NSO policies and policy enforcement process in 2019, there were no updates to any policy-related component of NSO during the most recent 2020-2022 biennium.

NSO was held online throughout the entirety of the 2020-2022 biennium and the aforementioned policies were not able to be implemented and enforced. The writers of the subsequent BR should take note of how these policy changes have impacted NSO.

D21. Registered Student Organizations (RSO)

Every student organization registered at MSU must comply with the regulations and expectations outlined in the GSR,⁵⁹ Student Rights and Responsibilities listed in the Spartan Life Handbook⁶⁰ and other applicable student conduct policies relevant to the individual RSO. The MSU RSO home page⁶¹ provides a statement on accountability and conduct which includes the below information regarding expectations for AOD use.

❖ Alcohol

RSO members are prohibited from using or possessing any alcoholic beverages, except as permitted by state law or university policy or ordinance. Alcohol infractions include, but are not limited to, providing alcohol to under-age individuals, alcohol permit violations and possession without permission.

❖ Drugs

RSO members are prohibited from using or possessing any drug prohibited by federal or state law, as well as providing such drugs to others.

Employee Policies

The MSU Drug and Alcohol Policy has a section that applies to all employees and can be viewed below.

D22. All Employee Policies

Because of the size and complexity of MSU, employees are managed by two human resources units. MSU Human Resources manages Support Staff (including clerical-technical, labor and professional staff, nurses, police officers and professional residence hall staff), and Faculty and Academic Staff Affairs (FASA) manages faculty and academic staff (including tenured and fixed-term faculty, researchers, librarians, academic specialists, executive management, and others). All employees, however, are subject to the below employee policy on AOD:

Consistent with State and Federal Law, Michigan State University will maintain a workplace free from the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance. The unlawful manufacture,

⁵⁹ <https://spartanexperiences.msu.edu/about/handbook/index.html>

⁶⁰ <https://spartanexperiences.msu.edu/about/handbook/index.html>

⁶¹ <https://spartanexperiences.msu.edu/rso-s/RSOH/Accountability%20and%20Conduct.html>

distribution, dispensation, possession or use of controlled substances, illicit drugs and alcohol are prohibited on any property under the control of and governed by the Board of Trustees of Michigan State University, and at any site where work is performed by individuals on behalf of Michigan State University.

Pursuant to applicable University procedures governing employee discipline, any employee involved in the unlawful use, sale, manufacturing, dispensing or possession of controlled substances, illicit drugs and alcohol on University premises or work sites, or working under the influence of such substances, will be subject to disciplinary action up to and including dismissal and referral for prosecution.

The employee must notify the University of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) calendar days after such conviction. Failure to provide such notice will subject the employee to discipline up to and including dismissal pursuant to applicable University procedures governing employee discipline. The employee shall notify his/her immediate supervisor, who will report the incident to the Office of Human Resources, Faculty and Academic Staff Affairs or Student Employment Office.

Michigan State University supports and sponsors programs aimed at the prevention of substance abuse by University employees. The Employee Assistance Program provides preventative programs and counseling for employees experiencing substance-dependency problems. Assistance is available on a voluntary basis. Leaves of absence to obtain treatment may be obtained under the medical leave provision of the appropriate labor contract or policy.

D23. Academic Staff Policies

The Office for Faculty and Academic Staff Affairs (FASA) provides human resources support for faculty and academic staff, including all faculty, academic specialists, MSU Extension Educators, Librarians, Archivists, FRIB, Medical Residents and Interns, Scholars, Coaches and Research Associates. FASA follows the above university's Drug and Alcohol Policy for all employees.

D24. Support Staff Policies

In addition to the MSU Drug and Alcohol Policy, MSU maintains the following policy regarding alcohol and drugs which applies only to support staff.

The Rules of Personal Conduct for Employees are intended to promote the orderly and efficient operation of Michigan State University, as well as to protect the rights of all employees. Violations, therefore, shall be regarded as cause for

disciplinary action, up to and including discharge. Discharge may result from an accumulation of minor infractions, or for a single serious infraction.

Disciplinary action under these rules does not preclude an employee from discipline for violation of University policies or ordinances, criminal liability or sanctions for violation of local, state or federal laws.

These rules do not preclude any University department from establishing additional rules for its employees that are necessary for the effective operation of that department. This is not a comprehensive list of rules, and the University reserves the right to discipline employees for acts or omissions not stated below.

Each employee is required to conduct himself/herself in a professional manner at all times. The following are examples of prohibited conduct.

Misconduct related to the use or possession of alcohol, illegal drugs, or controlled substances:

- *Unauthorized consumption or possession of alcohol on University premises*
- *Consuming, distributing or possessing illegal drugs, as determined by state or federal law, on University premises*
- *Consuming, distributing, or possessing controlled substances on University premises without a prescription*
- *Selling or conspiracy to possess illegal drugs or controlled substances*
- *Unlawfully manufacturing, distributing, dispensing or using illegal drugs or controlled substances*
- *Being under the influence of alcohol when reporting to or while at work*
- *Being under the influence of illegal drugs (as determined by state or federal law) when reporting to or while at work*
- *Being under the influence of controlled substances without a prescription when reporting to or while at work*
- *Failing a required drug or alcohol screen*
- *Falsifying laboratory test results or samples*
- *Adulterating or attempting to adulterate a drug screening specimen*

❖ CDL drivers

MSU maintains a policy for support staff whose responsibilities require them to maintain a commercial driver's license (CDL). The policy excerpt below includes the section on prohibited alcohol and drug use behaviors as well as protocol for its enforcement.

Applies to: All University employees performing safety-sensitive functions whose position responsibilities require they obtain a CDL (commercial driver's license).

This policy states expectations for institutional and individual conduct. It applies to all University community members, including faculty, staff, students, registered student organizations, student governing bodies, and the University's administrative units, and to the University's contractors in the execution of their University contracts or engagements (this policy does not apply to the conduct of a contractor's internal affairs, nor does it apply to the conduct of contractual engagements to which the University is not a party), with respect to the following:

- 1) *All educational, employment, cultural, and social activities occurring on the University campus,*
- 2) *University-sponsored programs occurring off-campus, including but not limited to MSU Extension, intercollegiate athletics, lifelong education, and any regularly scheduled classes,*
- 3) *University housing, and*
- 4) *Programs and activities sponsored by student governing bodies, including their constituent groups, and by registered student organizations.*

Prohibitions: the following alcohol and controlled substances-related activities are prohibited by the Federal Highway Administration's (FHWA) alcohol and controlled substances abuse rules for drivers with CDLs:

- 1) *Reporting for duty or remaining on duty to perform safety sensitive functions while having a blood alcohol concentration (BAC) of 0.04 or greater.*
- 2) *Being on duty or operating a vehicle while the driver possesses alcohol, unless the alcohol is manifested and transported as part of a shipment. This includes the possession of medicines containing alcohol (prescription or over-the-counter), unless the packaging seal is unbroken.*
- 3) *Using alcohol while performing safety-sensitive functions.*
- 4) *Reporting for duty to perform safety-sensitive functions within 4 hours after using alcohol.*
- 5) *When required to take a post-accident alcohol test, using alcohol within 8 hours following the accident or prior to undergoing a post-accident alcohol test, whichever occurs first.*

- 6) *Refusing to submit to an alcohol or controlled substances test required by post-accident, random, reasonable suspicion or follow-up testing requirements.*
 - 7) *Reporting for duty or remaining on duty, requiring the performance of safety-sensitive functions, when the driver uses any controlled substances, except when instructed by a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a vehicle. (NOTE: Drivers are to inform supervisors of any therapeutic drug use.)*
 - 8) *Reporting for duty, remaining on duty or performing a safety-sensitive function, if the driver tests positive for controlled substances.*
- **Note:** There is ongoing confusion regarding Marijuana policy for CDL drivers who are legally using adult-use or medical Marijuana in the state of Michigan. However, CDL drivers are regulated by Federal Laws that prohibit Marijuana use and Michigan laws which prohibit the use of Marijuana while driving.⁶²

D25. Education Abroad Directors and Student Participants

EA program directors and assistants are required to attend a Critical Incident Management Seminar before they lead a program for the first time and then every other academic year or as required by new procedures. For the reporting period, Academic Years 2020-2021 and 2021-2022, program directors and assistants were required to attend each year. During these seminars, they are trained on how to handle cases of student alcohol and drug misuse, following Global Safety (GS) and EA policies. GS provides all program leaders with the On-Site Operations Manual, which outlines procedures for handling student misconduct while abroad. In addition, GS Stipulates its expectations regarding alcohol use to employee program leaders in the manual:

The alcohol misuse policy applies to program directors as well. No [Education Abroad] funds may be used to purchase alcohol. If students are individually purchasing alcohol at a group function, it is your responsibility to monitor responsible alcohol use by you and the students. While you are not ultimately responsible for an individual student's intoxication, you can be liable

⁶²

https://www.michigan.gov/msp/-/media/Project/Websites/msp/ohsp/pdfs3/4200_Marihuana_and_Driving_brochure.pdf?rev=86ac18d9bef042cf9854c06c7f1b6063

if you are shown to encourage consumption. Also, as a program director, you are in a position of authority and responsibility and you must be capable of addressing an emergency should it arise. It is strongly advised that you do not consume alcohol at such functions.

Additionally, prior to students attending their education abroad experience, EA outlines student conduct policies, including the alcohol misuse and drug use policies, and alcohol safety tips in the online pre-departure orientation. Students also sign an [Education Abroad Statement of Responsibility](#)⁶³ that outlines the alcohol misuse and drug use policy. The corresponding section is provided below.

I must abide by host country laws and local institutional regulations with respect to alcohol and other drugs. Unless permitted by host country law and local institutional regulations, I will not possess, consume, furnish, or distribute any alcoholic beverages. Furthermore, I understand that Michigan State University has a zero-tolerance policy with respect to the possession, use, manufacture, production, sale, exchange, or distribution of illegal drugs. Whether a drug is illegal is governed by U.S. federal drug laws, the laws of the State of Michigan, and host country laws. I am responsible for knowing and obeying the laws of the host country, as well as all local institutional regulations, regarding alcohol and other drugs. I will adhere at all times to the Office for Education Abroad's [Alcohol Misuse and Drug Use policy](#). I understand that violations of law or policy may result in disciplinary action upon my return to campus and may result in (i) probationary requirements for the remainder of the program abroad; (ii) removal from the program (grade determination will be made by the Sponsoring College's Associate/Assistant Dean for Undergraduate Education in consultation with the instructor); and/or (iii) academic withdrawal from MSU for the semester in progress and/or suspension or expulsion from MSU.

⁶³ <https://educationabroad.isp.msu.edu/apply/application-process/know-your-responsibilities/>

E. BY THE NUMBERS: POLICY ENFORCEMENT



One of the goals of the BR is to ensure the university enforces the disciplinary sanctions for violating standards of conduct related to AOD use consistently. While MSU's various AOD-related policies have been detailed in the sections above, the following section will provide information regarding policy enforcement during the 2020-2022 timeframe. This includes information on how the policies were enforced, as well as an analysis of the disciplinary data for students and employees who violated the policies. The information and data in this section is intended to demonstrate the extent with which MSU consistently enforces its policies based on the following research questions:

- 1) How many drug and/or alcohol-related fatalities occurred on MSU's campus or as part of any of MSU's activities?
- 2) How many drug and/or alcohol-related violations (among students and employees) occurred on MSU's campus or as part of any of MSU's activities?
- 3) What sanctions - and how many - were issued to employees and students who committed drug or alcohol-related violations?
- 4) To what extent does MSU consistently issue sanctions for AOD violations?

Fatalities

During the 2020-2022 period included in this report there have been 28 known student deaths. The previous BR states that due to limitations in record keeping and available information on these cases illuminated in the 2018 BR, it was impossible to report precisely the number of fatalities that resulted from alcohol or illicit drug use and that occurred on MSU's campus or as part of its activities.

Student Deaths:

- July 1, 2020 - June 30, 2021—total of 14 deaths—various causes
- July 1, 2021 - June 30, 2022—total of 14 deaths—various causes

During the 2020-2021 time period, two of the 14 deaths were due to AOD-related causes. In the subsequent 2021-2022 time period, two of the 14 deaths were also due to AOD-related causes. However, these metrics may be higher as some student families refused to disclose cause of death.

Student Discipline and Sanctions

E1. Athletics

Student-athletes who alleged to be in violation of policies related to substance use were referred to the Team Physician for counseling and provided with necessary assessments and referrals. Under MSU Athletics Department policies (detailed in section *D14*), student athletes are subject to both random and suspicion-based testing. If there is any concern regarding a student-athlete's safety, or when alleged violations are serious, the student athlete is immediately pulled from all team activities. The table below shows the number of positive drug tests for all student athletes in the 2020-2021 and 2021-2022 academic years.

Table E1-A. Positive drug tests for student athletes

	2020-2021*	2021-2022**
Alcohol	1	0
Marijuana	4	4
Other Drugs [i.e., cocaine, steroids]	0	0

*All incidents that occurred in the 2020-2021 school year took place off-campus.

**The incidents that occurred during the 2021-2022 school year were a mix of on-campus and off-campus incidents.

There were no sanctions issued for any of the cases in either academic year as every case involved a first positive test result which requires counseling but no suspension. All counseling sanctioned was completed by the Athletics substance abuse counseling staff. The number of violations, and especially the number of sanctions, are noticeably different from those reported in the 2018-2020 BR. Due to the COVID-19 pandemic, all student-athletes were tested less than previous years.

E2. Office of Student Support and Accountability (OSSA)

The Dean of Students Office (DOSO) was renamed as OSSA in January 2022, an office that implements the student conduct and sanction process. Any member of MSU may report a suspected AOD policy violation to OSSA. OSSA then initiates contact with the accused student to review a copy of the complaint, inform them about their rights and responsibilities, and provide them with options on how to resolve the complaint. If responsible, the student is provided sanctions. The table below presents the total number of complaints that included at least one charge relating to alcohol or drugs.

Table E2-A. Total Complaints Referred to OSSA for Alcohol and/or Drug Charges (9/2/20 - 8/19/21 and 9/1/21 - 8/28/22)

	2020-2021	2021-2022
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Complaints*	75	161
Students	69	146

*Complaints are a single report that may involve 1 or more students

Table E2-B. Student Conduct Alleged Violations & Actual Violations (9/2/20 - 8/19/21 and 9/1/21 - 8/28/22)

	<i>2020-2021</i>		<i>2021-2022</i>	
	Alleged Violations	Actual Violations	Alleged violations	Actual Violations
Alcohol	62	51	134/148	106/108
Drugs	12/13	10	33/35	19

Note: A student may have been accused of **both** the alcohol and drug policies in one incident.

/Italics = A number that counts alcohol/drug regulations of *possession* AND *distributions as individual violations for a single incident* (i.e., violation of GSR policy 2.13 and violation of GSR policy 2.14 = two alcohol violations in a single incident)

Table E2-C. Student Conduct AOD Case Status (9/2/20 - 8/19/21 and 9/1/21 - 8/28/22)

	<i>2020-2021</i>	<i>2021-2022</i>
Student accused of at least one AOD violation	69	144
Unresolved/Pending cases	0	3
Students found not responsible for all violations*	4	18
Students found responsible for at least one violation, but not an AOD violation	9	19
Students found responsible for at least one AOD violation	57	111

*Includes cases that are withdrawn

Table E2-D. Student Conduct Sanctions (9/2/20 - 8/19/21 and 9/1/21 - 8/28/22)

Policy	Sanctions	<i>2020-2021</i>	<i>2021-2022</i>
Alcohol Only	Tier II (Spartan Smart & Probation)	3	47

	Tier II + (Spartan Smart & Probation, plus additional sanction)	27	18
	Tier III (Substance Abuse Assessment & Probation)	1	3
	Other (e.g., Withdrawn, Housing expulsion, Restitution, Paper or Warning Only)	19	32
Total Alcohol		50	100
Drugs Only	Tier II (Spartan Smart & Probation)	2	7
	Tier II + (Spartan Smart & Probation, plus additional sanction)	0	5
	Tier III (Substance Abuse Assessment & Probation)	5	0
	Other (e.g., Withdrawn, Housing expulsion, Restitution, Paper or Warning Only)	3	2
Total Drugs		10	14
Alcohol & Drugs	Tier II (Spartan Smart & Probation)	0	3
	Tier II + (Spartan Smart & Probation, plus additional sanction)	0	0
	Tier III (Substance Abuse Assessment & Probation)	0	0
	Other (e.g., Withdrawn, Housing expulsion, Restitution, Paper or Warning Only)	0	2
Total Alcohol & Drugs		0	5
Total AOD Sanctions		60	119

Table E2-E. Student Athlete (only) Accused & Responsible for AOD Violations (9/2/20 - 8/19/21 and 9/1/21 - 8/28/22)

	<i>2020-2021</i>		<i>2021-2022</i>	
	Alleged Violations	Actual Violations	Alleged Violations	Actual Violations
Athlete Incident	14	12	1	1

Note: A student may have been accused of/violated **both** the alcohol and drug policies

Table E2-F. Student Conduct AOD Sanctions: Student Athletes (only) (9/2/20 - 8/19/21 and 9/1/21 - 8/28/22)

Population	Sanctions	<i>2020-2021</i>	<i>2021-2022</i>
Student Athletes	Tier II (Spartan Smart & Probation)	2	1
	Tier II + (Warning, Spartan Smart, probation, plus other sanctions)	10	0
Total		12	1

Table E2-G. Location of AOD Incidents (9/2/20 - 8/19/21 and 9/1/21 - 8/28/22)

Location	<i>2020-2021</i>	<i>2021-2022</i>
Residence Hall	73	159
Other On-Campus Location	1	2
Education Abroad	0	0

E3. Education Abroad (EA)

EA partners with OSSA to refer any AOD-related incidents that occur abroad to the formal conduct process as needed. OSSA is then responsible for implementing sanctions for any student found to be in violation of AOD policy. A conduct incident may be referred to OSSA if one of the following is true:

- A student violates a General Student Regulation
- A student is removed from the program for conduct reasons
- A student would be removed from the program for conduct reasons, but the program is ending imminently (e.g. misbehavior happens on final night of program)

- A conduct incident that occurred abroad is not resolved on-site

Any incident where a student violates the codes of conduct and jeopardizes health and safety or the viability of the program will result in a written warning that the Senior Coordinator for Global Health, Safety and Security sends to students through Advocate. Most AOD incidents fall into this category.

The most common type of AOD incident is alcohol misuse (e.g., a student consumes alcohol in excess such that they disrupt the program – examples may be noise complaints, missing a program activity due to use such as a hangover). If the conduct outlined in a written warning continues, a student may be removed from the program (e.g., if alcohol misuse continues). If an egregious conduct incident occurs, it could result in immediate removal from the program. Fortunately, that is a rare occurrence and did not occur this reporting period.

In Academic Year (AY) 2020-2021 and AY 2021-2022, 3 incidents on education abroad programs were related to alcohol or drugs.

Table E3-A. 2020-2021 and 2021-2022 Incidents Violating AOD Policies while Abroad

	<i>2020 - 2021</i>	<i>2021 - 2022</i>
Alcohol Misuse	0	3
Disruptive Behavior	0	0
Alleged Illegal Drug Use	0	0
Property Damage	0	0
Underage Alcohol Use	0	0

Program directors and GS staff followed their policies by issuing, primarily, warnings for students who violated AOD policies. In more severe cases, students may be referred to OSSA for university-level discipline and/or removed from the program.

Table E3-B. 2020-2021 and 2021-2022 Disciplinary Outcomes for Education Abroad Violations

	<i>2020-2021</i>	<i>2021-2022</i>

Verbal Warning	0	3
Written Warning	0	1
Referred to Student Conduct	0	0
Removed from Program	0	0
Behavior Contract	0	0
Formal Apology Required	0	0
Non-disciplinary Actions	0	0

Because many EA programs did not run due to the COVID-19 pandemic —whether border restrictions, provider cancellations, or other related limitations— there were significantly less cases and sanctions in 2020-2022 than in years prior to COVID-19.

E4. Fraternity and Sorority Life (FSL)

As expressed in the previous section of inventoried policies, FSL has a unique set of policies specific to their councils, specific chapters, and the university. The following will outline the process for which FSL members and organizations are held accountable by their internal systems.

Effective August 31, 2022, a new student organization conduct policy was implemented to which all student organizations are held to.

Student Organization Conduct⁶⁴

Student Organizations (SO) are members of the MSU community. With this membership come benefits and responsibilities. The General Student Regulations, the Student Rights and Responsibilities, and other student conduct policies form the basis for the behavioral expectations in the MSU community.

For the purposes of the SO Code of Conduct, a SO is defined as any group whose membership consists of students currently enrolled at the University that is: (1) registered with the Office of Student Life and Engagement; or (2) affiliated with

⁶⁴ <https://ossa.msu.edu/student-organization-conduct>

the University through an academic department or administrative entity which supports, endorses, supervises, or recognizes the organization, unless the Senior Vice President for Student Life and Engagement otherwise determines the organization is a University function.

Alleged violations of the SO Code of Conduct by a SO will be adjudicated by the Office of Student Support and Accountability (OSSA).⁶⁵ Alleged conduct violations by individual SO officers or members will also be adjudicated by the OSSA, as prescribed in the Student Rights and Responsibilities.

The extent and terms of disciplinary action against a SO will depend upon the nature and severity of the infraction, as well as any history of previous violations. A SO must be in good standing to maintain its registration status.

The primary intent of the SO disciplinary process is to guide behavior and correct misconduct in a manner consistent with University policies and procedures.

Through education and promoting critical decision-making, the disciplinary process seeks to help SOs avoid future misconduct and repair any harm done. As such, sanctions levied in the disciplinary process will be commensurate with the seriousness of the offense, with the understanding that repeat violations may justify increasingly severe sanctions.

SO Code of Conduct

The following code of conduct serves to inform SOs of certain prohibited misconduct for which they may be disciplined. Attempts to commit prohibited acts may be sanctioned to the same extent as completed violations.

- 1. Physical Violence: Behavior that threatens the safety of or causes harm to students, faculty, staff, or guests is strictly prohibited, including physical abuse, threats, and intimidation.*
- 2. Hazing: SO members are prohibited from requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation, affiliation with, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or*

⁶⁵ Greek-letter chapters affiliated with the Interfraternity Council, Panhellenic Council, National Pan-Hellenic Council, or Multicultural Greek Council must abide by the conduct policies established by their respective governing body, as well as the SO Handbook.

physical harm or humiliation. Michigan state law (M.C.L. 750.411t) also prohibits hazing.

Examples of hazing include, but are not limited to:

- *Physical acts of violence or intimidation (e.g., whipping, beating, branding, line-ups, berating, exposure to the elements, or confinement in a small space).*
- *Forced physical activities (e.g., working out excessively, carrying bricks, or acts of servitude).*
- *Activity involving consumption of food, alcoholic beverages, or drugs.*
- *Placing a harmful substance on the body.*
- *Deprivation of sleep, food, physical hygiene, or means of communication.*
- *Activities intended to degrade, demean, or humiliate (e.g., dressing in costume, creating and/or distributing harmful digital content on social media, shaving head, pledge ditches, scavenger hunts, or road trips).*
- *Forced sexual conduct (e.g., nudity).*
- *Activity that induces or requires an individual to violate University policies or commit a crime (e.g., kidnapping or abandonment).*
- *Interference with academic pursuits (e.g., not permitting a student to attend class or encouraging academic dishonesty).*

A claim that the hazed individual consented to or acquiesced in the hazing is not a mitigating factor or justification for hazing. Consent or acquiescence to hazing is never a defense.

3. *Alcohol and Other Substance Use: SO members are prohibited from using or possessing any alcoholic beverages, except as permitted by state law or University policy or ordinance. Alcohol infractions include, but are not limited to, providing alcohol to under-age individuals, alcohol permit violations, and use, sale, or possession without permission. SO members are prohibited from using, possessing, or manufacturing any drug or drug paraphernalia prohibited by federal or state law, as well as providing such substances to others.*
4. *Property Damage and Vandalism: A SO will be subject to discipline if any member damages, defaces, destroys, vandalizes, or tampers with the*

property of another person or the University as a result of reckless behavior or intentional misuse.

5. *Theft: Unauthorized possession of property, identity, services, or resources owned or maintained by the University.*
6. *Trademarks: A SO is prohibited from the unauthorized use of the MSU trademark, name, title, and images.*
7. *Falsification of Information: Forgery, alteration, or misuse of organization identification, records, or documents, or knowingly furnishing false information to the University.*
8. *Failure to Comply with a University Directive: SO members must not obstruct, disrupt, or interfere with the functions, services, or directives of the University.*
9. *Student Organization Funds: SO members must not mishandle or allocate organizational funds in violation of university policies or procedures.*
10. *Sponsorship: SO members must not sponsor activities with any student group or organization that has been prohibited from participation or had their SO status suspended or terminated.*
11. *Academic Misconduct: A SO may be subject to discipline if one or more of its members aids or abets other students to cheat, plagiarize or engage in other forms of academic misconduct.*
12. *Other Prohibited Conduct: Violating other University policies or regulations will subject an SO to discipline. Disciplinary action may also be taken if an activity of one or more SO members at a group or organization-sponsored event threatened any educational process or other legitimate function of the University, or the health or safety of another individual or individuals.*

Disciplinary Process for Alleged Infractions

- *Any alleged violation of the SO Code of Conduct by a SO must be reported to the OSSA. Any student, faculty, staff, student organization or other individual may submit a written complaint against a SO for behavior on- or off-campus. Allegations of misconduct by individual SO members must be reported to the OSSA. The OSSA may handle a complaint against a SO while concurrently adjudicating a complaint for related misconduct by a member(s) of the same SO.*

- *Any alleged violation of the Policy on Relationship Violence and Sexual Misconduct or the Anti-Discrimination Policy by an SO or its member(s) must be reported to the MSU Office of Institutional Equity.*
- *Upon receipt of a complaint, the OSSA will review alleged violations of the SO Code of Conduct. The OSSA may gather information from a variety of sources in adjudicating a complaint against an SO. Where appropriate, the OSSA may attempt to resolve the issue informally through direct discussions with the parties. If the issue cannot be resolved informally, the OSSA will proceed with formal adjudication of the complaint.*
- *The OSSA will notify the SO in writing of the complaint, including:*
 - (1) the specific policy or infraction that was allegedly violated;*
 - (2) the date, place, and description of the alleged violation;*
 - (3) notice of the opportunity to review the complaint in person;*
 - and (4) the deadline by which an SO officer must meet with the OSSA.*
- *At the required administrative meeting, the OSSA will inform the SO officer of their rights and responsibilities under this document, review the complaint, and discuss possible resolution options. At that time, the respondent SO will be provided a copy of the complaint and may admit or deny the alleged violation.*
- *If the SO fails to meet with the OSSA, or fails to admit or deny the alleged violation within five (5) class days of meeting with the OSSA, the OSSA may take one of the following actions:*
 - *Suspend the SO's status until an SO officer meets with the OSSA.*
 - *Render a decision on the complaint.*
- *If the SO admits to the violation, the OSSA will work towards a resolution in which the SO takes responsibility for its actions and agrees to the sanction decided by the OSSA. This is a negotiated process that allows all parties to find solutions that promote accountability and good decision-making in the future by the SO.*
- *If the SO denies the violation, the UASO will have the opportunity to submit documents and other relevant evidence to the OSSA and identify witnesses who may have relevant information. The OSSA will use a preponderance of the evidence standard to decide whether the SO committed the alleged policy violation. If it is more likely than not that no policy violation occurred, the complaint will be withdrawn. If it is more likely than not that a policy was violated, the OSSA will issue sanctions.*

- *The OSSA shall notify the SO in writing of the decision, including a rationale for the decision, any sanctions issued, and notification of the right to appeal.*

Sanctions

Sanctions imposed will be based on consideration of the circumstances in a particular case, including any prior record of misconduct by the SO. Failure to comply with a sanction may result in the imposition of more severe sanctions.

Sanctions may include one or more of the following:

- *Disciplinary Reprimand*
 - *An official written statement expressing disapproval of the behavior and warning that further misconduct may result in more severe discipline.*
- *Educational Sanction*
 - *The SO may be required to provide an identified service, participate in a particular program, receive specific instruction, complete a designated assignment or activity, or other similar sanctions intended to educate.*
- *Attainment of Standards*
 - *The SO members may be required to attain a specific standard over the course of a designated time period. Examples include, but are not limited to, organizational grade point average, organizational arrest and citation rate, organizational member retention, and/or organizational member certifications/trainings.*
- *Restitution*
 - *The SO may be assessed reasonable expenses related to the infraction, including the repair/replacement cost for any damage to property.*
- *SO Probation*
 - *An official written statement establishing a period of time for observing and evaluating an SO. If the SO commits additional infractions during the probationary period, more severe sanctions may be imposed. The probation may be accompanied by conditions.*
- *Revocation or Restriction of Privileges*
 - *A SO may be denied access to certain university privileges for a definite or indefinite period of time. This may include, but is not*

limited to, prohibitions on university space usage, bar from receiving and/or expending funds, and suspension from participating in certain student organization and/or university-sponsored events or activities.

- *Loss of Registration*
 - *A SO may be involuntarily separated from the University for a specified period or permanently. Conditions for return may be imposed.*

Appeals

Either party may appeal the decision in writing to the Director of OSSA, or designee, within five class days after the decision has been sent to the parties. The appeal must be on the basis that:

- (a) the information presented does not support the decision reached;*
- (b) the information presented does not support the sanction imposed; or*
- (c) the procedures described above for adjudicating the case were not followed.*

Any sanctions issued will not go into effect while the appeal is pending. On appeal, the decision may be affirmed, reversed, remanded back with instructions for further investigation or modified as deemed appropriate by the Director of OSSA, or designee.

Temporary Restraining Actions

The Assistant Vice President for Student Development and External Relations and the Dean of Students or designee (AVP/DOS) may impose a temporary restraining action against an SO, pending the outcome of a disciplinary complaint if the SO's continued operation or conduct threatens immediate and irreparable harm to the health or safety of persons or property.

Before deciding to take a temporary restraining action, the AVP/DOS will make a reasonable attempt to notify the SO of the potential temporary restraining action and offer the SO an opportunity to present information that it does not pose such a threat. The AVP/DOS shall consider the nature and potential extent of the immediate and irreparable harm and other alternatives to remedy the situation. If the AVP/DOS decides to take a temporary restraining action, the SO shall be

required to immediately halt or withdraw the action in question pending the resolution of the disciplinary complaint.

The temporary restraining action shall not preclude, render irrelevant or predetermine the outcome of the disciplinary complaint relating to conduct on which the temporary restraining action is based. Nor shall a temporary restraining action create a presumption that the SO violated any policies.

The SO subject to the temporary restraining action may petition in writing to have the restraining action removed at any time. Such a petition will be considered by the Senior Vice President for Student Life and Engagement or designee. Within five (5) class days after receipt of the petition, the Senior Vice President for Student Life and Engagement or designee shall meet with SO officers for the sole purpose of deciding whether to continue or remove the temporary restraining action.

E5. MSU Department of Police and Public Safety

MSU DPPS is charged with enforcing university ordinances and state laws and places a large emphasis on alcohol and drug enforcement. More of MSU DPPS's services are described in the *Program Inventory* section of this report.

Table E5-A. Arrest Data on Campus

	<i>2020-2021</i>	<i>2021-2022</i>
Drunk/Drugged Driving	26	6
Controlled Substance Violation	16	4
Minor in Possession (Alcohol)	0	0
Drunk & Disorderly	0	4

The number of AOD-related incidents reported in the 2020-2022 biennium are noticeably fewer than those included in the previous BR. This is most likely due to the impact of the COVID-19 pandemic on students residing on-campus during the academic year.

Previously, the MSU DPPS did not refer MIP infractions to the Dean of Students Office (DOSO, currently OSSA) for adjudication. This happened for multiple reasons:

- 1) the Ingham County Prosecutor advised MSU DPPS not to refer student misconduct cases to DOSO for adjudication to avoid interference with the criminal justice process, and
- 2) There are very few cases per year to refer.

Starting on January 1, 2021, MSU DPPS began to refer all MIP cases where MSU DPPS is made aware that the individual is a student to OSSA for adjudication through the conduct system.

MSU DPPS enforces all state- and city-level ordinances, including underage drinking laws, during MSU athletic events. The following statistics represent AOD-related crimes that occurred during the seven home football games in fall 2021, which are a subset of the overall crime statistics presented above.

Table E5-B. Gameday incidents

	<i>Fall 2020</i>	<i>Fall 2021</i>
Minor in Possession (Alcohol)	N/A*	0
Drunk & Disorderly	N/A*	1
Controlled Substance Violation	N/A*	0

*There was no in-person attendance at football games in fall 2020 and tailgating on campus was suspended.

E6. New Student Orientation (NSO)

Because all NSO programming was held remotely from 2020 to 2022, there were no students staying overnight in on-campus housing during NSO. According to both the OSSA and the REHS/RCCE divisions, there were no sanctions issued for conduct during NSO during the 2020-2022 biennium.

E7. Residential Care and Community Expectations (RCCE)

The RCCE⁶⁶ is a subunit within Residence Education and Housing Services (REHS) which oversees cases related to residential student conduct. It consists of three professional staff members who oversee, support, and provide training on the in-hall conduct system. The RCCE also provides ongoing support and care for students experiencing mental health and other struggles during their time in university housing. This work is completed through training for undergraduate, graduate and professional residence hall staff; and intentional follow up with students to connect them with appropriate resources.

⁶⁶ <https://liveon.msu.edu/REHS-Care-Conduct>

❖ Staff Violations

The below includes any alleged violations for residents of MSU's on-campus housing.

Table E7-A. RCCE AOD Case Status - Tier I

	<i>2020-2021</i>		<i>2021-2022</i>	
	Alleged Violation	Violation (Found Responsible)	Alleged Violation	Violation (Found Responsible)
Alcohol	134	83	618	429
Drugs	33	21	139	64
Alcohol and Drugs	0	0	9	5
Total	167	104	766	498

When meeting with REHS staff a Tier I case, a student will have an opportunity to review the details of the case and accept or deny the alleged policy violations. If accepted, the student works with REHS staff to determine an appropriate provision. If denied, it will be decided whether there is enough information to substantiate pursuing charges through the formal conduct process, or if students are found not to have violated policies.

Table E7-B. RCCE AOD Case Status

	<i>2020-2021</i>	<i>2021-2022</i>
Students accused of at least one Tier 1 AOD Violation	167	766
Unresolved Cases	0	0

Students found responsible for at least one violation, but not an AOD Violation	46	141
Student found not responsible for all violations	17	127
Student found responsible for at least one AOD violation	104	498

Though students who violate AOD policies at the Tier I level are not formally sanctioned, they commonly agree to complete activities following their educational conversation with REHS staff. AOD In-Hall Interventions are known as Provisions. All provisions must be agreed upon by the student and the conduct officer and serve as educational activities to further explore learning from the conduct process. Additionally, students can be assigned multiple provisions, therefore the number of provisions is larger than the number of cases.

Table E7-C. Students Assigned Provisions (Tier I) for AOD Violations

	<i>2020-2021</i>	<i>2021-2022</i>
RES - Create a Poster	0	1
RES - Follow-Up Meeting	0	1
RES - In-Meeting Reflection Activity	0	16
RES - Minute Paper	0	2
RES - Noise Prevention	1	8
RES - Option Letter Policy Review Worksheet	0	24
RES - Organization Involvement	0	1

RES - Other	9	10
RES - Policy Review	67	470
RES - Reflection Paper	21	136
RES - Warning	48	150
RES- COVID-19 Directives Review and Reflection	51	4
RES- COVID-19 Safety for Students course (archived)	85	0
Return Property	0	4
Grand Total	305	955

Recidivism rates (or repeat-misconduct rates) of student violators are commonly reported to demonstrate effectiveness of the student conduct interventions. Low recidivism rates indicate that MSU's conduct interventions are effective at reducing student risk-behaviors. In most cases, a first violation will occur at the Tier I level, and a second violation advances to the Tier II level. Though many different scenarios are observable in the data, perhaps a clearer way to understand recidivism is to look at the number of unique students who violated an AOD policy one, two, three, or more times. The below tables should be read from left to right, noting the number of students, the number of times the student was found in violation, and the total number of cases reported (i.e., the product of the number of unique students by the times they were found in violation.)

Table E7-D. AOD Recidivism - 2020-2021

Number of Unique Students	Number of times a Unique Student was involved in a Tier 1 incident that was in violation of at least one AOD Policy	Total number of Cases (Product of Columns)
167	1	167

0	2	0
0	3	0
0	4	0
167		167

Table E7-E. AOD Recidivism- 2021-2022

Number of Unique Students	Number of times a Unique Student was involved in a Tier 1 incident that was in violation of at least one AOD Policy	Total number of Cases (Product of Columns)
732	1	732
17	2	34
0	3	0
0	4	0
749		766

The MSU Medical Amnesty Policy was implemented in Fall 2022, and as of December 12, 2022, there were 54 Incidents involving 68 students. Of those students who used the new Medical Amnesty policy, only 5 students did not attend MA meetings and reverted to the student conduct process.

Faculty/Staff Discipline and Sanctions

E8. Human Resources

The Office for Faculty and Academic Staff Affairs (FASA) oversees human resources support for approximately 7,000 faculty and academic staff members, which includes faculty, academic specialist, MSU Extension Educators, Librarians, Archivists, FRIB, Scholars, Coaches and Research Associates. There was only one disciplinary action for all faculty and staff that

occurred as a result of violating a policy related to alcohol or drug use during the 2020-2022 biennium. Details from this violation are below.

Spring Semester 2022: Researcher was at the workplace under the influence of prescription drugs. They were initially given a warning with safety precautions put into place. It occurred again and they were put on administrative leave with a last chance agreement. They did not follow through with the agreement and were terminated.

E9. Employee Relations

The Office of Employee Relations within the Department of Human Resources provides human resources support to support staff of the university including clerical-technical, labor and professional staff, nurses, police officers and professional residence hall staff. There were no AOD disciplinary cases for support staff in the 2020-2021 or 2021-2022 academic year.

The University Physician and the Employee Assistance Program (EAP) work in collaboration with Union leadership and MSU departments to offer Last Chance Agreements (LCA). The LCA process provides support staff employees who have been recommended for termination due to substance use violations an opportunity for continued employment contingent on compliance with the terms of the Last Chance Agreement, including monitoring by the EAP for a defined period. LCAs are used in rare cases where the employee has, in the past, exhibited good work performance but has declined due to use of drugs or alcohol during working hours and shows potential for returning to good work performance after committing to substance use disorder treatment. There was only one last chance agreement reported for the 2020 -2022 biennium, the details for this violation are in section E8.

E10. Occupational Health

MSU Occupational Health provides medical assessment, monitoring, intervention, and evaluation to MSU employees related to their occupational risks. Many of these services are required by federal and state laws, as well as various accreditation bodies. The Healthy Employee Risk Database (HERD) stores and tracks occupational health compliance information for MSU employees. The policies and statistics for the 2020-2022 biennium are reported below.

Regulatory Drug/Alcohol Screening for MSU Employees:

❖ CDL Drivers

As required by the United States Department of Transportation's Federal Motor Carrier Safety Administration, employees with a commercial driver's license (CDL) must complete a pre-placement urine drug and alcohol screening. A positive test at the time of this screening results in withdrawal of job offer. Federal regulations require that half the

number of commercial drivers on staff are urine drug screened per year. Employees are selected at random, and the test dates are also assigned randomly throughout the calendar year. Employees can only be tested for alcohol use if they are on-call and/or performing safety sensitive functions on the date of the random screening. Positive tests are reported to the employee's supervisor and the Office of Employee Relations. A positive test may result in the employee being terminated. Direction for further testing is dependent on the departmental decision to retain the employee and/or instructions from a substance abuse professional.

Statistics

There are currently 109 MSU employees who are required to maintain a CDL license as part of their employment agreement. Reports for drug and alcohol screening are compiled on an annual basis by our Medical Review Officer per the Department of Transportation, as a result, the following data is available for the 2020-2022 timeframe. From 1/1/2020 to 12/31/2020 a total of 57 urine drug screens and 10 saliva alcohol tests were performed. There were no positive drug or alcohol results in 2020. From 1/1/2021 to 12/31/2021 a total of 78 urine drug screens and 14 saliva alcohol tests were performed. There was one positive drug screen result in 2021. The most current data available for 2022 is for the timeframe 1/1/2022 to 6/30/2022. The total number of urine drug screens are 47 and 9 saliva alcohol tests were performed. There has been one positive drug screen result in 2022 to date.

❖ MSU Department of Police and Public Safety

The Michigan Commission on Law Enforcement Standards per R28.14203 requires that all persons selected to become a law enforcement officer must test negative for illicit use of controlled substances. An applicant who tests positive, refuses to submit to a test or fails to report for a test, will not be eligible for training or licensing for 2 years after the test. All new MSU Police Officers complete this testing through MSU Occupational Health as part of their pre-employment physical exam.

Statistics

From August 2020-August 2021, 4 new MSU Police officers completed pre-employment screening and no applicants had a positive drug screen. From August 2021-July 14, 2022, 7 new MSU Police officers completed pre-employment screening and no applicants had a positive drug screen.

Non-Regulatory Drug/Alcohol Screening for MSU Employees:

❖ College of Nursing

All new faculty in the College of Nursing are required to complete urine drug screening as stipulated by the College's affiliation agreements with hospitals participating in clinical rotations for nursing students. A positive test is reported to the Dean of Nursing and required follow-up is determined in consultation with the University Physician, Dean of Nursing, and FASA.

Statistics

From August 2020-August 2021, 12 new College of Nursing faculty completed urine drug screening and no applicants had a positive drug screen. From August 2021-July 14, 2022, 20 new College of Nursing faculty members completed urine drug screening and no applicants had a positive drug screen.

❖ MSU Health Care

Effective October 2018 all new non-faculty clinical providers, staff, students, temporary and on-call employees employed by MSU Health Care are required to undergo pre-employment drug screening through MSU Occupational Health. Positive tests are reported to MSU Health Care Human Resources. A positive test will result in the offer of employment being rescinded. Refusal to submit to drug screening will be considered a withdrawal of the employment application.

Statistics

From August 2020-August 2021, 84 applicants completed drug screening and 2 applicants had a positive drug screen during pre-employment screening. From August 2021-July 14, 2022, 97 applicants completed drug screening and 3 applicants had a positive drug screen during pre-employment screening.

Drug Screening for MSU Healthcare Professional Students:

❖ Professional Students

MSU health care professional students in the Colleges of Nursing, Human Medicine, Osteopathic Medicine and Medical Laboratory Sciences complete urine drug screening prior to beginning clinical educational experiences. Beginning in August of 2020, all College of Nursing, Human Medicine, and Osteopathic Medicine students are tested by an independent laboratory contracted by the colleges. All data regarding that testing would need to be requested from the colleges directly. Medical Laboratory Sciences students are tested through the Office of the University Physician. Positive tests are reported to the Program Director's Office and required follow-up is determined in consultation with the University Physician and the Program Director's Office. A positive test may result in the student being disenrolled from their academic program. In most cases, a positive test results in a student being placed on academic probation with a

requirement to complete substance abuse counseling and random urine drug screening for a predetermined time period.

Statistics

From August 2020-August 2021, the Office of the University Physician completed drug screening for 15 Medical Laboratory Sciences students and no students were confirmed to have positive results. From August 2021-July 14, 2022, the Office of the University Physician completed drug screening for 22 Medical Laboratory Sciences students and no students were confirmed to have positive results.

Student Staff Discipline and Sanctions

The REHS Hall Staff at MSU employs thousands of students throughout campus housing. Residential Assistants (RAs) are a unique cohort of undergraduate students with a high degree of responsibility. They are the first to enforce AOD policies for violations occurring within the residence halls and expected to set an example for student conduct. Additionally, Assistant Community Directors (ACDs) are graduate students who work within the residential community supervising undergraduate staff and facilitating the in-hall conduct process. The professional staff of REHS hold both RAs and ACDs accountable when they are found to have violated applicable rules or policies. The following tables summarize the number and nature of alleged violations and the resulting disciplinary action.

Table E11-A. Violations for REHS Resident Assistant and Assistant Community Director staff 2020-2022

Violation Type	Violation Year	Violation Outcome	Staff Level	Number of Cases
Drug	2020-2021	Probation	RA	1
Alcohol	2021-2022	Not Responsible	RA	1
Alcohol	2021-2022	Probation	RA	1
Alcohol	2021-2022	Termination	RA	7
Drug	2021-2022	Unresolved	RA	1
Drug	2021-2022	Not Responsible	RA	1

When the behaviors in question also violated university policies, RAs and ACDs were referred to OSSA for discipline under the student conduct system.



F. PROGRAM INVENTORY

This section is an inventory of the various programs, departments, and offices at MSU that are directly or adjacently involved in the development and implementation of the AOD Program. The term ‘program’ is used to refer to any service, resource, or similar activity based on AOD that is offered to students and employees throughout their time at MSU.

Academic College Programs

F1. College of Communication Arts and Sciences

The faculty in the College of Communication Arts and Sciences carry out continuous research on Health and Risk Communication, including peer-reviewed articles on alcohol, substance misuse, and COVID-19 social norms. All publications are listed in Appendix E.

Student Programs

Student programs are provided across the university and provide a variety of AOD prevention and intervention through individual consultations, educational programming, recovery support, and more. This section outlines AOD programming in individual departments, units, and offices, beginning with the HP department’s AOD program, due to the relevancy of their work, and the rest follow in alphabetical order.

F2. Alcohol and Other Drugs Program - Health Promotion Department

The [AOD program](#) is a unit of the HP department within Student Health and Wellness. Its goal is to reduce “the negative impacts of substance use, while cultivating an environment in which MSU students can flourish personally, civically, and academically.”⁶⁷ Their program staff currently consists of the AOD Program Coordinator and two part-time employees focused on programming. AOD program staff utilize a four-pronged strategy to reduce the risks associated with alcohol and other drug use on MSU’s campus:

1. **Environmental management** - The program operates on the idea that students’ environments influence their health status, beliefs, and behaviors. As a result, it strives to create a coordinated effort to address relevant environmental factors, in order to produce a large-scale impact on the community. This is done through mechanisms such as campus collaborations and campaigns, as well as integrated policies and programs.
2. **Social norms** - The program aims to identify and correct any social misperceptions about substance use, to ultimately decrease risky behaviors and improve health outcomes.

⁶⁷ <https://healthpromotion.msu.edu/alcohol-drugs/index.html>

3. **Harm reduction** - Based on data that demonstrate that harm reduction strategies result in better health outcomes, the program includes harm reduction information and messaging in their various programs and campaigns.
 4. **Education and awareness** - The program provides important information to students through a variety of platforms and materials, such as workshops, outreach, presentations, and social media, in combination with its evidence-based strategies. From 2020 to 2022, the AOD program within the HP department continued to serve as the main hub for campus-wide substance use education, outreach, programming, and research. Other departments, programs, and units at MSU dedicated to AOD prevention heavily rely on this program for leadership, guidance, support, and collaboration for identifying and addressing students' needs. The program's future initiatives include implementation of the newly developed Medical Amnesty Policy and expansion of primary prevention and early intervention efforts through outreach and education.
- ❖ **Data and Research:** National College Health Assessment, U Celebrate “Celebrations” Survey, and the Social Norms/Duck Campaign

The HP department has been utilizing data from the **NCHA** for the past 20 years. Data from NCHA are used by the AOD Program Coordinator to inform the department's engagement with students and development of programs. See section “*B. AOD Data at a Glance*” for more information.

The **U Celebrate/Celebrations Survey** collects information on students' substance use behaviors during on-campus celebratory events. It is administered by the National Social Norms Center (NSNC) at MSU and 11 other grantee institutions of higher education. It was first implemented in 2017 and continues to be evaluated, refined, and improved yearly based on data and feedback received from MSU and the NSNC grantees. Minor refinements to the survey were made between the 2018 and 2019 surveys, which began a rotation of the major celebratory events that would be the primary focus of the survey. In 2018, the survey focused on Halloween and Spring Break, and in 2019 the focus was Fall Welcome and St. Patrick's Day. The purpose and goals of rotating celebratory events is to provide more regular up-to-date data for messaging around those major celebratory events each year. Due to COVID-19, the 2020 and 2021 surveys were canceled. In 2022, the survey resumed and focused on Halloween, Spring Break, and St. Patrick's Day in order to capture more recent data on these specific celebratory events that no data had been collected about since before the COVID-19 pandemic. This data will be available to report in the next biennium.

The AOD program coordinates a **Social Norms Campaign**, better known as “The Ducks” or the “Duck Campaign,” that is based on [data collected](#) in 2019 from the National Norms Center that demonstrates the campaign’s success and effectiveness over time. Its goal is to “promote a better understanding of [students’] alcohol use” and “challenge the prevailing myths and misperceptions which often lead to higher risk consumption.”⁶⁸ As part of the campaign, the HP department and the Residence Hall Association host interactive programs (“Know Your Solo” and “Duck Days”) in student residence halls. Increased collaborations with other campus and community partners, such the MSU DPPS, have also been initiated for in-hall outreach events. Due to COVID-19, “Duck Days” were suspended in 2020 but resumed in September 2021. The table below states the number of students who were reached through these campaigns, although it is important to note that the COVID-19 pandemic significantly impacted the ability to host such in-person events.

Table F2-A. Number of students reached through Social Norms Campaign programming

	Sept 2021 - Aug 2022
“Duck Days” with Know Your Solo - Hall Events	10
“Know Your Solo” Only - Hall Events	2
<i>Total attendance at all events</i>	<i>1000-1200*</i>

* estimated.

- ❖ **Programming:** Presentations, eCHECKUP TO GO, Spartan Smart, Substance Use Assessments, Individual Consultations and Educational Counseling, and Be Responsible About Drinking (B.R.A.D.)

Presentations: The AOD program provides interactive educational sessions for academic staff and faculty in classrooms; RAs and ACDs in REHS; and chapters, councils, and teams in FSL; and registered student organizations. The primary emphasis of these presentations is on basic knowledge and social norms, harm reduction strategies, and risk management.

Table F2-B. Number of presentations and student attendance at AOD presentations

<u>2020⁶⁹ - 2022⁷⁰</u>	Unique Classes	Student Participants
----------------------------------------------	----------------	----------------------

⁶⁸ <https://healthpromotion.msu.edu/alcohol-drugs/index.html>

⁶⁹ 2020: August 20, 2020 to August 19, 2021

⁷⁰ 2021: August 20, 2021 to August 19, 2022

<i>Classroom Infusion</i>	30	1480*
<i>Campus Community</i>	16	980*
<i>Greater Community</i>	6	230*
<i>Fraternity and Sorority Life</i>	22	2700*

* estimated.

The following list includes examples of the various classes, groups, and organizations that received presentations:

- KIN121
- HNF150
- CEP261
- HST220
- RCPD State Program
- UGS110
- ISS210
- RCAH292
- UGS110 “Go to Health”
- SARV/POE Peer Educator Training
- CAPS Staff and Intern Training
- REHS RA-ICA Training
- REHS ACD & CD Training
- MSU College of Law
- MSU College of Engineering
- MSU School of Social Work: Career Development Day
- MSU Housing Cooperative
- Spartan Compass Program
- Student Support Network
- UAB Sexpo
- Students Against Substance Use e-Board
- Student Health Advisory Council
- Parent Orientation Program (POP)
- Panhellenic Council New Member Orientation
- Interfraternity Council New Member Orientation
- Greek e-Board Retreat
- Alpha Phi Retreat
- Alpha Kappa Delta Phi Sorority Inc
- Kappa Alpha Theta
- Kappa Kappa Gamma Farmhouse
- Kappa Delta
- Phi Gamma Delta
- Gamma Phi Beta
- Pi Beta Phi
- Alpha Xi Delta

eCHECKUP TO GO: *eCHECKUP TO GO for Alcohol* is a personalized, evidence-based online prevention intervention that provides students with individualized feedback regarding their alcohol use and helps them identify their risk of harm associated with that use. Programs are self-guided and designed to motivate students to reduce their consumption using personalized information about their own use and risk factors. *eCHECKUP TO GO for Alcohol* was developed by San Diego State University and is currently used by nearly 600 colleges and universities across four countries. The HP department offers unlimited access to *eCHECKUP TO GO for Alcohol* at no cost to

students. At the beginning of each Fall and Spring semester, all new first-year students are invited to take *eCHECKUP TO GO for Alcohol* from a message, signed by the University's President, along with two reminder emails.

Beginning in Fall 2017, the AOD program began offering *eCHECKUP TO GO for Cannabis*, a personalized, evidence-based online prevention and intervention program designed to reduce cannabis use. It provides individualized feedback to each student about their cannabis use patterns, health and personal consequences, unique personal and family risk factors, and campus and community support and resources. The goal of the program is to reduce levels of cannabis misuse with a special focus on first-year students and chronic users. *eCHECKUP TO GO for Cannabis* offers unlimited access at no cost to students. Both *eCHECKUP TO GO for Alcohol* and *Cannabis* are also utilized as an assessment tool in Spartan Smart Classes.

Table F2-C. Number of students who completed *eCHECKUP TO GO*

	2020 - 2021	2021 - 2022
<i>eCHECKUP TO GO for Alcohol</i>	3864	3983
<i>eCHECKUP TO GO for Cannabis</i>	181	324

Spartan Smart Course: Spartan Smart is part of OSSA's Tiered Intervention Strategy (see section D12) and the primary intervention strategy for students who are found responsible for violating university policy related to substance use. It involves two 4-hour educational sessions on alcohol and marijuana based on the principles of Motivational Interviewing, the Transtheoretical Model for Change, Social Norms Theory, and Persuasion Theory. It is focused on risk mitigation for students who have been sanctioned for a policy violation related to alcohol or marijuana use through MSU's OSSA or REHS, or a first or second offense "Minor in Possession" civil infraction, or who have been referred by another court, attorney, or entity recommending an AOD education class.

Through a didactic group process, students participate in guided discussions and interactive activities. Discussions and activities focus on risk-management tools, goals and values clarification, bystander intervention, and education about the disease of addiction. Each student completes an *eCHECKUP TO GO* self-assessment tool that provides individualized feedback about their behaviors and use. Students are challenged to identify the discrepancies between their behaviors, values, and goals through personal reflection and problem-solving. Since 2019, Spartan Smart has expanded its offerings to include both group and individual classes to allow for increased accessibility and engagement of students. Similar to other programs, Spartan Smart was greatly impacted

by COVID-19 and had a drastic decrease in events and attendance. In response to this, a considerable effort was made to offer virtual classes, including those that were added for the 2022 Summer semester.

Table F2-D. Number of students enrolled and sessions conducted in Spartan Smart

	2020 - 2021	2021 - 2022
Students Enrolled	38	88
Group Sessions	7	13
Individual Sessions	10	

Since Spartan Smart is a home-grown program, created at MSU by the AOD Program Coordinator, there was a necessity to build an evaluation tool that is valid and reliable and could answer the question, “Does Spartan Smart have an influence on students’ substance use behavior?” Following recommendations from the 2018 BR, and beginning in 2019, an assessment tool was developed and implemented to analyze the effectiveness of the program. The tool aims to assess the program’s intended learning outcomes within the categories of skill development, self- reflection, and knowledge acquisition to track student’s behavior change over time after attending Spartan Smart. More information on the tool and how it functions can be found in the previous review.

Data from the first assessment found that students’ confidence to make safe decisions regarding substance use stayed the same before and after the program, students appreciated the program’s class environment and their ability to discuss and interact with others in a safe place, and FSL members made up 21% of the program despite being only 12% of the undergraduate population. The tool continues to be used, although currently the program lacks the resources necessary to analyze the data from the past two years.

Table F2-E. Learning outcomes developed for the Spartan Smart assessment tool

Spartan Smart: Learning Outcomes	
Educational Priority: As a result of participating in the Spartan Smart Program, students will be actively prepared to make responsible decisions around substance use.	
Goal Students will...	Outcomes As a result of attending the Spartan Smart Program, students will be able to...
1. Knowledge Acquisition	1. Identify standard drink sizes and influential variables

Engage in activities and discussion that allow critical thinking about substance use.	on substances' effects on the body. 2. Recognize their patterns of substance use and reasons for use. 3. Compare their substance use behaviors to the behaviors of fellow Spartans.
2. Self-Reflection Think critically about their decisions and how they align with future goals.	1. Consider their values when making decisions around substance use. 2. Interpret their relationship with substances and the influence it has on their lives.
3. Skill Development Apply skills for healthy decision making.	1. Prepare solutions for harm reduction. 2. Implement the knowledge gained in real-life situations. 3. Employ goal-setting skills around healthy decisions.

Substance Use Assessments: Substance Use Assessments are completed by a Certified Advanced Alcohol and Drug Counselor and consist of three personalized one-on-one sessions with a student. The sessions focus on creating a safe and non-judgmental space where students feel comfortable exploring the challenges and harms they may be experiencing related to substance use.

Students' substance use is assessed using the youth and adult forms of the [American Society of Addiction Medicine](https://www.asam.org/) [ASAM]⁷¹ Criteria Multidimensional Assessment (3rd Edition). Substance use disorders are diagnosed using the Diagnostic and Statistical Manual of Mental Disorders (Fifth Edition). Recommendations and referrals for appropriate level of care are determined and provided to the student. The first and second sessions take place one week apart, with the third session occurring two weeks after the completion of the second session. The third session has been integrated into this model to allow for follow-up or additional supports and services to be offered to the student. For a more detailed description of each session, see Appendix G.

Table F2-F. Sanctions and students completing Substance Use Assessments

	2020 - 2021	2021 - 2022
Students Enrolled	5	8

⁷¹ <https://www.asam.org/>

Individual Meeting Sanctions	7
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Individual Consultations and Educational Counseling: Individual consultations are available for students who are struggling with decision-making related to alcohol, tobacco, or other drug use. Sessions incorporate a brief assessment, education and information, motivation clarification, goal setting, harm reduction, risk management and referrals for treatment. Services are also provided to students who have concerns for a friend, roommate, significant other, or family member. Substance use education, referrals, crisis intervention, and counseling supports are also available to parents, guardians, concerned individuals, and MSU faculty and staff who may have specific concerns about an MSU student and their substance use.

Table F2-G. Individual consultations and counseling appointments with students

	Appointments	Unique Students	Contact Hours
2020 - 2021			
Non-Recovery Students	184	48	296
Recovery Students	37	30	61.5
2021 - 2022			
Non-Recovery Students	176	30	236
Recovery Students	80	13	107
Parents, Guardians, and Families	—	29	45.4

Be Responsible About Drinking (B.R.A.D.): 21st birthday card programs are an evidence-based practice that is cited in the *CollegeAIM*.⁷² In partnership with the BRAD Foundation, the AOD program reaches out to every MSU student on their 21st birthday. Each student is sent a birthday card wishing them a happy and safe birthday that includes information about the risks associated with extreme 21st birthday celebrations. The card also includes an insert that mentions extensive protective factors and harm reduction

⁷² <https://www.collegedrinkingprevention.gov/collegeaim/>

strategies to follow if a student chooses to consume alcohol on their 21st birthday. A total of 755 cards were sent out between July and August 2022.

- ❖ **Committees and University Initiatives:** AOD Committee, Celebrations Committee, East Lansing Responsible Hospitality Council, JED Campus, and National Social Norms Center

AOD Committee: The AOD Committee is charged with coordinating campus-wide AOD prevention and intervention programs aiming to reduce student harm and promote their academic success. Past work of the AOD Committee has included overseeing the BR requirement of the DFSCA and instituting the Tiered-Intervention Strategy for addressing AOD violations as outlined in [MSU Student Rights and Responsibilities](https://spartanexperiences.msu.edu/about/handbook/student-rights-responsibilities/index.html).⁷³ The following departments and offices are actively involved in the committee: the HP department, OSSA, REHS, Student Health and Wellness Services, FSL, MSU DPPS, Student Affairs and Services, Office for Student and Community Relations, CAPS, Office of Audit, Risk and Compliance, and Office of the General Counsel.

Celebrations Committee: The Celebrations Committee brings together a diverse group of community leaders from East Lansing and MSU to anticipate, plan for, and message around celebratory events. This model has proven successful over the years in opening important lines of communication between various community members.

East Lansing Responsible Hospitality Council: The East Lansing Responsible Hospitality Council (RHC) was created in 1998 by a group of East Lansing restaurateurs to promote the responsible advertising and service of alcohol to the East Lansing community. The RHS works to achieve this goal through promotion of responsible advertising, safe on-site management, community stewardship, compliance with state and local liquor laws, and responsible alcohol consumption by patrons throughout all of their member establishments. Membership in the RHC requires annual dues payment, agreement to comply with the Best Management Practices established by the RHC, and consistent meeting attendance. The RHC is staffed by the HP department and also includes liaison/advisory members from MSU, the City of East Lansing, the State of Michigan Liquor Control Commission (MLCC), the Michigan Licensed Beverage Association (MLBA), the Ingham Substance Awareness & Prevention Coalition (ISAP), and the Greater Lansing Convention and Visitors Bureau (GLCVB).

In the past, the RHC held an annual Fall Training for its employees in September of each year in preparation for what is often a busy football season and the start of a new school

⁷³ <https://spartanexperiences.msu.edu/about/handbook/student-rights-responsibilities/index.html>

year. However, these trainings have been discontinued since 2020 and have relied on [Training for Intervention Procedures](#) (TIPS) and [Techniques of Alcohol Management](#) (TAM) for training in the meantime. Past RHC trainings have included presentations from an ELPD Alcohol Enforcement and Education Officer to review local laws and enforcement, an MSU Prevention Specialist with a sexual assault bystander intervention training, a certified TAMS trainer from MLBA speaking about responsible alcohol service, a door staff supervisor from an RHC member with a primer and update on how to properly check IDs, including the latest information on the types of fake IDs they are seeing.

The RHC also maintains a phone tree and encourages establishments that have removed a patron and/or group of patrons from their premises to alert the next likely establishment that those patrons may try to gain entrance into their bar/restaurant. This has been a very effective management tool for our downtown establishments and is valued by the full membership, especially for its utility in helping to manage bar crawls when those are in season. Additionally, each year MSU provides the RHC with the number of MSU students of legal drinking age from each state in the US. This allows the establishments to use extra precaution in checking IDs when they get unusually high numbers of ID's from states with very low numbers of MSU students of legal drinking age. When a fake ID is identified by door staff, it is confiscated, and the ELPD are contacted.

JED Campus: MSU partnered with the JED Foundation 2017-2018 and concluded its formal relationship as a [JED Campus](#)⁷⁴ in June 2021. During this time, JED worked to enhance mental health policies and services as identified by the formal in-take assessment process.

Highlights from MSU's involvement with JED include increased personnel and funding for the counseling office, initiation of a 24-hour phone line, updates to websites and resources for families and students. The group also worked with campus partners to align mental health and wellness as a faculty development topic, ultimately creating new resources and training materials for the community. MSU also adopted [Kognito](#),⁷⁵ a digital platform service for student education around health and wellness, as a form of gatekeeper training, and units have integrated Kognito into programs such as undergraduate student staff training, graduate student assistant training, and new employee orientation.

⁷⁴ <https://www.jedcampus.org/>

⁷⁵ <https://kognito.com/>

In addition, the group focused on revising the institution's medical withdrawal policy and creating a revised medical leave process; developing a campus [medical amnesty policy](#) to align with best practices; and creating standard policies and procedures for post-vention and crisis intervention.

National Social Norms Center: MSU is home to the National Social Norms Center (NSNC), a grant-funded organization in the HP department with a mission to advance the social norms approach for effective health promotion. As a leader in the use of social norms campaigns, MSU provides consultation to other higher education institutions that wish to design, implement, and evaluate their own social norms campaigns. Including MSU, the NSNC currently funds and provides survey data and consultation support to 12 grantee institutions across the country.

F3. Office for Student and Community Relations (OSCR)

The OSCR is a newly renamed and reorganized office, previously the MSU Community Liaison position. Its purpose is to cultivate relationships with East Lansing community members and better address students' off-campus activities, with the goal of ensuring student accountability and providing care and support where possible.

❖ Programming: Spartan Guide and Spartan Ambassador Internship Program

Spartan Guide: The Spartan Guide is a collection of essential information for MSU students regarding local laws, community guidelines, and helpful resources. It contains a "Party Guidelines" section that encourages students to act responsibly and be considerate of community regulations (See sections *D8.* to *D13.* "*Student Policies*"). Students are given information on the most common party offenses (e.g., providing alcohol to a minor, disorderly conduct), litter and noise ordinances, and consequences with the ELPD such as fines.

Spartan Ambassador Program: Through this program, Community Relations Interns are invited to foster positive relationships between MSU and the Greater Lansing Region. They participate in committees and volunteer opportunities, and also share resources with off-campus students.

F4. Collegiate Recovery Community (CRC)

According to MSU's U Celebrate survey,⁷⁶ 1.6% of non-drinker student respondents reported being in recovery. In 2022, 1.8% of NCHA survey respondents reported having been diagnosed

⁷⁶ <https://msu.edu/celebrations>

with a substance use disorder (SUD) or other addiction in the past year, and about half (54.2%) had been treated, compared to 2.7% diagnosed and 40.8% treated in 2020.

The [CRC](#), housed in the HP department, was created in 2015 and provides many different support tools and resources for students in or seeking recovery from alcohol and other drug addictions. Its mission is to “provide a safe and supportive campus community in which students in recovery from addiction can achieve their academic, personal, and professional goals. The CRC and its services are designed to empower students to thrive in the fullness of the college experience, free from alcohol and other drugs.”⁷⁷ Currently, its staff consists of the CRC Program Coordinator, CRC Student Leader (part-time student employee), and the Recovery Housing Support Specialist (part-time student employee).

Thanks to support from the Children’s Foundation and Jamie Daniels Foundation, the Jamie Daniels Memorial Scholarship was established in 2019 and has given CRC students access to financial support specifically for students in recovery.⁷⁸

❖ Programming: Recovery Housing and Others (events, meetings, training, etc.)

Recovery Housing: Students in the CRC have the option to live in community with other students in recovery through Recovery Housing (RH) located in Mason Hall. This option has been available since Fall 2018 and is described as follows: “for students who are in recovery from a substance use disorder, this housing option offers a safe and supportive living environment where students can have a real college experience without the use of alcohol or drugs. RH offers the opportunity to form meaningful relationships based on sobriety, friendship, and academic success. It offers live-in peer support, 24-hour access to the Collegiate Recovery Lounge, academic resources, and organized activities. Students must be a member of MSU's CRC to be eligible for RH.” RH housed 9 students during its first two years (2018-2020).

The RH Support Specialist lives with students and works to build community, meet with students, and support students in recovery broadly who are living in RH. Each Fall, the RH Support Specialist working with the CRC participates in specific training to learn how to best support the needs of the recovery population. In addition, the REHS team incorporates intentional learning opportunities for the entire residential community to best support those in recovery through activities such as bulletin boards and in-hall programming.

⁷⁷ <https://healthpromotion.msu.edu/recovery/>

⁷⁸ <https://healthpromotion.msu.edu/recovery/jamiedanielsscholarship/jamiedanielsscholarship.html>

Table F4-A. Number of students actively involved in the CRC and RH

	<i>2020 - 2021</i>	<i>2021 - 2022</i>
Collegiate Recovery Community	14	16
Recovery Housing	5	6

Other specific programs/events/services: The CRC offers specific programs and events to support the holistic wellness of students in recovery, based on student requests and input. The following are programs and events held throughout the year:

- 1:1 with students for Individualized Recovery and Goal Planning
- Jamie Daniels Memorial Scholarship
- 24/7 Student Lounge Space
- Peer Support Meetings
 - CRC All Recovery Meeting (2020-2022)
 - CRC Midday Mindfulness (2020-2021)
 - CRC Grad Student All Recovery Meeting (2022)
- Spartans' Organization for All Recovery (SOAR)/Traveler's Club
 - SOAR is the registered student organization for Spartans in recovery and their allies that hosts social events, service opportunities, and peer support.⁷⁹
- Sober Social Events - sober tailgates, sober St. Patrick's Day, Art Lab activities in partnership with the Broad Art Museum, ice skating at Munn Arena, MSU hockey games, kayaking the Red Cedar River, etc.
- Community Service Opportunities
- Wellness and Life Skills Workshops - 2 each semester, open to all students.
- Awareness, Education, and Advocacy
- Recovery Ally Trainings - educate campus and community partners about recovery and how to support students and campus peers who may be in recovery.
- Campus and Community Information and Referrals

❖ Program Evaluation:

Each spring, the CRC survey is distributed to its students to assess the program's effectiveness and gain a better understanding of students' needs and wants for the upcoming year. Data from the student survey is intended to guide the HP department's

⁷⁹ <https://healthpromotion.msu.edu/rso/rso.html>

efforts to assist students in recovery, evaluate the efforts of the CRC for the past year, and to inform university administrators and funders of needs, highlights, and important data related to the CRC and students in recovery.

Given the effects of COVID-19, the student survey was not conducted for the 2020 to 2021 school year. The table below summarizes key insights from the 2022 survey. To view the full survey, see Appendix H.

Table F4-B. Survey highlights of student responses on the CRC Student Survey

Summary of Results from the 2022 CRC Student Survey:
<ul style="list-style-type: none"> • The average length of recovery for CRC students decreased slightly from over 1.5 years in 2020 to just under 1.5 years in 2022. • 80% of respondents considered themselves in recovery from “another drug use disorder” (not alcohol). • 1/3 of students reported having discovered the CRC through online searching. • 85% of students reported cumulative GPAs above 3.0 and 54% reported a 3.5 or higher. • 85% of students feel that the CRC has been “extremely helpful” for them.

F5. Counseling and Psychiatric Services (CAPS)

The mission of [CAPS](https://caps.msu.edu/) is to “connect students with the most appropriate and available care and services that optimize their health, well-being and success.”⁸⁰ While the department offers a variety of resources and services for students, at this time, CAPS does not provide AOD-specific programs or services. They instead screen for substance use and provide referrals when appropriate. The data provided is reflective of student self-report and scores yielded from the AUDIT assessment.

❖ Programming: AUDIT Screening

Alcohol Use Disorders Identification Test (AUDIT): 1,902 (2020-2021) and 1,976 (2021-2022) students were administered the [AUDIT](https://auditscreen.org/) during their intake session, which is given to those receiving services following their initial consultation. The AUDIT is a 10-item screening questionnaire used to identify those who may engage in alcohol consumption that is potentially hazardous.⁸¹ Questions on the AUDIT assess the amount and frequency of drinking (“How often do you have 6 or more drinks”), alcohol

⁸⁰ <https://caps.msu.edu/>

⁸¹ <https://auditscreen.org/>

dependence (“How often have you not been able to stop drinking once you had started”), and problems caused by alcohol (“Have you or someone else been injured by your drinking”). Scores received on the AUDIT range from 0-40 and fall within four risk level zones. The recommended intervention is based on a student’s score and subsequent risk level. The table below presents a summary of data from the AUDIT administered:

Table F5-A. AUDIT scores for students completing intake at CAPS

AUDIT Score	Risk Level Zone	Intervention	2020-2021 (9/2/20 - 8/19/21)	2021-2022 (9/1/21 - 8/8/22)
0-7	Zone I	Alcohol Education	1,754	1,749
8-15	Zone II	Simple Advice	325	387
16-19	Zone III	Simple Advice + Brief Counseling and continued monitoring	54	48
20-40	Zone IV	Referral to a specialist for diagnostic evaluation and treatment	39	41

¹This column cannot be statistically summed, because it is possible that one student/client completed the AUDIT during a different academic year.

F6. Division of Student Life and Engagement (SLE)

The [Division of SLE](#) was recently formed by the union of the Division of Residential and Hospitality Services and the Division of Student Affairs and Services. SLE’s purpose is to provide integrated student services, including a “transformational and world-class experience for students and guests, creating a more connected, immersive campus experience for all.”⁸²

❖ Programming: Associated Students of MSU Training and Spring Break Emails

Associated Students of MSU (ASMSU) Training: The [ASMSU](#) is the undergraduate student governing body of the university.⁸³ At the start of the academic year, the ASMSU students discuss university policies with their advisor, including policies related to AOD. The Office of Cultural and Academic Transitions (OCAT) hosts speakers who discuss

⁸² <https://sle.msu.edu/>

⁸³ <https://spartanexperiences.msu.edu/government/index.html>

healthy lifestyles and the effects of AOD use on various populations of students of color. The Student Veterans Resource Center (SVRC) also hosts speakers discussing healthy lifestyles and the effects of alcohol use on student veterans. Other units may not have worked as directly on AOD issues but recognize the importance of such education and may seek to include relevant programming in the future.

Spring Break Emails: Recognizing that many MSU students travel while others stay in the local community during spring break – a traditionally celebratory time – the Vice President for Student Affairs and Services regularly sends a “spring break message” to all new students. The message provides safety tips, encourages good behavior, and warns students of the consequences of illegal behavior. The following message is an example that was sent out to first-year students during the Fall of 2021:

“Dear Michigan State University student:

I want to thank all of the first-year students who have already completed 'e-CHUG', in response to my message asking that all first-year undergraduate students complete this brief online alcohol assessment and education program! Those who have taken e-Chug have reported that completing the survey increased their knowledge about alcohol, and it helped them make better decisions about alcohol consumption. If you are one of those students, thank you for having done so!

If you have not already completed the assessment, it will take only 15 to 20 minutes of your time. Please visit www.echug.msu.edu and complete e-Chug no later than 5:00 pm on Friday, September 3rd, 2021. Students who complete this assessment will receive personalized feedback about alcohol use and potential risks, including the calorie content of some alcoholic drinks.

In order for us to verify your participation, we ask that you provide your name and ID number at the end of the survey. The assessment is completely anonymous and your answers will not be connected to your identification information.

If you have questions about the survey, you may contact Allyn Shaw in the Division of Student Affairs at 517-884-1348; or via e-mail at echug@vps.msu.edu.

Thank you in advance for completing e-CHUG.

Welcome to MSU and have a great year!”

The above message has been traditionally sent every year to all first-year students. During the Fall 2022 semester, a similar message was also sent to second-year students as a “refresher” message:

“Dear Michigan State University second year student:

We are pleased to welcome you back to Michigan State University and the start of your second year!

Because we care about your well-being and want you to be successful in all dimensions of your life at MSU, including your health and safety, we are committed to reducing the harms related to alcohol use. To support these efforts, we have implemented a brief online alcohol education program. This will look familiar to you, as you completed this program at the start of your first year here at MSU. As a returning student, with an entire year of learning, growth, and experiences behind you, I am sure the start of this year feels a lot different than your first year. We know that with growth and development also comes new experiences and challenges, so I am asking all second-year students to complete this program as you begin your second year here at MSU.

As you may remember, this interactive program, called “eCHECKUP TO GO”, was developed by counselors and psychologists at San Diego State University. It is being used at over 600 colleges and institutions and the personalized assessment will only take about 15 minutes of your time. This program is completely anonymous, and the aggregate data created through eCHECKUP TO GO guides us in creating the programming and supports you need to be successful here at MSU in all your years ahead. It also allows us to better understand how MSU compares to other colleges and universities across the nation.

After you complete this brief interactive program, you will again receive personalized feedback about your health, alcohol use, and potential risks. This is a wonderful opportunity to see if your knowledge about alcohol has increased and to see what might be different this year, from last year. eCHECKUP TO GO is an evidence-based tool that has shown to be effective in reducing the negative consequences of alcohol if a student chooses to drink.

To complete your personalized eCHECKUP TO GO, please follow these simple steps:

- *Visit the Alcohol & Other Drugs (AOD) page at MSU’s Health Promotion website <https://healthpromotion.msu.edu/alcohol-drugs/index.html>*

- *Scroll down to the middle of the page and click the Alcohol eCHECKUP TO GO tab*
- *Select the green box at the top or bottom of the informational page to be redirected to eCHECKUP TO GO's website*
- *Once redirected to the eCHECKUP TO GO Website, select the green box on the right side labeled "Start a new eCHECKUP TO GO".*

Internet access is available in all residence hall rooms and at computer labs throughout campus. If you have questions about the survey, you may contact Allyn Shaw in the Division of Student Life & Engagement at 517-884-1348 or echug@vps.msu.edu.

In addition to this letter, you will receive follow-up email messages as reminders to complete the program. Please note that reminder messages will be sent to ALL students, whether or not you have completed the program. Please feel free to ignore future messages if you have already completed the program. You should complete your personalized eCHECKUP TO GO immediately, as it must be submitted no later than 5:00 pm on Friday, Sept. 16th,

For compliance purposes, we ask that you provide your name and PID number at the end of the program so that we can verify your participation. This is an anonymous program, so your answers are not connected to this identification information.

Thank you in advance for your efforts in supporting your success here at MSU and contributing to the safety, health, and wellbeing of our entire campus community.

Again, welcome back to Michigan State University and have a great year!"

F7. Fraternity and Sorority Life (FSL)

Fraternities and sororities have been an active part of the MSU community since 1872. [FSL](#) currently consists of 60 chapters and four governing councils: Interfraternity Council, Multicultural Greek Council, the National Pan-Hellenic Council, and the Panhellenic Council.⁸⁴ In prior iterations of the BR, data suggested students involved in FSL have had higher rates of AOD-related risk behaviors than other student communities at MSU. As such, FSL leadership has continued to emphasize and address the importance of safe and preventative substance use among its members.

❖ Programming: Presentations, Generation RX, and Sober Monitor Training

⁸⁴ <https://greeklife.msu.edu/>

Presentations: FSL coordinates a variety of presentations, including for New Member Orientation (NMO), requests by Chapters, Fall Kick Off events, and FSL (Leadership Retreats, Chapter President Retreats, and Advisor Summits)

The HP department has partnered with leadership in the Interfraternity Council and the Panhellenic Council to provide interactive presentations for all new members entering FSL through NMO. NMO sessions related to AOD use began as a 15 to 20-minute presentation and, between 2018 and 2020, increased to a 75-minute presentation that covers the neurobiology of the disease of addiction, AOD myths and facts, “Know Your Solo” program, normative behaviors, harm reduction techniques, protective behaviors, medical amnesty, and bystander interventions. Content for these presentations is developed through FSL input and during 2 to 4 planning meetings each academic year with the AOD Program Coordinator. Fraternity and Sorority-specific NCHA data has also been added, as well as information on the harms and risks associated with vaping. The intersection between AOD and mental health, academic performance, and sexual activity is also discussed.

In addition to NMOs, the AOD Program Coordinator facilitates in-house programs with FSL chapters when requested, as well as leadership retreats. While there weren’t any retreats during Spring 2020 to Spring 2021, the following presentation took place during the Fall 2021 and Spring 2022 semester retreats:

- *“Real Talk - Supporting your members in the changing face of substance use”*
 - This session discusses the current trends in substance use within MSU’s FSL, the unique challenges and opportunities students have in engaging their fellow brothers and sisters in conversations around AOD use after the pandemic, and tools and resources that are available to support FSL members in navigating this often challenging and complex topic.
 - Audience: All FSL Chapter presidents and council leaders.

Each chapter has different requirements related to AOD programming and education from their national chapters and specific councils. Therefore, it is difficult to track the AOD risk and harm reduction education that FSL members receive across councils. The table below is a summary of approximately the number of students that attended AOD presentations this biennium:

Table F10-A. Number of FSL members reached through AOD presentations (2021-2022)

Chapters/Councils/Teams	22
Total Attendance	2700*

Fall Kick Off (Aug 29, 2021)	50-60*
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* estimated.

Generation RX Program: FSL partners with [Generation RX](#) to provide a variety of information and resources focused on preventing prescription drug misuse on college campuses. This program has a section specifically designed for Greek Life and includes presentation materials, activity guides, and handouts/flyers.⁸⁵

Sober Monitor Training: Panhellenic Council is actively working to implement Sober Monitor training for students who participate in social events while sober and can respond to any issues that may arise.

F8. Michigan State University Department of Police and Public Safety (MSU DPPS)

The mission of [MSU DPPS](#) is to “enhance the quality of life on campus by building relationships, strengthening stewardship, and working collaboratively within our diverse community to reduce crime, enforce laws, preserve peace, and provide for a safe environment.”⁸⁶ MSU DPPS partners with organizations and departments across campus to provide education around safe substance use and the law. Between 2020-2022, MSU DPPS participated in events that reached MSU students, faculty, staff, and parents. There were over 50 conversations and presentations facilitated specifically around AOD safety and awareness.

F9. New Student Orientation (NSO)

During NSO, incoming students at MSU engage in an orientation process intended to guide their transition as new students.⁸⁷ The NSO program assigns an undergraduate Student Orientation Leader (OL) to a group of incoming students to ease their transition to campus and to orient them to campus, available resources, and their academic college. New students usually have several questions, so student leaders play an imperative role in effectively and honestly providing answers on behalf of the university. The NSO office provides OLs with a document that outlines how to give answers on difficult topics. Below are the suggestions given to them for AOD-related conversations:

General Message (Alcohol) - Underage drinking is not allowed at the university. Similar to other universities, underage drinking can happen. However, this does not reflect the majority of our student population. MSU encourages students to make choices that will keep them safe,

⁸⁵ <https://generationrx.org/toolkits/university/>

⁸⁶ <https://police.msu.edu/>

⁸⁷ <https://undergrad.msu.edu/programs/nso>

healthy, and academically eligible. Underage drinking can result in disciplinary action and the consequences can affect future opportunities.

General Message (Marijuana) - Although Michigan recently legalized the adult-use of marijuana, it is still prohibited on campus. University policy also prohibits the use of medical marijuana.

Guidelines - Do not tell students about how to break university policy and/or get away with drinking or using drugs on campus. As university employees it is important that you only communicate about the general laws and university policies with students.

Tips: Focus on all of the reasons you love being a Spartan. You can say things like:

- “That is not why I love being a student here. My favorite things about MSU are...”
 - If a student persists, remind them of the consequences.
- You can redirect students toward different activities on campus or in the East Lansing area (e.g., UAB events, RHA movie nights) - share your favorites!
- You should still use your personal opinions and stories, just make sure they are appropriate!
- Use the examples above about other events you have participated in.

During orientation, parents and other supporters are also provided an opportunity to hear from the HP department and ask any questions about student health and health behaviors in a specific session. Since 2019 Summer Orientation, students have also been able to review a module on health promotion resources, which includes the AOD program.

F10. Prevention, Outreach & Education (POE)

“The [POE Department](#) provides relationship violence and sexual misconduct education that is focused on engaging the campus community in prevention.”⁸⁸ While this report is not intended to contain a complete inventory of MSU’s initiatives on sexual violence and bystander intervention, several of them deserve mention here for their wide reach on campus and because they, even if briefly, address collegiate AOD use within the context of sexual violence situations for both [students](#) and [faculty/staff](#). Their programming incorporates AOD-related topics such as incapacitation caused by alcohol and other drugs, ways in which alcohol and other drugs can be used to make someone more vulnerable, and medical amnesty. To receive a more in-depth view of their work, [access their Annual Reports](#).⁸⁹

- **Suggestion:** Future BRs would benefit from having the full inventory of AOD topics that are included in their programming, as well as more detailed information about

⁸⁸ <https://poe.msu.edu/>

⁸⁹ <https://poe.msu.edu/about/Annual%20Report.html>

how they are included and in how many of their various programs. This is especially important considering that NCHA data highlight the effects of AOD on sexual encounters and consent, for example, that 2.4% of students who drank in the past year said they had sex without giving consent (See Section B, Table 4).

- ❖ **Programming: Peer Educators, Sexual Assault and Relationship Violence (SARV) Program, Spartans Against Violence, Greeks Take the Lead, Bystander Network Workshop, and Online Education Workshop**

Peer Educators: Peer Educators are undergraduate students who facilitate workshops on a variety of topics including sexual harassment, how to be a bystander, and violence prevention.⁹⁰ As of August 2022, POE had 51 peer educators.

Sexual Assault & Relationship Violence (SARV) Prevention Program: “The [SARV Prevention Program](#) promotes safety and improves quality of life by educating students on sexual assault and relationship violence, eliminating violence on campus, empowering students to become advocates for a non-violent community and positively effecting social change. This is done through mandatory workshops for incoming first-year students.”⁹¹ SARV is a two-hour workshop facilitated by trained peer educators and is required for all new undergraduate students (including transfer students). SARV also offers two specialized workshops for members of the LGBTQ and international student communities, who may face unique circumstances in sexual violence situations.

SARV peer educators are trained by full-time POE staff. The SARV workshops contain some information about alcohol, specifically how alcohol can be used to facilitate sexual violence. As demonstrated in the numbers below, MSU reaches many students through SARV:

Table F10-A. Number of SARV workshops and students who completed them

	2020 - 2021:	2021 - 2022:
<i>Students</i>	9,373	9,920
<i>Workshops</i>	489	405

⁹⁰ <https://poe.msu.edu/peer-educators/index.html>

⁹¹ <https://poe.msu.edu/programs/sarv.html>

Spartans Against Violence (SAV) Athlete Workshops: According to [their website](#), “The mission of the program is to educate and empower Spartan student-athletes and athletics department staff to prevent sexual misconduct, relationship violence, and stalking. All MSU student-athletes are required to attend two, 90-minute sessions each year. Athletics department staff are required to attend a one-hour training session each year.”⁹² 100% of athletes completed the SAV training in 2021.

Table F10-B. Number of athletic staff and teams participating in SAV (2021-2022)

Athletics	
<i>Coaches and other Staff</i>	247
<i>Men’s teams</i>	301
<i>Women’s teams</i>	316

Greeks Take the Lead (GTTL): Like SARV, [GTTL](#) is a workshop-style program facilitated by trained peer educators that addresses sexual violence in the collegiate Greek community. GTTL “serves as a way to help fraternity and sorority students feel empowered by providing further education on how they can intervene and end sexual violence in their chapters and greater community.”⁹³ Members of Greek chapters that are also Registered Student Organizations are required to attend GTTL, and Greek members that are not are still encouraged to attend. Issues related to alcohol or drugs are addressed in the workshops for new chapter presidents, risk managers, and many of those for general Greek members. 2,910 students completed the workshop from 2020-2021 and 4,089 completed it from 2021-2022.

Bystander Network Workshop: Second-year students are required to complete [this](#) one-hour workshop that discusses “ways that we can challenge, interrupt and prevent gender-based violence by being active bystanders.”⁹⁴ 8,520 students completed this training from 2020 to 2021 and 8,203 completed it from 2021 to 2022.

Online Education Program: Once beginning their third year on campus, undergraduate students are asked to complete an [online education program](#) that covers topics such as relationship violence, sexual harassment, and campus community and resources.⁹⁵ This

⁹² <https://poe.msu.edu/programs/athletics.html>

⁹³ <https://poe.msu.edu/programs/greeks.html>

⁹⁴ <https://poe.msu.edu/students/bystander-network>

⁹⁵ https://poe.msu.edu/programs/online_education_program.html

program is also offered to graduate students, faculty, and staff. In the past two years, 15,169 students (2021-2021) and 16,919 students (2021-2022) participated in the online modules.

F11. Residence Education and Housing Services (REHS)

REHS is the main hub of students' on-campus living and learning experiences. REHS consists of other subunits, such as Residential Care and Community Expectations (RCCE), and provides many different opportunities for students to learn about safe AOD use and explore their own use. Their four main areas of AOD programming/intervention are (1) proactive education, (2) reactive education, (3) care and follow-up, and (4) general crisis response and training.

1. **Proactive education** - Through its programming, REHS aims to meet with students and provide them with the resources necessary to prevent AOD-related challenges.
 2. **Reactive education** - REHS is involved in responding to in-hall student conduct issues through the Tiered Intervention Strategy.
 3. **Care and follow-up** - While this was already an essential aspect of REHS programming, further efforts are set to start in Fall of 2022 with the implementation of the new Medical Amnesty Policy (see section *D11*). REHS will be working to adapt and adjust their care process, as well as the student conduct process. REHS also supports students who experience traumatic events (e.g., hospital transports), whether AOD-related or not. The Residential Student Care Coordinator will attempt to meet with each student who has been transported. Overall, students going through the conduct process will now go through a more support and education-based process.
 4. **Crisis Response** - All staff are trained on how to recognize when substances are involved in an incident, especially when there is a medical emergency. REHS partners with MSU DPPS and the AOD Program Coordinator to conduct these training sessions.
- ❖ Programming: Spartan Compass and Navigator, On-Duty Protocol, Residential Learning Model (RLM), and Tier I Intervention Conduct Meetings

Spartan Compass and Navigator: Beginning Fall of 2022, second-year students, in addition to first-year students, will now also be required to live in on-campus housing. Spartan Compass (first-years) and Spartan Navigator (second-years) are programs dedicated to helping students acclimate to and connect with the on-campus community, as well as foster a sense of belonging. During Compass, REHS partners with MSU DPPS and the HP department in “No Ducking Around” to teach students about alcohol and drug

safety tips and provide them with useful resources. During the 2022 academic year, AOD programs have partnered with both the Navigator and Compass programs and provided “Know Your Solo” in-hall programming and “Duck Days.”

- **Suggestion:** The new on-campus living policy for second-year students could be a unique opportunity to identify sources of concern and common questions that would help students as they navigate through their second year of college, specifically as they possibly begin to engage in more social events where substances are present or turn the legal drinking age of 21.

Duty Response Protocol: All levels of staff, including Assistant Directors (ADs), Community Directors (CDs), Residence Directors (RDs), Assistant Community Directors (ACDs), and Resident Assistants (RAs), are required to be on-call, which means they must respond to incidents in residence halls such as alleged policy violations. Hall staff receive training for AOD response including the signs to look for when a student may be in danger from use of substances. These lecture-style trainings occur during duty response training, which is typically 1-2 hours depending on the individual’s level prior to the start of the Fall semester. Staff who are hired after Fall training are trained before they serve on duty.

Staff also participate in role play scenarios known as “Behind Closed Doors.” These scenarios are designed to replicate what on-call staff may respond to and to practice what proper response looks like. It includes scenarios such as incapacitated resident due to alcohol or marijuana use, and a party with multiple substances.

In August 2021, based on a recommendation from the previous BR, REHS began collaborating with the AOD Program Coordinator to conduct a 1-hour training session for all RAs, ACDs, RDs, and CDs at the start of the academic year. The session focuses on AOD trends on campus, education about symptoms and signs of use, and resources on campus to support students.

Residential Learning Model (RLM): The RLM requires educational initiatives to occur in the residence halls throughout the academic year. There is discretion by each full-time staff member (CDs, ACDs, and RDs) to adjust placement of events based on community need. An educational initiative is an “active” or “passive” initiative that focuses on a topic area or theme. These initiatives are facilitated by the hall staff leadership team with the assistance of RAs. Hall staff should explore collaborations with campus partners for new and already existing initiatives. The frequency of educational initiatives is at the discretion of the CD and should utilize information about their communities (i.e. trends, resident interests, etc.) to inform planning. At least two topic areas from each

Neighborhood Living Learning Collaborative (NLLC) pathway (with respect to the community population) should be addressed throughout the academic year. The list below is not exhaustive and is meant to offer a foundation for ideas.

Individual Development	Wellness	Alcohol and Other Drugs
Community Development		Mental Health
		Stress and Anxiety Management
		Physical Health
		Sexual Health and Healthy Relationships
		Relationship Violence and Sexual Misconduct
		Financial Literacy
		Routines (i.e. exercise, time management, nutrition, etc.)

Figure F11-A. Possible Topics to be Included in the RLM's Educational Initiatives

The RLM also requires that “Rez Chats” are completed 4 times throughout the academic year. Rez Chats are one-on-one conversations between the RA staff and their residents. These chats serve as check-ins for support and resources. While the given questions do not directly address AOD, they are focused on support for students transitioning to college.⁹⁶ For more information, visit their [website](#).

Tier I Intervention Conduct Meetings: REHS follows a Tiered Intervention Strategy when responding to student conduct situations regarding AOD use in residence halls (See section *D12*). The purpose of the strategy is to communicate University expectations regarding substance use and the consequences sanctioned for any violations, to provide consistent education to improve students’ decision-making regarding substance use, and to identify students who are suffering from substance use disorders and help connect them to services and treatment.

For in-hall conduct meetings with students, educational conversations around AOD are listed as an expectation for Tier I Alcohol and Marijuana use/possession meetings. Educational conversations occur via reflective questions, focusing on restorative justice, and by outlining likely actions if behavior occurs again (See Appendix I).

An optional anonymous feedback survey is offered to all students who go through the in-hall conduct process, although the questions do not necessarily ask about AOD (See Appendix J). Data indicate that after attending their conduct meeting, most students agreed they were able to explain how their behavior impacts others in the community, that they gained a greater understanding of the impact and consequences of their behavior on themselves and others, and that their conduct meeting prompted them to make changes

⁹⁶ <https://liveon.msu.edu/>

in their life/behaviors. These data illuminate the strength and importance of the conduct process in student behavior across university/housing policy and specifically around AOD use and intervention. An intentional conduct process with an opportunity for students to reflect on the incident, talking through AOD use and questions, could serve as an important prevention and/or intervention tool whether the students are found in violation of AOD policy or not.

Conduct officers have two levels of training before hearing Tier 1 cases on their own. The first is a four-hour lecture-style training that reviews the REHS duty, conduct, and documentation processes. This training is done in August prior to the start of the semester. Staff that are hired after the August date go through one-on-one training to cover the same material. The second is training via shadowing. Conduct officers shadow a minimum of one conduct meeting with a trained officer and then are shadowed by a trained conduct officer before hearing cases on their own. Depending on the staff's comfort and success during the first shadowing opportunities, more are scheduled as needed.

Employee Programs

F12. Employee Assistance Program (EAP)

The [EAP](#) is a free and confidential counseling and referral service for MSU faculty, staff, retirees, graduate student employees, and their families.⁹⁷

❖ Programming: Individual Sessions

Individual Sessions: The EAP provides emotional assistance to employees and their family members as they move through life challenges, physical/emotional health issues, and work-life balance concerns. EAP's confidential counseling sessions include assessment, short-term counseling, and referral for issues that require ongoing care. EAP provides education, assessment, and referral for alcohol and other substance use issues. EAP counselors are clinically trained, masters-level mental health professionals licensed in the State of Michigan. The counselors identify alcohol and substance use issues, refer to appropriate ongoing treatment, and serve as advocates for individuals engaged in a path towards recovery.

Table F12-A. Number of clients, sessions, and referrals related to AOD in EAP

	2020 - 2021	2021 - 2022

⁹⁷ <https://eap.msu.edu/>

	(8/14/20 - 8/19/21)	(8/20/21 - 7/8/22)
Total AOD Clients	3	3
Total Sessions	10	10
Average Number of Sessions	3	—
<i>Outcomes</i>		
Referral to Community Provider	1	1
Referral to Treatment Facility	0	0
Referral Not Necessary/Unable to Determine	2	2

F13. Health4U (H4U)

The [H4U program](#) within EAP provides health and well-being educational programming, coaching and counseling services, departmental programs, and online services for faculty, staff, graduate student employees, retirees, and the spouses/other benefits-eligible individuals of the members of these groups.⁹⁸ The H4U staff work collaboratively within the Office of the University Physician and across a network of campus departments to enhance the overall health and well-being of the campus community and campus environment.

❖ Programming: Thinking About Drinking and ANDI

Thinking About Drinking: As part of their curriculum, [Thinking About Drinking](#) is “designed to offer you a safe, confidential way to take stock of your own drinking habits, using evidence-based data and validated tools to help you learn about how drinking could be affecting your health, your relationships, your work, and your life.”⁹⁹ It includes several articles covering various drinking topics, as well as [links to a survey](#) from the National Institute of Alcohol Abuse and Alcoholism (NIAAA's) website, Rethinking Drinking.¹⁰⁰

Alcohol, Nicotine, and Drug Information (ANDI): [ANDI](#) is a website of the H4U program that is devoted to “providing evidence-based information about the health-

⁹⁸ <https://health4u.msu.edu/>

⁹⁹ <https://health4u.msu.edu/topics/thinking-about-drinking#:~:text=Thinking%20About%20Drinking%20has%20been,your%20work%2C%20and%20your%20life.>

¹⁰⁰ <https://www.rethinkingdrinking.niaaa.nih.gov/>

related factors involved in the use of these substances.”¹⁰¹ The website hosts articles written by program staff, information about the substance abuse programs and services offered through the Health4U program, and links to additional campus and local resources. All the materials on this website are accessible to anyone, not just employees.

Table F13-A. Top 5 Most Visited ANDI Webpages (2021-2022)

Webpage	Pageviews
1. Thinking About Drinking?	85
2. Thinking About Drinking: Tips and Tools	47
3. Thinking About Drinking: Tips and Tools. "Articles that focus on methods to decrease or abstain from the use of alcohol"	15
4. Thinking About Drinking. "Articles to increase understanding of how drinking can impact health, relationships, work, and life"	9
5. Thinking About Drinking: Tips and Tools. "Thinking About Making a Change?"	2
5. Thinking About Drinking. "Have You Ever Spent Much Time Thinking About Your Drinking?"	2

The list below are titles of articles on the Health4U website that are related to alcohol, tobacco, and other drugs:

- Alcohol, Tobacco, and Other Drug Articles on Health4U Webpage
- Counseling: Maybe you should talk to someone?
- Detox and Rehabilitation
- Medications
- Alcoholics Anonymous: Common Misconceptions about AA
- Social Support to Help Stop Drinking
- Self Help Strategies
- Thinking of Quitting (Alcohol)? Ready, Set, Quit?
- Cutting Down: Thinking about Cutting Down on your Drinking
- Maintaining Low-Risk Drinking
- Are you ready? To Cut Down or Quit?
- Dependency

¹⁰¹ <https://health4u.msu.edu/andi>

- Risks to Psychological Health & Appearance
- Recovery TV: There's an Online TV Network for that
- Immediate & Long Term Health Risks
- How Can Drinking Affect my Health?
- What are the warning signs?
- Different kinds of problems
- Do I have a problem?
- What is "high risk" or heavy drinking?
- What is "low risk" drinking?
- Starting to think about drinking
- Recovery Tech
- From Rotary Phones to Recovery Apps
- SMART Recovery
- Alcoholics Anonymous A.A., It may not be what you think

G. FINDINGS AND DISCUSSION



The purpose of the BR is “to determine program effectiveness and consistency of policy enforcement and to identify and implement any changes needed to either.”¹⁰² The findings of this review demonstrate that MSU possesses a thorough network of student and employee services and resources for AOD prevention and risk reduction, as well as clear student conduct policies and enforcement guidelines. Below are descriptions of areas in which MSU has progressed in the past two years on AOD-related issues, potential areas of improvement to increase the Program’s effectiveness, and important contextual factors to be considered related to the BR.

GI. Areas of Progress

❖ Medical Amnesty

Creating and implementing a MSU Medical Amnesty policy: The Office of the General Counsel, AOD Committee, REHS, Student Health and Wellness, OSSA, HP, CAPS, JED Committee, and students worked in collaboration with departments across MSU to draft the university student medical amnesty policy. After receiving approval from senior vice presidents and approval through the university policy approval process, the Medical Amnesty Policy was implemented in the fall of 2022. The policy may exempt students from discipline for violations of university drug- or alcohol-use/possession policies for students seeking immediate medical assistance for themselves or on behalf of persons experiencing drug- or alcohol-related emergencies and for MSU students requiring medical attention related to a drug- or alcohol-related emergency. The subsequent biennium may provide data regarding the efficacy of the policy and the impacts it will have on student health.

REHS procedures to implement the Medical Amnesty Policy in on-campus housing: REHS will revise its response protocol beginning fall of 2022 to comply with the Medical Amnesty Policy. This will include a care process that will consist of following up with students who experience traumatic events (e.g., hospital transport, hospital stays, life-threatening experiences, etc.) due to their AOD-related emergency. The residential student care coordinator will try to meet with each student who has been transported to help process the experience and refer the student to any additional help if needed.

One major change to REHS protocol will be that students eligible for medical amnesty will not go through the university student conduct process after an AOD-related incident,

¹⁰² DFSCA Handbook, page 13.

instead will undergo the medical amnesty process that centers a more educational approach. Additionally, Spartan Smart will be offered at no cost to students who are alleged to have violated AOD policy but are eligible for medical amnesty.

❖ Alcohol and Marijuana Response

Residence hall staff first to respond to on-campus marijuana incidents: When a student is suspected to consume, use, or possess marijuana in their on-campus housing, police will no longer be the first responders to assess the incident. REHS staff, including student staff, will be the first to respond to an alleged marijuana policy violation. Police may still be contacted if the situation escalates or is serious in nature, and if the student is suspected to have any drug other than marijuana. In response to changes in state law, REHS, in collaboration with MSU DPPS, revised its duty response protocol, which aligns with response to alcohol-related incidents and calls to reduce police presence on campus, and will help students receive more attentive and appropriate responses for any minor marijuana violation.

❖ Restructuring to Better Meet Campus-Wide Goals

Office of Student Support and Accountability: In January 2022, the Dean of Students Office was renamed OSSA (they may be referenced as “judicial affairs” in previous reports). OSSA collaborates with the ELPD, RCCE, and REHS to ensure no student is overlooked. They aim to provide every student who may be on the path to addiction (or who has arrived on campus with an addiction) through the conduct process to receive the care and support they need. In the next biennium, OSSA seeks to continue to expand significantly around support and accountability as it relates to behavioral interventions, and hire an employee to oversee RSO conduct.¹⁰³

Student Life and Engagement: Previously known as both Residential and Hospitality Services and Student Affairs and Services, the SLE has combined both departments into one unit. This has contributed to a stronger collection of data on fatalities and more overt programming. The passing of a new federal mandate led to significant progress in collecting fatality data as it allowed the University to inquire to families about a student’s cause of death.

Office for Student and Community Relations: Previously known as the Community Liaison, the Office for Student and Community Relations is a new entity that has expanded from the work of one employee who served as the liaison between the University and the community of East Lansing. The office currently employs two

¹⁰³ While this review covers up until Summer 2022, this position was officially hired in the Fall of 2022.

individuals who are working to better understand student and MSU-affiliated impacts occurring off campus. They aim to provide accountability, care, education, and appropriate resources to any student who violates the AOD-policy off-campus. With new support, they are currently working on expanding their team. In the following biennium they plan to expand their personnel and grow their office.

❖ Annual Notification

Shifting the responsibility away from a single employee: The annual notification was managed by a single employee prior to the 2020-2021 academic year. Since then, the process has slowly shifted into the hands of multiple individuals across departments (see section C).

Ongoing efforts to automate and integrate the annual notification process: For future years, the Office of the Registrar is developing a method for the dissemination of the notification via the student information system. This approach is still under development and is pending the resolution of some technological issues before it can be implemented.

G2. Areas for Enhancement

❖ Student and Employee Services and Programs

1) Enhancing the continuum of care: Students and employees who are seeking and/or in need of AOD-related support do not currently have a central point-of-contact. The various resources and services available to them on campus exist almost entirely separate from one another, making it difficult to ensure a continuum of care for those who need and receive support. Identifying a central location for AOD support, including access to shared records across campus and systems for warm transitions between AOD-involved entities, would help ensure individuals are not being overlooked or lost to follow-up throughout their support-seeking experience at MSU.

2) Increasing the number of sober opportunities for students (on and off-campus): Various departments and offices at MSU are committed to planning and implementing various student-facing programs throughout the year. Many of these programs are on-campus educational initiatives that focus on raising student awareness of safe drinking practices and the resources available to them in situations involving risky substance use. Several departments across campus agree that there are a limited number of sober events and activities for students to engage in, especially late night on weekends and during campus-wide celebratory events (e.g., Homecoming and Spring Break) that often involve

heavy drinking. Similarly, off-campus sober events and activities tend to be very limited compared to on-campus events. Students would benefit from increased opportunities to engage in sober spaces throughout the year both on and off-campus.

3) Clinician involvement in AOD: MSU does not currently have any full-time clinical staff specifically dedicated to supporting the needs of campus AOD issues. When asked about ways to improve the university’s AOD Program, several units identified a lack of clinical substance use specialists that could respond to student and employee needs as a major challenge. The integration of in-house clinical staff into the AOD Program would make the referral process more seamless for students or staff who may require clinical care, as well as ensure that those who need it have an option for direct access, rather than relying on outside referral sources that may be limited or already exhausted in the community. For example, it may be appropriate to integrate a team of substance use clinicians within CAPS, which already houses clinicians of other specialties.

4) Formal notification to staff and faculty about the Last Chance Agreement: While LCAs are resources that are available to employees, many are not aware of their existence. MSU should work to create a formal notification process about the agreements or discuss them during an appropriate employee orientation to ensure that awareness of LCAs is equitable across various employee and staff positions.

5) Moving beyond educational programming and referral services: Many of the referenced AOD prevention and harm-reduction initiatives are based on education. While these services contain valuable information that is imperative for students and employees to know, they do not sufficiently impact substance use behaviors on their own. Any informative presentations and training should be supplemental to evidence-based programs. Prevention programs such as “Know Your Solo” and “Duck Days” are a great start, but the range of programming should also include more intervention-based services, since it is normative that many students will likely engage in some form of substance use throughout their college career. Examples of such interventions include Prime for Life,¹⁰⁴ Brief Alcohol Screening and Intervention of College Students (BASICS),¹⁰⁵ and CollegeAim¹⁰⁶ recommended programs. In addition to preventative efforts, having reactive evidence-based interventions for students experiencing negative impacts of AOD use (e.g., CRC), would help ensure they have access to resources at every point on the continuum of care.

¹⁰⁴ <https://www.primeforlife.org/#Home>

¹⁰⁵ Marlatt, G. A. et al (1998).

¹⁰⁶ <https://www.collegedrinkingprevention.gov/collegeaim/>

❖ Policy and Policy Enforcement

6) Improved mechanism for reporting off-campus incidents and violations: MSU does not currently have a formal system to report alleged student misconduct incidents that occur in the university's surrounding communities. The Office for Student and Community Relations, with a staff of two, has the responsibility of contacting the local police departments when they receive informal notifications of an off-campus student incident. However, these incidents are primarily identified if a complainant submits a [request for services form](#). A formal mechanism that allows continuous and productive communication between on and off-campus community partners, especially those involved in reporting and addressing student off-campus misconduct, would help ensure that incidents and violations are being well accounted for and efficiently addressed.¹⁰⁷ Constant and reliable communication between on and off-campus units and community members is essential for the success of the AOD program.

7) Expanding upon harm-reduction approaches in the Tiered Intervention Strategy:

One of the goals of the TIS is “to better identify students who are suffering from serious alcohol and drug abuse and help them secure available services and treatment.” This intervention mechanism includes an educational conversation with in-hall leadership from REHS that touches on “restorative principles, social norms data, and harm reduction.” Additionally, many components of the TIS, including disciplinary sanctions, focus on education and harm-reduction strategies. However, there is not much follow-up with students after educational programs or disciplinary sanctions are implemented, especially as it related to substance use and other relevant personal challenges. The University should consider exploring ways to enhance the continuum of care within the TIS, including after educational or disciplinary measures. This would align with the TISs harm reduction goals, to ultimately ensure the TIS is beneficial to student health and success in the long term. Examples of how to implement this might include adding a substance use assessment at each tier, providing referrals to on-campus resources, and following up with students to check-in on them post-TIS.

❖ AOD Program

8) Increased staff and funding: The most commonly cited challenge of the AOD Program was a lack of necessary personnel and resources. For a university with over 35,000 undergraduate students and more than 12,000 employees, one full-time staff member dedicated to AOD issues is insufficient to address the myriad of policies, programs, and procedures needed to have an effective Program. The university may

¹⁰⁷ As of Fall 2022, an individual was hired to potentially serve as a complainant for non-residential cases and a process has been initiated to review the current code of student conduct.

benefit from the addition of several staff positions such as a development officer to assist with grants and funding, a central person to have oversight and authority over data collection and reporting, and a professional data analyst to compile and analyze outcome data across departments and offices.

9) Data collection methods and procedures: In general, MSU should invest in further research around drinking and other drug use behaviors, factors contributing to student AOD use, barriers to preventing student AOD use and harm reduction, and ways in which key student groups (e.g., Latinx students, FSL members) differ in their AOD behaviors and associated impacts. NCHA data are currently only disaggregated by race and ethnicity into domestic White, non-domestic White, and non-White students. While the percentage of non-White domestic students attending MSU is small, it is still essential to explore how racial and ethnic minorities may differ from their peers when it comes to AOD use and what programs would be beneficial to different groups. Other important factors such as income and sexual orientation should also be explored. For FSL, for example, highlighting data by demographics would also be insightful, since many of the chapters are identity-based. Future data collection and analyses should consider highlighting these identities, as well as their intersections, to identify any needs and inform future targeted programs.

10) Using recovery-inclusive language: When discussing AOD, all future efforts should continuously aim to use neutral language that avoids stigmatizing the person and the disease.¹⁰⁸ Instead of saying substance “abuse,” the terms “substance use disorder”, substance “misuse,” and substances “used other than prescribed” may be used as appropriate. This is an essential part of ensuring stigma and negative bias related to addiction and other substance use challenges are avoided, ultimately reducing harm to the individuals and communities that are affected. The relevant offices and departments that have public-facing messages, such as the annual notification, should work to ensure that their language is appropriate based on the current expert guidance in the field.

11) Continuous monitoring and evaluation of ongoing programs: While some programs have begun evaluating their effectiveness and student health outcomes, particularly within the HP department, there are many that are yet to be evaluated. Given that programming and policy implementation requires a considerable number of resources, it would be helpful to evaluate these efforts to ensure they are effective and/or address any changes that should be implemented to improve them. This is especially important given that many programs claim to be “evidence-based” and should be

¹⁰⁸ <https://nida.nih.gov/nidamed-medical-health-professionals/health-professions-education/words-matter-terms-to-use-avoid-when-talking-about-addiction>

evaluated to identify the characteristics that make them successful and can be replicated in future programs. Having this information readily available can also assist in applying for grants and other funding.

❖ Biennial Review

12) Delegating ownership for the review: Consistent with the previous BR, this review supports the recommendation that MSU should determine which unit and/or approved staff member is best equipped to assume the primary responsibility of ensuring the review is completed each biennium. Currently, the HP department, for its significant involvement in AOD, is primarily responsible for drafting the BR but additional resources should be conferred to ensure the mandated report is completed efficiently and thoroughly, be it through internal or external means. Delegating the responsibility of the BR's completion to a particular office or department is essential to ensuring the recommendations in the review are addressed and continuously monitored. Given that the BR is a university document, it may be appropriate to assign its responsibility to an office that works with both students and employees, recognizing that the scope and recommendations of the BR are not solely student-facing, but rather represent all students and employees.

13) Setting clear expectations for the BR: While the BR is a federally mandated requirement, many units involved in AOD efforts at MSU stated that they were generally unaware of the explicit goals and requirements for the BR as it related to their own unit. For example, some units did not know what data they should be collecting at-large and what information needed to be shared for the purposes of DFSCA compliance. The university's main AOD response units should work closely with other units to determine their role(s) in the BR and discuss expectations for tracking, evaluating, and reporting on their AOD programming and policy enforcement procedures for each biennium. This would include having clearer guidance on how each unit fits into the university's broader AOD goals, as well as expectations for evaluating improvement made throughout each biennium.

14) Standardizing how AOD data is collected and used for the BR: The BR is a biennial process that requires meeting with and collecting similar information from the same units every two years, but there is not currently a formal written process for conducting the review. It would be beneficial for the various units to have more structured instructions for collecting and sharing their data, which could help units collect data routinely throughout the biennium. For example, the AOD Committee might create a template or worksheet for campus units to use and complete when consolidating their

information for the BR. Additionally, individuals responsible for drafting the BR could use an online submission form where units can answer a set of questions and insert data files and relevant documents to be included in the review. A system for disseminating results and recommendations from the BR should also be developed to ensure units are aware of the recommendations and can determine whether any changes may be needed in the next biennium.

15) Making the BR more accessible: Traditionally, the BR has been available upon request for those who do not directly receive a copy at its completion. It is suggested that a public-facing version of the report be accessible to external individuals who would be interested in learning more about MSU's AOD use and prevention efforts, subject to any redactions that may be required under FERPA or other applicable law.

❖ University-Wide

16) Increased collaboration among units, departments, and offices: Several employees at MSU recognized that navigating AOD issues for students and employees is and should continue to be a team effort that requires the input and support of many units working together. Overall, it appears that the efforts of many units as it relates to AOD are sometimes siloed from each other. It can be difficult to find the time, staffing, and resources to collaborate with one another, but doing so may prove beneficial for the development and implementation of effective AOD programs. For example, the HP AOD team and units that provide mental health services, such as CAPS, may benefit from working more closely together to ensure students seeking help from the HP department and requiring clinical support are easily guided to the right resources.

17) Explicit university-wide goals and objectives related to AOD: Currently, MSU's AOD Program has yet to create explicit university-wide goals and objectives related to AOD. Similar to the previous BR, it continues to be highly recommended that these be thoroughly discussed and established to ensure future policies, programs, and other initiatives have a clear purpose with which to align and support. An example of a long-term broad goal that the Program might consider is: "MSU will ensure all students and employees have access to appropriate and effective resources to reduce AOD-related harm and injuries." An example of an objective, or an action needed to achieve this goal, might be: "The AOD Committee will review progress made on the recommendations from the previous BR every 6 months." MSU administrators and the relevant units could benefit from collaborating with each other to discuss priorities and expectations as they relate to AOD-specific efforts in order to develop Program goals.

18) Greater institutional responsibility and accountability related to AOD:

Ultimately, championing the AOD Program is of utmost importance for its continued success. Based on conversations with staff members, this includes a need for having open and honest conversations about campus drinking culture and thoughtful consideration of the programs and policies that should be in place to facilitate health and safety around AOD. Some recent actions have presented conflicting values to those presented by the University's AOD policy and programming. Specifically, recent decisions to accept sponsorships affiliated with alcohol¹⁰⁹ and gambling¹¹⁰ organizations to fund University activities may cause confusion among MSU affiliates surrounding the AOD-related values at MSU.

G3. Additional Contextual Points to Consider

❖ COVID-19

While the previous BR noted the start of the pandemic in the spring semester of 2020, the implications of COVID-19 on AOD and campus life were more prevalent during the timeframe of this review (fall 2020 through spring of 2022), specifically during the 2020-2021 academic year. During this time, there were less students residing in on-campus housing and attending any of the then-limited in-person events. Additionally, the pandemic pushed AOD prevention programming away from the forefront of University priorities. Bringing awareness back to AOD throughout campus will be an ongoing effort throughout the next biennium.

While there is no official data on changes in the prevalence of student risk-behaviors associated with AOD, some department leaders have expressed that students who returned to campus during the 2021-2022 academic year had a sense of trying to live the “college experience” more intensely once they were back on campus, leading to an increase in risk behaviors.

The following are examples of ways in which programming and policy enforcement were impacted by the COVID-19 pandemic:

- Recovery Housing saw a drop in enrollment during the 2020-2021 academic year while on-campus residency was limited and as on-campus housing opened in the

¹⁰⁹ <https://futureu.education/msu/news-briefs-msu-ad-haller-wants-michigan-law-changed-to-enable-alcohol-sales-at-spartan-stadium/>

¹¹⁰ <https://msuspartans.com/news/2022/1/13/general-caesars-sportsbook-named-official-sports-betting-igaming-partner-of-michigan-state-athletics.aspx>

fall of 2021, they have still not reached the number of residents they had pre-pandemic.

- The Duck Days at residence halls throughout the university saw a significant increase in attendance from students who arrived on campus for the 2021-2022 academic year and were looking for in-person events.
- Also benefiting from the partial transition of the Tiered Intervention Strategy to an online format, OSSA found they could also administer tier interventions during the summer, shortening the wait time for students to complete any sanctions administered as a result of their AOD violation
- The Athletics department found fewer students in violation of AOD policies throughout both academic years. While this may point to a drop in AOD violations, it may also be influenced by barriers to drug testing brought about by the pandemic.
 - This phenomenon also applies to the general student population at MSU who collectively saw fewer AOD violations throughout the 2020-2022 biennium.

❖ MSU's Ongoing Organizational Restructuring

MSU began the process of a university-wide restructuring in the spring of 2020 which has included a change in some University leadership and a shift in responsibilities and titles of different departments throughout the University. As a result, there are many departments, offices, and individuals that are still undergoing changes in the scope of their responsibilities, including those related to AOD. The AOD implications of the university-wide restructuring should be addressed in the following BR, once they have been completed within the next biennium.

❖ PHEG's Status as an External Reviewer

The consultants from PHEG, LLC who authored the 2020-2022 BR are not affiliated with MSU outside of the scope of this review. They are external reviewers who aimed to write an objective review of all AOD programming at MSU. As such, they became familiar with the culture, systems, and happenings at MSU through meetings with the HP department, public-facing information published on MSU's websites, and through the key-informant interviews conducted for this BR. There may be elements about campus culture that the reviewers have missed by not having an official affiliation with MSU.

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Appendix A. Acronyms (In Alphabetical Order)

ACD: Assistant Community Director

AD: Assistant Director

AOD: Alcohol and Other Drugs

ASMSU: Associated Students of MSU

B.R.A.D.: Be Responsible About Drinking

CAPS: Counseling and Psychiatric Services

CD: Community Director

CDL: Commercial Driver's License

CRC: Collegiate Recovery Community

DAAPP: Drug and Alcohol Prevention Program

DFSCA: Drug-Free Schools and Community Act

LCA: Last Chance Agreement

EA: Education Abroad

EAP: Employee Assistance Program

FASA: Office for Faculty and Academic Staff Affairs

FSL: Fraternity and Sorority Life

GLCVB: Greater Lansing Convention and Visitors Bureau

GS: Office of Global Health, Safety, and Security "Global Safety"

GTTL: Greeks Take the Lead

H4U: Health4U

HERD: Healthy Employee Risk Database

HP: Health Promotion

ISAP: Ingham Substance Awareness and Prevention Coalition

MIP: Minor in Possession

MLBA: Michigan Licensed Beverage Association

MLCC: State of Michigan Liquor Control Commission

MSU: Michigan State University

MSU DPPS: Michigan State University Department of Police and Public Safety

NIAAA: National Institute of Alcohol Abuse and Alcoholism

NLLC: Neighborhood Living Learning Collaborative

NMO: New Member Orientation

NSNC: National Social Norms Center

NSO: New Student Orientation

OCAT: Office of Cultural and Academic Transitions

OL: Student Orientation Leader

OSSA: Office of Student Support and Accountability

POE: Prevention, Outreach and Education

RA: Residential Assistant

RCCE: Residential Care and Community Expectations

RD: Residence Director

REHS: Residence Education and Housing Services

RLM: Residential Learning Model

SARV: Sexual Assault and Relationship Violence

SAV: Spartans Against Violence

SEM: Social ecological model

SLE: Division of Student Life and Engagement

SOAR: Spartans' Organization for All Recovery

SVRC: Student Veterans Resource Center

TAM: Techniques of Alcohol Management

TIPS: Training for Intervention ProcedureS

Appendix B. RCCE Protocol for AOD Violations in an On-Campus Residence

ALCOHOL- General Use and/or Possession/Party

Table D10-A. Staff Calling Responsibilities for the General Use or Possession of Alcohol in an On-Campus Residence.

RA Responsibility	Call ACD/RD
ACD/RD Responsibility	Phone Consult
CD Responsibility	n/a
AD Responsibility	n/a

General Protocol:

1. Call for appropriate emergency help (911) if needed.
2. Approach the room with another staff member, knock and introduce yourself.
3. Ask the students for ID to verify age and for documentation.
4. If underage, ask alcohol to be placed in the middle of the room and take a picture of the alcohol.
5. Ask students to dispose of alcohol in nearest bathroom.
6. If there was a noise disturbance, ask students to reduce volume or disperse.
 - a. Refer to Noise Concern Procedures
7. Call Duty Chain if:
 - a. Students are not cooperative.
 - b. There is a large amount of alcohol (more than what would reasonably be consumed by one person).
 - c. There are more than 5 times the room occupancy present.
 - d. You need additional support.
 - e. Someone is arrested or ticketed.
 - f. ACD/RD/CD- arrive on scene to provide additional support.
8. Provide students with a post documentation card.
9. Complete an Advocate Incident Report.

❖ ALCOHOL- Medical Emergency/EMS Transport

Table D10-B. Staff Calling Responsibilities in the Case of a Medical Emergency Due to Alcohol Use in an On-Campus Residence.

RA Responsibility	Call 911 and ACD/RD
ACD/RD Responsibility	Physically Respond and Call CD
CD Responsibility	Phone Consult and Inform AD
AD Responsibility	Inform Assoc. Director

General Protocol:

1. Recognize signs of a Medical Emergency.
2. Call for appropriate emergency help (911).
 - a. Follow directives of the 911 dispatcher.
 - b. Do not touch the individual who needs help, ask someone else present to do so.
3. Call Duty Chain and Duty Partner (if not present).
4. Send one staff member to meet EMS at the front door.
5. Check in with other individuals present/provide support.
6. After the emergency has been attended to, gather identifying information from MSU DPPS and any students involved.
7. If any alcohol remains and individuals are under 21- follow the ALCOHOL-General Use procedures.
8. Complete an Advocate Incident Report.

❖ ALCOHOL- Life Threatening

Table D10-C. Staff Calling Responsibilities in the Case of a Life Threatening Event Due to Alcohol Use in an On-Campus Residence.

RA Responsibility	Call 911 and ACD/RD
ACD/RD Responsibility	Physically Respond and Call CD
CD Responsibility	Physically Respond and Call AD
AD Responsibility	Inform Assoc. Director

General Protocol:

1. Recognize signs of a Medical Emergency.
2. Call for appropriate emergency help (911).
 - a. Follow directives of the 911 dispatcher.
 - b. Do not touch the individual who needs help, ask someone else present to do so.
3. Call ACD/RD on Duty and Duty Partner (if not present).
 - a. ACD/RD and CD will arrive on scene to support.
4. Send one staff member to meet EMS at the front door.
5. Check in with other individuals present/provide support.
6. After the emergency has been attended to, gather identifying information from MSU DPPS and any students involved.
7. If any alcohol remains and individuals are under 21- follow the ALCOHOL-General Use procedures.
8. Complete an Advocate Incident Report

❖ ALCOHOL- Distribution/Production

Table D10-D Staff Calling Responsibilities in the Case of Alcohol Distribution or Production in an On-Campus Residence.

RA Responsibility	Call 911 and ACD/RD
ACD/RD Responsibility	Physically Respond and Call CD
CD Responsibility	Physically Respond and Call AD
AD Responsibility	Inform Assoc. Director

General Protocol:

1. Identify signs of distribution or production.
 - a. Common signs include possession of alcohol that is more than can be consumed for personal use, a keg, alcohol brewing equipment, knowledge of selling alcohol.
2. Call for appropriate emergency help (911).
3. Call ACD/RD on Duty and Duty Partner (if not present).
 - a. ACD/RD and CD will arrive on scene to support.
4. Send one staff member to meet MSU DPPS at the front door.
5. Check in with other individuals present/provide support.

6. After the emergency has been attended to, gather identifying information from MSU DPPS and any students involved.
7. If any alcohol remains and individuals are under 21- follow the ALCOHOL-General Use procedures.
8. Complete an Advocate Incident Report

❖ **DRUG- All Drugs that are not Marijuana or Alcohol**

Table D10-E. Staff Calling Responsibilities for Possession or Use of All Drugs That Are Not Marijuana or Alcohol in an On-Campus Residence.

RA Responsibility	Call 911 and ACD/RD
ACD/RD Responsibility	Physically Respond and Call CD
CD Responsibility	Physically Respond and Call AD
AD Responsibility	Inform Assoc. Director

General Protocol:

1. Call for appropriate emergency help (911) if needed.
2. Determine if there are potential signs of drug use (outlined below).
 - a. If marijuana- refer to Marijuana procedures.
 - b. If alcohol- refer to alcohol procedures.
3. Call up duty chain as outlined in staff calling responsibilities.
4. Contact MSU DPPS Non-Emergency if not already on scene.
5. Follow directives of MSU DPPS.
6. Check in with other individuals present/provide support.
7. After the situation has been attended to, gather identifying information from MSU DPPS and any students involved.
 - a. If there is an arrest, CD on Duty will work with AD for potential interim measures.
8. Provide students with a post documentation card.
9. Complete an Advocate Incident Report.

❖ **MARIJUANA- Smell, General Use and/or Possession**

Residence Education and Housing Services (REHS) aspires to become an antiracist/anti-oppressive department. This procedure has been examined and revamped through the lens of a Racial Equity Impact Assessment tool. Racial equity impact assessments are a key strategy for REHS to effectively change structural systems of dominance and inequity in the department and create a sense of restored community. Please contact the Residential Care and Community Expectations team at RCCE@rhs.msu.edu if you have thoughts or suggestions that may help us create antiracist policies and protocols that contribute to developing communities that are physically and emotionally safe, respectful and inclusive.

Table D10-F. Staff Calling Responsibilities for the Smell, General Use, or Possession of Marijuana in an On-Campus Residence.

RA Responsibility	Call ACD/RD
ACD/RD Responsibility	Phone Consult
CD Responsibility	n/a
AD Responsibility	n/a

General Protocol:

1. Call for appropriate emergency help (911) if needed.
2. Determine if you can identify where the marijuana is being used.
 - a. Ways to identify may include
 - i. Marijuana smell- often smells similar to spray of a skunk.
 - ii. Common ways to hide marijuana use include: a towel under the door to prevent the scent from escaping, windows open, fans blowing the smell outward, other scents used to cover the smell such as air freshener.
 - iii. Directly observed marijuana being smoked or an edible being taken.
 - iv. If not due to smell or direct observation but due to retroactive/delayed report, work with the duty chain on response. Call the duty chain to ensure any immediate support is completed and document in an Advocate Incident Report.
3. If unable to identify a location- document the situation in an Advocate Incident Report.

- a. If a recurring pattern or ongoing unresolved concerns regarding marijuana use- consult with your supervisor the next business day.
4. If able to identify location- approach the room with another staff member, knock and introduce yourself.
5. Ask the students if they have been using marijuana.
6. If yes, ask for any remaining marijuana to be placed in the middle of the room and take a picture of the marijuana.
7. Ask students to dispose of marijuana in the nearest bathroom. If the individual is 21 or older, they may take it off-campus.
8. If there was a noise disturbance, ask students to reduce volume or return to their rooms.
 - a. Refer to Noise Concern Procedures
9. Call up to ACD/RD if...
 - a. Students are not cooperative;
 - b. There is a large amount of marijuana (more than what would reasonably be consumed by one person);
 - c. There are more than 5 times the room occupancy present;
 - d. You need additional support; or,
 - e. Someone is arrested or ticketed.
 - f. ACD/RD/CD- arrive on scene to provide additional support.
10. Provide students with a post documentation card.
11. Complete an Advocate Incident Report.

❖ MARIJUANA- Medical Emergency/ EMS Transport

Table D10-G. Staff Calling Responsibilities for a Medical Emergency Due to Marijuana Use in an On-Campus Residence.

RA Responsibility	Call 911 and ACD/RD
ACD/RD Responsibility	Physically Respond and Call CD
CD Responsibility	Phone Consult and Inform AD
AD Responsibility	Inform Assoc. Director

General Protocol:

1. Recognize signs of a Medical Emergency.
2. Call for appropriate emergency help (911).

3. Call ACD/RD on Duty and Duty Partner (if not present).
4. Follow directives of the 911 dispatcher.
 - a. Do not touch the individual who needs help, ask someone else present to do so.
5. Send one staff member to meet EMS at the front door.
6. Check in with other individuals present/provide support.
7. After the emergency has been attended to, gather identifying information from MSU DPPS and any students involved.
8. If any marijuana remains- follow the MARIJUANA- Smell/General Use procedures.
9. Complete an Advocate Incident Report.

❖ MARIJUANA- Life Threatening

Table D10-H. Staff Calling Responsibilities for a Life-Threatening Emergency Due to Marijuana Use in an On-Campus Residence.

RA Responsibility	Call 911 and ACD/RD
ACD/RD Responsibility	Physically Respond and Call CD
CD Responsibility	Physically Respond and Call AD
AD Responsibility	Inform Assoc. Director

General Protocol:

1. Recognize signs of a Medical Emergency.
2. Call for appropriate emergency help (911).
3. Call ACD/RD on Duty and Duty Partner (if not present).
 - a. ACD/RD and CD will arrive on scene to support.
4. Follow directives of the 911 dispatcher.
 - a. Do not touch the individual who needs help, ask someone else present to do so.
5. Send one staff member to meet EMS at the front door.
6. Check in with other individuals present/provide support.
7. After the emergency has been attended to, gather identifying information from MSU DPPS and any students involved.
8. If any marijuana remains - follow the MARIJUANA- Smell/General Use procedures.
9. Complete an Advocate Incident Report.

❖ MARIJUANA- Distribution/Production

Table D10-I. Staff Calling Responsibilities in the Event of Distribution or Production of Marijuana in an On-Campus Residence.

RA Responsibility	Call 911 and ACD/RD
ACD/RD Responsibility	Physically Respond and Call CD
CD Responsibility	Physically Respond and Call AD
AD Responsibility	Inform Assoc. Director

General Protocol:

1. Identify signs of distribution or production.
 - a. Common signs include possession of marijuana that is more than can be consumed for personal use, materials used for distributing (small bags, scales, etc.), knowledge of selling marijuana.
2. Call for appropriate emergency help (911).
3. Call ACD/RD on Duty and Duty Partner (if not present).
 - a. ACD/RD and CD will arrive on scene to support.
4. Send one staff member to meet MSU DPPS at the front door.
5. Check in with other individuals present/provide support.
6. After the emergency has been attended to, gather identifying information from MSU DPPS and any students involved.
7. If any marijuana remains - follow the MARIJUANA- Smell/General Use procedures.
8. Complete an Advocate Incident Report.

Appendix C. MSU Medical Amnesty Policy



University Policy

POLICY NAME: Medical Amnesty Policy

POLICY NUMBER: UW-01-01

Authority Title and Review Information:	Name and Date
Approval Authority:	Senior Vice President for Student Life and Engagement
Responsible Executive:	Assistant Vice President and Dean of Students
Responsible Office:	Office of Student Support & Accountability
Responsible Officer:	Director of Office of Student Support & Accountability
Policy Category:	Academics and Student Life
Effective Date:	July 29, 2022
Last Review Date:	July 29, 2022
Next Review Date:	July 29, 2025

I. POLICY STATEMENT

Student health and safety are of primary concern at Michigan State University. As such, in cases of significant intoxication or injury as a result of alcohol or other substances (including legal and illicit drugs) that require medical attention, the University encourages individuals to seek medical assistance for themselves or others. MSU recognizes that students may be reluctant to seek medical assistance out of fear of consequences related to possessing or consuming alcohol or drugs. The purpose of the Medical Amnesty Policy is to reduce the barriers to seeking medical assistance for emergencies and promote community wellbeing and safety. When this occurs, the University honors that care by prioritizing educational and supportive responses. The University will not pursue disciplinary action through the university student conduct process for violations of the University's alcohol and other drug policies for students who take such action (for themselves or others).

II. SCOPE

This policy applies to all Michigan State University students.

III. DEFINITIONS

For purposes of this policy:

Medical Amnesty: Exemption from discipline for violations of university drug- or alcohol-use/possession policies for Michigan State University students seeking immediate medical assistance for themselves or on behalf of persons experiencing drug- or alcohol-related emergencies and for MSU students requiring medical attention related to a drug- or alcohol-related emergency. Instead, the students will meet with University personnel and be assigned educational interventions when there is concern regarding the safety of a student in connection to the student's alcohol or drug use.

Medical Emergency: A serious and unexpected situation involving illness or injury and requiring immediate action. It is not uncommon for medical assistance to be required after consumption of alcohol and/or drugs.

Examples of medical emergency include, but are not limited to:

1. Alcohol Poisoning/Overdose
2. Drug Overdose
3. Physical injuries as a result of substance use

Signs of Substance Overdose Include:

- Confusion or stupor
- Vomiting while passed out, not waking up after vomiting, or incoherence while vomiting
- Seizures
- Breathing is slow (less than 8 breaths per minute) or irregular, with 10 seconds or more between breaths
- Weak pulse, very rapid pulse, or very slow pulse
- Cold, clammy, pale or bluish skin
- Loss of consciousness: Inability to awaken a person with loud shouting, or inability of a person to remain awake for more than 2-3 minutes or to carry on a coherent conversation when awake (semi-conscious)
- A person who has lost consciousness and cannot be awakened is in danger of dying. Help is needed immediately.

IV. POLICY

In instances where a student seeks medical assistance for themselves or another individual, the University will not pursue disciplinary action through the university student conduct process for violations of the University's alcohol and drug use and/or possession policies for the eligible students.

Students who are eligible for Medical Amnesty:

1. A student who contacts emergency services (Calls 911) or speaks with a University Official (e.g., Resident Assistant or Community Director) in order to obtain medical assistance for themselves or another individual experiencing an alcohol or drug medical-related emergency; and, if applicable:

- a. The student stays with the individual requiring aid;
 - b. The student meets with the appropriate University Staff after the incident;
 - i. The student will be contacted via MSU email for next steps
 - c. The student cooperates with any University investigation related to the incident; and
 - d. The student completes any educational requirement determined by the University.
2. A student who receives medical assistance for an alcohol- or drug-related emergency as the result of another student calling for such assistance.
 3. A student who reports a potential violation of the [Relationship Violence and Sexual Misconduct \(RVSM\) policy](#) or participates in an Office of Institutional Equity (OIE) investigation. Prohibited conduct will not be disciplined by the University for a violation of the University's drug and alcohol possession or consumption policies that may have occurred in connection with the reported incident.

Medical Amnesty does not apply when action to call for help is not taken prior to arrival of a University staff member or emergency personnel.

Medical Amnesty only applies to university alcohol and drug use and/or possession policies. Possession is defined as an individual possessing an amount of alcohol or drugs sufficient only for personal use. A student alleged to be in violation of other Laws, Ordinances, or University Student Regulation other than those related to drug and alcohol use will still be subject to the university disciplinary process for those potential violations.

Medical Amnesty may not be used as a means for students to circumvent University policy. Student conduct administrators will determine on a case-by-case basis whether a student is eligible for Medical Amnesty under this policy.

This process is separate from any legal proceedings and the University cannot guarantee any amnesty outside of the university student conduct system.

V. POLICY PROCEDURES

If a student is eligible for Medical Amnesty, the University will not pursue disciplinary action through the university student conduct process. However, the University recognizes the need to provide support and education related to alcohol and/or drug use.

Students who are eligible for Medical Amnesty must complete the following steps.

1. Eligible students are required to meet with a staff member in the Office of Student Support & Accountability ("OSSA") or Residence Education and Housing Services ("REHS").
2. A meeting will be scheduled with an OSSA or REHS staff member. The University will notify and schedule a meeting with the student through their MSU email account.
3. During the meeting, the staff member will determine appropriate educational supports for the student per the University's Alcohol and Other Drug Tiered Intervention. There will be no cost associated with any educational supports assigned.
4. The student must complete the required educational support(s). Educational support may include, but is not limited to:
 - a. Spartan Smart: an alcohol and other drug workshop
 - b. A confidential one-to-one meeting with an alcohol and other drug specialistSerious or repeated incidents will prompt a higher degree of concern for the safety of the student and may prompt additional educational requirements to address that concern.
5. Students must complete the requirements in their entirety. If a student fails to complete the requirements in their entirety, they may be subject to additional requirements or may be subject to the formal student conduct process outlined in Article 5 of Student Rights and Responsibilities.
6. During the required meeting, any student who brings their own use, addiction, or dependency to the attention of the staff member will be supported. MSU is committed to supporting students navigating substance use issues. A formal support plan will be developed in partnership with the student and will be used to track engagement by the student. If a student fails to complete the requirements in their entirety, they may be subject to additional requirements or may be subject to the formal student conduct process outlined in Article 5 of Student Rights and Responsibilities.

VI. VIOLATIONS

Students who do not complete the requirements of the Medical Amnesty Policy may be subject to discipline through university student conduct process.

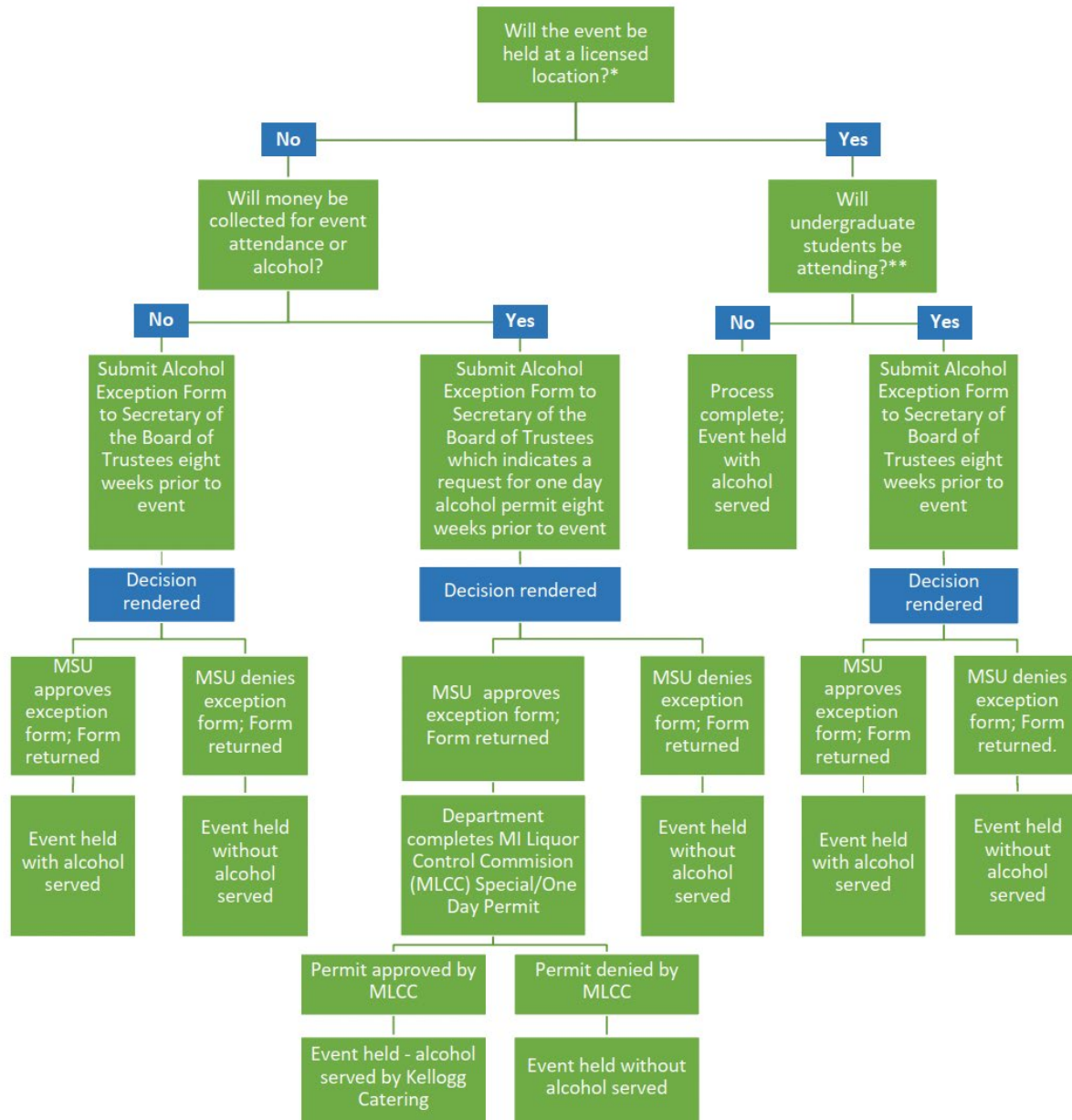
VII. RELATED INFORMATION AND ATTACHMENTS

- ▼ [General Student Regulations](#)
- ▼ [Relationship Violence and Sexual Misconduct \(RVSM\) policy](#)
- ▼ Frequently Asked Questions
- ▼ Case Study Examples

VIII. HISTORY

Action	Description
Issued:	1. [OARC, July 29, 2022] 2.
Approved by:	1. [Senior Vice President for Student Life and Engagement Vennie Gore, July 29, 2022] 2.
Revised:	1. [n/a July 29, 2022] 2.

Appendix D. Alcohol Exception Flowchart



*Licensed locations include: Kellogg Center; (parts of) Fairchild Auditorium, Breslin Center, Broad Art Museum, Spartan Stadium tower, Union, and Wharton Center. Catered events require the use of Kellogg Catering to serve alcohol.

**Alcohol exemptions are generally not approved for undergraduate events.

Appendix E. College of Communication, Arts, and Sciences Faculty Publications

The following list includes recent publications by faculty members on a topic relevant to alcohol or substance misuse, as well as COVID-19, and social norms research:

- Alhabash, S., Kanver, D., Lou, C., Smith, S. W., & Tan, P-N. (2020). Trick or drink: Offline and social media hierarchical normative influences on Halloween celebration drinking. *Health Communication*. DOI: 10.1080/10410236.2020.1808406
- Alhabash, S., Mundel, J., Deng, T., McAlister, A., Quilliam, E. T., Richards, J. I., & Lynch, K. (2021). Social media alcohol advertising among underage minors: effects of models' age. *International Journal of Advertising*, 40(4), 552-581.
- Chen, L., Dong, C., & Zhang, Y. (2022). An Online Experiment Evaluating the Effects of Social Endorsement Cues, Message Source, and Responsibility Attribution on Young Adults' COVID-19 Vaccination Intentions. *SAGE Open*, 12(2), 21582440221093046.
- Chung, M., & Lapinski, M. K. (2022). Social norms. *The International Encyclopedia of Health Communication*.
- Chung, M., Jang, Y., Lapinski, M. K., Kerr, J. M., Zhao, J., Shupp, R. S., & Peng, T. Q. (2022). I do, therefore I think it is normal: The causal effects of behavior on descriptive norm formation and evolution. *Social Influence*, 17, 17-35.
<http://dx.doi.org/10.1080/15534510.2022.2052955>
- Hembroff, L. A., Martell, D., Allen, R., Poole, A., Clark, K., & Smith, S. W. (2021). The long-term effectiveness of a social norming campaign to reduce high-risk drinking: The Michigan State University experience, 2000–2014. *Journal of American College Health*, 69(3), 315-325.
- Jang, Y., Turner, M., Lapinski, M., Peng, W., Schaaf, A., & Lee, S. (2021, November). Expanding the risk perception attitude framework in the. Context of COVID-19. Paper to be presented to the 107th National Communication Association Conference (NCA 2021). Seattle, WA.
- Johnson, A. C., Simmens, S. J., Turner, M. M., Evans, W. D., Strasser, A. A., & Mays, D. (2022). Longitudinal effects of cigarette pictorial warning labels among young adults. *Journal of Behavioral Medicine*, 45(1), 124-132.
- Johnson, A. C., Turner, M. M., Simmens, S. J., Evans, W. D., Strasser, A. A., & Mays, D. (2022). Mediational effects on motivation to quit smoking after exposure to a cigarette pictorial warning label among young adults. *Annals of Behavioral Medicine*, 56(7), 737-748.
- Kryston, K., & Eden, A. (2021). I like what you like: Social norms and media enjoyment. *Mass Communication and Society*, 1-23.
- Liu, R. & Lapinski, M.K. (2022). The Theory of Normative Social Behavior. *The International Encyclopedia of Health Communication*.
- Liu, R. W., Lapinski, M. K., Kerr, J., Zhao, J., Bum, T., & Lu, Z. (2022). Culture and social norms: Development and application of a model for culturally contextualized communication measurement (MC³M). *Frontiers in Communication*.
<https://doi.org/10.3389/fcomm.2021.770513>

- Park, S., Kryston, K., & Eden, A. (2021). Social norms and social identity explain the selection and anticipated enjoyment of in-group versus out-group films. *Psychology of Popular Media*, 10(3), 382.
- Reynolds, R. M., Park, S., Ellithorpe, M. E., Rhodes, N., Ewoldsen, D. R., & Boster, F. J. (2021). The dynamic theory of reasoned action: evidence for a reverse causal process in the context of WHO handwashing guidelines. *Psychology & Health*, 1-24.
- Rimal, R.N., & Lapinski, M.K. (2021). Behaviours are important, as are their underlying attributes: Use of attribute-centred theorizing (ACT) for behaviour change. *World Health Bulletin*, 99(11): 828–833. doi: 10.2471/BLT.20.285363
- Smith, S. W., De Jong, W., Turner, M. M., Park, S.Y., Jang, Y., Poole, A., Martell, D., & Salerno, J. (2021). Determining Whether Public Communications Campaigns Based on the Social Norms Approach Are a Viable COVID-19 Prevention Strategy for College Campuses. *Journal of Health Communication*, 26(11), 792-798
<https://doi.org/10.1080/10810730.2021.2009597>
- Turner, M. M., Jang, Y., Heo, R. J., Ye, Q., Barry, R., Long, J., Lapinski, M., Peng, T., & Lee, S. (2022, May). Mask wearing as a prosocial behavior: Proposing and testing the moral norms activation model (paper presentation). International Communication Association 72nd Annual Meeting, Paris, France.

Appendix F. Stakeholder Interview Questions

Michigan State University
Biennial Review 2020-2022
July - August 2022

Stakeholder Meetings: Interview Guide

Thank you so much for your continued commitment to Michigan State University's Alcohol and Other Drugs (AOD) Program. To support a comprehensive review of the Program, we will ask you to please consider the following questions during our upcoming meeting. We really appreciate your time and effort in ensuring that we gather the most accurate and helpful information possible. And we look forward to having open and honest discussions with you!

1. Please describe the Unit's goals and objectives related to alcohol and illicit drug use among students and/or faculty and staff.
2. Describe the strategies used by the unit to achieve those goals and objectives.
3. What factors have influenced your unit's ability to achieve your desired goals/objectives/outcomes? For example, has anything helped or hindered you?
4. Was your unit made aware of any recommendations made in the previous BR that were applicable to your unit? If so, describe any progress you made in the past two years towards implementing the recommendations.
5. What are the unit's main takeaways and lessons learned related to AOD from the last two years?
6. What changes are you planning to implement during the next two years, if any?
7. Do you have any recommendations for how to improve MSU's AOD Program at-large?
8. Do you have any other comments, suggestions, or questions for us to consider?

Appendix G. Content and Outcomes for 1:1 Substance Use Assessments

Session I

Content:	Outcomes:
<ul style="list-style-type: none">● Building rapport and trust.● Review of assessment expectations and outcomes.● Exploration of presenting problem, academic goals, social supports, family history and identifying any immediate needs.	<ul style="list-style-type: none">● Develop trust and awareness in creating a safe and confidential space to explore current challenges.● Empowering student in their role and engagement in assessment process.● Information gathering and initial case conceptualization.● Identify and connect student with any immediate services or resources.

Session II

Content:	Outcomes:
<ul style="list-style-type: none">● ASAM Bio-psycho-social assessment and DSM-V Diagnosis.● Support student in exploring their goals and values and identification of behavioral changes utilizing motivational interviewing.● I of care recommendation.● Referral information for treatment as needed.	<ul style="list-style-type: none">● Assessment and diagnosis of substance use disorder.● Recommendation based on individual need.● Increased awareness of values and goals, identifying discrepancies, and creating an environment for change talk.● Assist in needed services (contact referred agency for intake/assessment), RCMP, Mental Health supports.

Session III

Content:	Outcomes:
<ul style="list-style-type: none">● Follow-up.	<ul style="list-style-type: none">● Review referrals and engagement in support services and treatment recommendations.● Assess needs for any additional assistance and supports student may need to complete recommendations or to address any additional issues or challenges.

Appendix H. Collegiate Recovery Community Evaluation Survey and Results

1. How would you rate your overall health? (n=15)
 - a. **Very Good - 40%**
 - b. Good - 33.3%
 - c. Fair - 6.7%
 - d. Poor - 20%
2. Have you ever been treated for mental health? (n=15)
 - a. **Yes - 93.3%**
 - b. No - 6.7%
3. Have you ever been diagnosed with a mental health disorder? (n=13)
 - a. **Yes - 100%**
4. Have you been treated for mental health within the past year? (n=13)
 - a. **Yes - 84.6%**
 - b. No - 15.4%
5. Are you currently taking medications for a mental health disorder? (n=13)
 - a. **Yes - 53.8%**
 - b. No - 46.2%
6. Rate your level of stress over the past six months on a scale from 1 to 10: (n=13)
 - a. **Average: 7.54, Median: 7**
7. Do you smoke cigarettes (or use e-cigarettes, vaporizers, hookah, chewing tobacco, etc.)? (n=14)
 - a. Yes - 35.7%
 - b. **No - 64.3%**
8. Do you identify as in recovery? (n=14)
 - a. **Yes - 85.7%**
 - b. No - 14.3%
9. Select all that you consider yourself in recovery from: (n=15)
 - a. **Other drug use disorder - 80%**
 - b. Alcohol use disorder - 60%
 - c. Self-injury - 33.3%
 - d. Eating disorder - 20%
 - e. Exercise addiction - 20%
 - f. Sex/love addiction - 13.3%
 - g. Internet addiction (other than for sex, gambling, gaming, or shopping)) - 13.3%
 - h. Compulsive shopping - 6.7%
 - i. Gambling addiction - 6.7%
 - j. Gaming addiction - 6.7%
 - k. Other (please describe) - 6.7%
10. How long have you been abstinent from drugs and alcohol? (n=12)

- a. 0 - 30 days - 16.7%
 - b. 31 - 60 days - 8.3%
 - c. 61 - 90 days - 8.3%
 - d. 3 - 6 months - 8.3%
 - e. 6 - 9 months - 16.7%
 - f. 2 years - 8.3%
 - g. 3 years - 33.3%**
11. Have you engaged in any of the following behavioral addictions in the past 90 days?
(Select all that apply) (n=15)
- a. Eating disorder - 20%**
 - b. Self-injury - 20%**
 - c. Sex/love addiction - 20%**
 - d. Internet addiction (other than for sex, gambling, gaming, or shopping)) - 20%**
 - e. Gaming addiction - 13.3%
 - f. Exercise addiction - 6.7%
 - g. Compulsive shopping - 6.7%
 - h. Gambling addiction - 6.7%
 - i. Other (please describe) - 0%
12. How important was the presence of on-campus recovery supports in your decision to attend or return to college? (n=5)
- a. Extremely important - 40%**
 - b. Moderately important - 40%**
 - c. Slightly important - 20%
13. How did you first hear about MSU's Collegiate Recovery Community? (n=5)
- a. Treatment program - 7.1%
 - b. 12-step or recovery support meeting - 7.1%
 - c. Online search - 35.7%**
 - d. Word of mouth - 28.6%
 - e. MSU Student Health Services - 7.1%
 - f. Private therapist - 7.1%
 - g. Program informational materials - 7.1%
14. How helpful were the following services?

	RCPD accommodations (%)	Individual counseling (%)	SOAR activities (%)
Not at all helpful	7.1	7.1	0
A little helpful	7.1	7.1	7

Moderately helpful	0	14.3	0
Quite a bit helpful	14.3	14.3	7
Extremely helpful	28.6	14.3	57
Not applicable	42.9	42.9	28

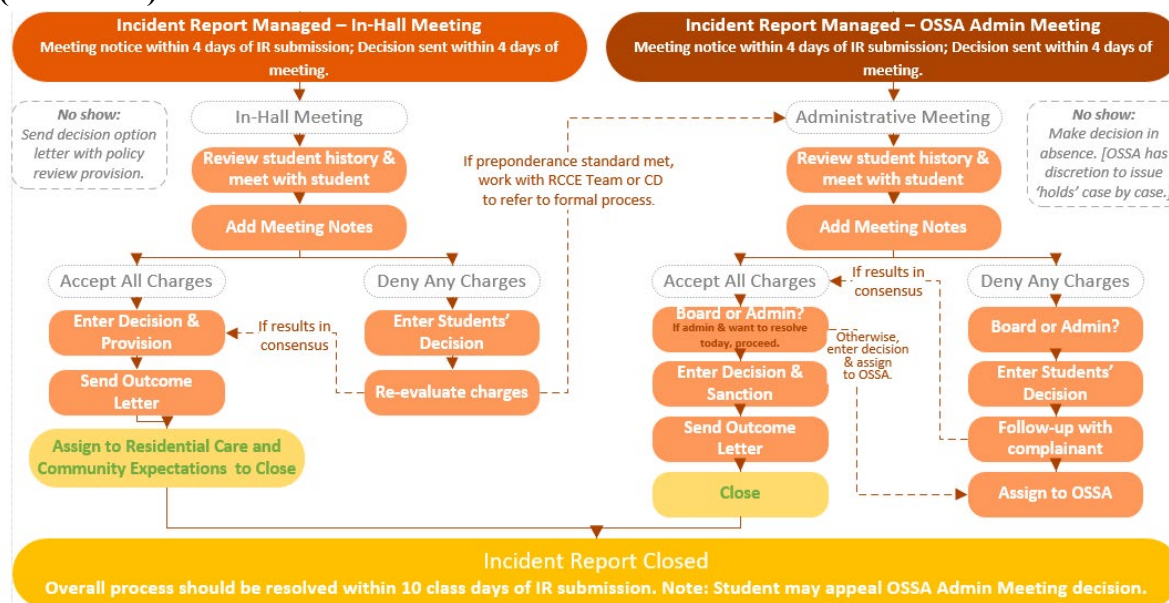
15. How helpful do you feel the following services (not yet offered through MSU's CRC) would be?

	Relapse prevention (%)	Peer mentorship program (%)	Seminars on addiction (%)	Peer academic tutoring (%)
Not at all helpful	7.1	7.1	0	0
A little helpful	0	0	14.3	14.3
Moderately helpful	21.4	14.3	42.9	28.6
Quite a bit helpful	14.3	14.3	42.9	28.6
Extremely helpful	57.1	64.3	35.7	50

16. What are some of the most challenging aspects of being a student in recovery at MSU?

- a. Deciding when to disclose - 25%
- b. Balancing my recovery and other things - 8.3%
- c. Lack of sober activities - 8.3%
- d. Feeling like I am missing out on the college experience - 41.7%**
- e. Other (please describe) - 16.7%

Appendix I. Residence Education and Housing Services In-Hall Conduct Meeting Guide (2022-2023)



Pre-Meeting

- Read the Incident Report
- Review the charges
- Review student history (this is not to be used in determining responsibility, but informing outcome if charges are accepted)

Meeting

- **Introductions**
 - If group meeting (for CDs/RDs only), ask if all agree to have the meeting together
 - If yes, have them all complete FERPA waiver form
 - If no, reschedule individual meetings
- **Build rapport**
 - Student Information:
 - Academics: major, class schedule, study habits, use of resources
 - Housing: relationship with roommate, environment on the floor
 - Involvement: student organizations, work
 - Family/personal life: feeling connected on campus, connection with family
 - Goals: next semester, after graduation
- **Review Meeting Goals**
 - Student rights and responsibilities (see Spartan Life On-Line)
 - Informal (today) and formal (Office of Student Support and Accountability - OSSA) resolution options
 - Provide an overview of the conduct processes
 - Potential outcomes (provisions), if responsible
- **Review Student Rights**
 - Privacy (FERPA)

- Receive allegation details and respond to them
- OSSA Process
 - Formal Hearing (ask questions, be heard by peers, present witnesses, have an advisor)
 - If formal process, right to appeal any formal decisions made [1st to the USAB, then then to DOS) (suspension or dismissal only)]
- **Review Student Responsibilities**
 - Support the search for truth
 - Allow others to exercise all their rights and responsibilities
 - Know and understand University policies
 - Make your own decisions, and accept consequences of those decisions
- **Meeting Protocol**
 - Discuss the incident
 - What happened?
 - What were you thinking at the time?
 - What have you thought about since?
 - Reflect on the incident (RJ questions and RLM-focused questions)
 - Who was affected by your actions, and how? Needs of those affected
 - What can you do to repair the harm?
 - Review any prior misconduct
 - Student's support needs
 - Ask student to read the cited regulations/policies
 - Seek clarity and understanding of each
 - Invite student to Admit or Deny each regulation cited
 - IF ADMIT TO ALL ... determine appropriate provisions that student agrees to
 - IF DENY ANY ... assess the policies
 - If consensus – remove denied policies and move discuss provisioning (if responsible for any)
 - If no consensus but preponderance standard met, explain the OSSA/formal process to the student
- **Wrap up**
 - Outline likely actions if similar behavior occurs again (i.e. pattern of behavior to OSSA)
 - Explain that the student will receive an outcome letter
 - If transport involved, initiate CARE Process (share resources, check in with student)
 - Answer questions and discuss timeline (follow up letter)

Post-Meeting (within 4 business days of meeting)

- If in-hall resolution:
 - Upload meeting notes
 - Enter decision
 - Enter provision (if applicable)

- Send outcome letter (required for responsible and not responsible)
 - Complete Incident Action
 - Assign to Residential Care and Community Expectations with note **(i.e. ready for closure, Forward to OSSA, etc.)**
- If referral to formal/OSSA process:
 - Upload meeting notes
 - Assign to Residential Care and Community Expectations with note (i.e. refer to OSSA)

Appendix J. Residence Education and Housing Services Reflection Survey (2020-2021)

Use the scale to indicate how much you agree with the following statements. (Strong Agree, Somewhat Agree, Neither Agree nor Disagree, Somewhat Disagree, Strongly Disagree) (n=26)

1. During my in hall meeting... - I was provided a clear and understandable explanation of the expectations of living in the residence halls at MSU (for example, On Campus Housing Handbook, Spartan Life Handbook)
2. During my in hall meeting... - I was provided a clear and understandable explanation of the alleged violation(s).
3. During my in hall meeting... - I was given the opportunity to explain my perspective about what happened.
4. During my in hall meeting... - I was treated with respect and dignity.
5. After my in-hall meeting... - My case was resolved within a reasonable amount of time from when the incident occurred.
6. After my in-hall meeting... - I gained a greater understanding of the impact and consequences of my behavior on me or others.
7. After my in-hall meeting... - I am able to explain my rights in my community.
8. After my in-hall meeting... - I am able to explain my responsibilities to my community.
9. After my in-hall meeting... - I am able to explain how my behavior impacts others in the community.

	#1	#2	#3	#4	#5	#6	#7	#8	#9
<i>Strongly Agree</i>	24	24	24	25	21	22	23	24	24
<i>Somewhat Agree</i>	2	1	2	1	4	3	2	2	1
<i>Neither agree nor disagree</i>	0	0	0	0	0	1	0	0	1
<i>Somewhat disagree</i>	0	1	0	0	1	0	1	0	0
<i>Strongly disagree</i>	0	0	0	0	0	0	0	0	0

10. Has this prompted you to make change(s) in your life/behaviors? (n=25)

a. **Yes - 100%**

Use the scale to indicate how much you agree with the following statements. (Strong Agree, Somewhat Agree, Neither Agree nor Disagree, Somewhat Disagree, Strongly Disagree) (n=91)

11. During my in hall meeting... - I was provided a clear and understandable explanation of the expectations of living in the residence halls at MSU (for example, On Campus Housing Handbook, Spartan Life Handbook)

12. During my in hall meeting... - I was provided a clear and understandable explanation of the alleged violation(s).
13. During my in hall meeting... - I was given the opportunity to explain my perspective about what happened.
14. During my in hall meeting... - I was treated with respect and dignity.
15. After my in-hall meeting... - My case was resolved within a reasonable amount of time from when the incident occurred.
16. After my in-hall meeting... - I gained a greater understanding of the impact and consequences of my behavior on me or others.
17. After my in-hall meeting... - I am able to explain my rights in my community.
18. After my in-hall meeting... - I am able to explain my responsibilities to my community.
19. After my in-hall meeting... - I am able to explain how my behavior impacts others in the community.

	#11	#12	#13	#14	#15	#16	#17	#18	#19
<i>Strongly Agree</i>	87	86	89	87	70	80	68	79	77
<i>Somewhat Agree</i>	4	4	1	3	11	7	19	10	10
<i>Neither agree nor disagree</i>	0	0	0	0	0	0	0	0	0
<i>Somewhat disagree</i>	0	0	0	0	7	0	1	0	1
<i>Strongly disagree</i>	0	0	1	0	0	0	1	0	0

20. Has this prompted you to make change(s) in your life/behaviors? (n=91)
 - a. **Yes - 94.5%**
 - b. No - 5.5%