

Drug-Free Schools and Communities Act Biennial Review

July 1, 2021 through June 30, 2023 Report



**NORTHERN MICHIGAN
UNIVERSITY**

Northern Michigan University

**Drug-Free Schools and Campuses Regulations (EDGAR Part 86)
Alcohol and Other Drug Certification**

President's Certification

The undersigned attests and certifies that Northern Michigan University has adopted and implemented an alcohol and other drug prevention program for students and employees that, at a minimum, includes:

1. An annual notification distributed to each employee and each enrolled student that states:

- The standards of conduct clearly prohibiting, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A description of any drug or alcohol counseling and programs that are available to employees or students; and
- A clear statement that the institution will impose disciplinary sanctions on students and employees, consistent with State and Federal law, and a description of sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violation of 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 programs and policies, if necessary; and
- Ensure disciplinary sanctions are consistently enforced.

Brock Tessman
NMU President

Date

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*****The policies referenced in this report and the appendices refer to the version in effect during the review period of July 1, 2021 through June 30, 2023; more recent updates may be in effect. All current policies are available at nmu.edu/policies. *****

INTRODUCTION: The NMU Drug-Free Schools Program Components

As required by the Drug-Free Schools and Communities Act, Northern Michigan University conducts a biennial review of its Alcohol and Other Drug (AOD) Program and supporting policies to determine Program effectiveness and consistency of policy enforcement.

The term "Program" is used in the Drug-Free Schools and Communities Act to mean the total efforts and activities utilized by a University to both prevent drug and alcohol abuse, as well as respond to illegal or excessive drug and alcohol use. Programs include training and education, early intervention, efforts to steer students to alcohol and drug-free activities, counseling, sanctions and other University efforts. The Act also requires each University to conduct a biennial assessment of the effectiveness of the University's Program and present that assessment to the University President for review and approval.

Northern Michigan University's Drug-Free Schools and Communities Act Program consists of six components. First, the University provides alcohol and drug awareness activities and events for students and employees. Second, the University provides numerous and varied activities to support healthy, alcohol and drug-free pastimes. Third, the University provides the required notifications to all employees and students. Fourth, NMU responds to persons struggling with alcohol and other drugs in a supportive manner. Fifth, NMU applies sanctions consistently. Finally, the University has assigned a committee to conduct regular assessments of the Program as required under the Act, culminating in a report issued to the NMU President. See Appendix A for the Drug-Free Schools and Communities Act Binennial Review Committee Charter.

This report describes the NMU Program components, documents the review of sanctions applied, and assesses the Program as a whole for the period between July 1, 2021 through June 30, 2023. Recommendations for improvement are included at the end of this report.

Component 1: Alcohol and Drug Awareness Programming

Northern Michigan University provides numerous Alcohol and Drug Awareness programming opportunities, meaning activities and training sessions designed to inform students and employees about the risks associated with illegal or excessive alcohol and other drug use. The University provides both regular, consistent programming and various ad-hoc programming. These are some of the alcohol and drug awareness opportunities provided in this review period:

Programming begins at orientation, before potential students are even enrolled at NMU. During orientation, the NMU Police Department, Dean of Students Office/Conduct and the New Student Orientation staff present alcohol and drug health and safety information. At least one parent session also includes talking points to help parents initiate a discussion about drug and alcohol use as well as information about drug-free activities on campus. Next, NMU sends a web-based training session from Vector Solutions to all students who attend orientation. The module is part of a series designed to provide risk management information, including drug and alcohol risk management information, to all first-time, on-campus students prior to their move-in date.

Once on campus, students are introduced to the Housing and Residence Life Office programming. This office utilizes student surveys to assess a multitude of factors, including student satisfaction with their living area, relationships made in their area, facilities/process-related questions, as well as questions regarding their perceptions about drugs and alcohol on campus. The survey asks students if they feel as though drugs and alcohol are prevalent in their living situation, how often they consume alcohol and or drugs, and if they are aware of services or programs that support students struggling with alcohol or drugs. The information collected is used to customize programming to the needs of each cohort. For instance, if the cohort surveyed indicates that binge drinking is an issue, programming to address binge drinking can be provided.

Housing and Residence Life staff, including the paraprofessionals who work as resident assistants and resident directors, are specially trained in University resources related to drug and alcohol abuse. The Housing staff is proficient in identifying drug and alcohol use and how to address issues they personally encounter as well as reports from other students. In addition, the paraprofessional staff provides on-campus housing students with notification of the NMU Alcohol and Other Drug Policies via the Housing website, posting boards, house meetings, government meetings, and emails.

Specific programming efforts from Housing and Residence Life, often in collaboration with the NMU Police Department, included:

- The Full Sail Initiative - An educational programming model, where each paraprofessional staff brought in presenters once a semester to talk about a variety of educational topics, including at times, drug and alcohol safety.
- House / Hall Government - A governing body over each community that plans educational and social activities for the community, including drug and alcohol risk management information.
- Primetime - A student organization advised by Housing and Residence Life staff that offers fun, drug- and alcohol-free social events on Friday nights as an alternative to students participating in events that involve alcohol or other drugs.

Note that some Housing and Residence Life face-to-face programming was suspended during COVID-19. However, many resources were offered digitally to the students and full programming resumed in 2022.

Off-campus students and upper-classmen also receive the University's alcohol and other drug (AOD) information. Shortly after the 10th day of classes, any first-time NMU student who has not already received the full Vector Solutions web-based module is sent a link through their University email. The module contains information about drug and alcohol risk as well as links to relevant NMU policies, such as the medical amnesty policy. For upper-classmen, a condensed version of the Vector Solutions module is provided annually to returning undergraduate students and all graduate students. In addition, informational pamphlets on AOD and helpful resources are provided at NMU Fall Fest by the NMU Police Department.

Ad-hoc educational programming on alcohol and drug awareness is regularly presented to the campus community by the NMU Police Department. The programs are available to any on-campus organization and can be adapted to the requester's desired topic. Risk Management Programs on AOD and Sexual Assault are the most common presentation. The NMU Police Officers carry informational pamphlets about AOD and the resources available for distribution during presentations.

Most AOD pamphlets, materials, and training reference the NMU Alcohol and Other Drugs Information Guide. This is a stand-alone web page that documents the University's AOD commitment to preventing substance abuse. It also includes information concerning available resources for assessment, referral, and treatment as well as sanctions for non-compliance. By dedicating one webpage to this information, and pointing all resource material to this page, the University eliminates some of the risk of distributing incorrect or outdated information to students and employees. This page is located at nmu.edu/druginformationguide and is kept current by the Dean of Students Office.

The Athletics Department also provides specialized information to student-athletes. Each athlete is required to attend an annual meeting to review the drug testing policy and banned substances. This is required by the NCAA for all NCAA athletes. Before being allowed to practice, every athlete completes a Vector Solutions module designed for NCAA athletes. Athletes also receive an email including a link to the drug testing policy. The athletes are required to acknowledge their receipt of this information. Also, NMU PD presents AOD and sexual assault prevention information during an in-person session with athletes and coaches.

In 2018, the NMU Health Promotions Specialist retired, and the position's responsibilities were distributed to different departments, including the Dean of Students Office and the Center for Student Enrichment. Since then, the Coordinator of the Center for Student Enrichment has been charged with providing specialized programming for NMU's Greek organizations.

Greek organizations have been identified nationally as groups that expose students to increased drug and alcohol use. Therefore, students who join Greek organizations are required to attend a face-to-face risk management session focusing on sexual assault, drug and alcohol awareness, and hazing. The Coordinator of the Center for Student Enrichment partners with an NMU Police Officer to offer the risk management sessions at a minimum of twice per semester.

The NMU Counseling Center also provides awareness education, typically through group or individual counseling sessions. In addition, the Counseling Center has expanded its services to provide 24/7 access to supportive resources. Also, through the Counseling Center, NMU offers a free service called TAO Connect, an app and online program that can help everyone feel happier, healthier, and more productive when going through tough times. It provides preventive techniques and lifestyle skills to address issues that could

contribute to drug and alcohol use. Each treatment/pathway in TAO consists of 6-7 highly engaging educational modules, including interactive activities to help learn strategies and skills. A program can be completed within 6 to 9 weeks when committing about 15 minutes a day. If focused problems unexpectedly surface, such as anxiety and stress, individual modules can be accessed to reinforce what has been learned.

Component 2: Healthy Alternatives - NMU's Alcohol and Drug-free Events

Northern Michigan University believes that supporting student and employee well-being and a sense of belonging will help reduce unhealthy drug and alcohol behaviors. NMU provides and publicizes numerous events that are alcohol/drug-free; many of these are activities to promote well-being and belonging.

In 2020, NMU adopted a new activity software, now called the HUB. The HUB is an engagement platform that provides a complete toolkit for student organizations and NMU departments to manage their events/activities within a private campus network, where students, faculty, staff, and alumni can connect, share, and get involved. The site is located at hub.nmu.edu. Through the HUB, NMU tracks the number of registered student organizations, which grew from 194 in 2021/22 to 254 in 22/23. The number of alcohol and drug-free events also grew in those years. Over 1600 events were posted between May 2021 and April 2022. For the 22/23 year, over 1800 events (all drug and alcohol-free) were posted, indicating a large variety of events available and publicized.

The Center for Student Enrichment also initiated a program called "Pick One." The initiative encourages students to get involved with at least one activity that they are passionate about. This could mean getting an on-campus job, participating in faculty-led research, or most commonly, joining a student organization. Pick One encourages all students to find out about the campus community and choose at least one thing that contributes to their sense of well-being and belonging. The program is a fun, interactive way to help students develop friendships and build connections. It features a points program to engage students. As students join organizations and participate in events, they are awarded Pick One points, which earn them prizes. In Fall 2021, there were 537 participants in the program. In 2022, the number of participants grew to over 1160, who logged points from 78 different alcohol and drug-free events.

Component 3: Required Notifications

At Northern Michigan University, the Alcohol and Other Drug Policy is the same, verbatim, as the notifications provided to students and employees. This policy/notification is provided regularly to all students and employees via an email notification process. The notification is intended to educate members of the campus community about health risks associated with the use and abuse of alcohol and other drugs as well as to provide information concerning available resources for assessment, referral, and treatment. The notification also provides information about sanctions for non-compliance.

Northern Michigan University distributes the required email notifications four times per year in the fall semester, winter semester, and two summer sessions, to each enrolled student. In addition, each employee receives an annual notification. The notifications include:

- Standards of conduct for students and employees
- A description of associated University and legal penalties
- A description of health risks
- A description of available resources, services, and treatment programs

New faculty and staff receive the same information during new employee orientation. Copies of the notifications are included in Appendix B.

Component 4: Response to Noncompliance

The first part of NMU's response to unhealthy or illegal use of alcohol or other drugs is to provide support services for people who may be struggling.

During this reporting period, the NMU CARE (Case Administration and Resource Education) team was in development. The CARE team will be a campus-wide team of appointed staff and faculty responsible for identifying, assessing, and responding to concerns and/or disruptive behaviors by students, faculty/staff, and NMU community members who struggle academically, emotionally, or psychologically, or who present a risk to the health or safety of the University or its members. The CARE team is intended to replace the CAT (Campus Assessment Team) team, which primarily focuses on the larger, more extreme behaviors on campus. The CARE team will address each student's case with specific support, resources, and guidance targeted to their needs to prevent problems instead of reacting to them. Using the research-based National Association of Behavior Intervention and Threat Assessment Risk Rubric, the team will assess and intervene to create a safe and supportive environment for the NMU community.

Going forward, when the CARE team receives a referral that a student has gotten into trouble for drug usage (OUIL, drug usage in dorms, etc), the case managers send out resources to the student related to their holistic well-being and specifically related to their usage, including the NMU Counseling Center, Great Lakes Recovery, the Narcotics Anonymous of the Upper Peninsula, New Points Clinic, and Alcoholics Anonymous. Case managers will also offer to meet with students to set up SMART (Specific, Measurable, Attainable, Relevant, Time-bound) goals related to connecting to these resources and hold weekly meetings to hold them accountable to the action steps of setting up and attending those meetings. While these changes are not fully implemented in this reporting period, they will significantly improve the current response to noncompliance.

The NMU Police Department is a full-service law enforcement agency designed to protect and serve the community 24 hours a day, 365 days per year. The Police Department consists of 18 sworn police officers who provide services to our campus community, including campus drug and alcohol awareness programming and activities. On-campus response by the Police Department and residence hall staff is vigorous and consistent and has resulted in an increased emphasis on enforcement. The University Police Department maintains a log of alcohol and other drug-related incidents that are handled by their personnel.

Several buildings on campus have Narcan stored with the AED's and accessible to the campus community. The buildings include the Jacobetti Complex, Services Building, Harden Hall, Physical Educational Instructional Facility, Superior Dome, Cohodas Administrative Building, Northern Lights Dining, Berry Events Center, Art and Design, Hedgcock Building, McClintock Building, Weston Hall, The Science Building, Whitman Hall, The BEAR Center, and will be located in the proposed NMU Wellbeing Center. The Narcan is maintained by the NMU Police Department for expiration and replacement.

The NMU PD enforces Michigan Law as well as local ordinances and NMU policies. Reports regarding alcohol and other drugs are shared with the appropriate entities, including the CARE team and/or the Dean of Students Office, to ensure the student or employee receives appropriate education, resource services, and, as applicable, sanctions.

In addition to the programming provided, the NMU PD performs daily liquor inspections at the Wildcat Den, an on-campus pub/grill, to ensure compliance. The PD also staffs any functions involving alcohol on campus to ensure compliance. This includes weddings, athletics, trade shows, etc.

The NMU Dean of Students Office uses *AlcoholEdu*, *Marijuana 101*, and *Prime for Life* as educational tools for students who have serious or repeat offenses of NMU's drug and alcohol regulations.

AlcoholEdu is designed for students entering college, this interactive online program uses the latest evidence-based prevention methods to create a highly engaging user experience, inspiring students to make healthier decisions related to alcohol and other drugs. This course includes tailored content that engages frequent drinkers with customized messaging; educates students on the mental and physical effects of alcohol; and prepares students to engage in bystander intervention.

Prime for Life is an evidence-based intervention that integrates science with practice. It involves assessing all the research that has been conducted in the drug and alcohol field, synthesizing findings into an integrative scientific review that involves decision of program development, and the creation of "best practices" in all areas of instructor development.

Marijuana 101 covers a variety of key issues such as marijuana dependence, marijuana's effects, mental health issues, synthetic marijuana, local laws and legalization issues, and legal penalties associated with use. Tailored to the individual, students receive a confidential personalized feedback report that summarizes use and negative consequences, compares individual use with social norms, challenges personal expectations, and provides a range of strategies to quit.

The Dean of Students/Student Conduct Office receives all reports of student alcohol or other drug (AOD) violations. Upon receiving a report of an AOD violation, the details are reviewed by the conduct staff to determine if there has been an alleged violation of the Student Handbook. If so, a meeting will be requested with the accused student and the student will be notified of the alleged violation. The notification is typically through NMU email. Depending on the circumstances, it may also be sent by mail. During the meeting, conduct staff will:

- Explain the conduct process and purpose
- Allow students the opportunity to review the alleged violation and discuss their involvement
- Explore the impact of the behavior and how it affected the individual and community
- Review the University's expectations of the University community members
- Allow students to affirm, negate or stand mute to the alleged violations
- Explain the hearing process for students who negate or stand mute to alleged violations
- Provide resources for students
- Talk about possible sanctions

When a student negates or stands mute on an alleged violation, they then participate in a conduct board hearing. A conduct board hearing is not a criminal trial. The standard of proof used in these hearings is called a "preponderance of evidence" standard. Based on the preponderance of evidence, the conduct board decides if the student is more-likely-than-not responsible, or not-responsible.

Component 5: Consistently Applied Sanctions

Another part of compassionate care for students and employees is ensuring that sanctions are applied fairly and consistently. This section describes the guidelines used to determine sanctions for violations of the alcohol and drug policies, including educational sanctions. The statistics for this reporting period are listed directly after the guidelines. The statistics for this reporting period detail the number of students who were found to

be in violation of the University's drug and alcohol policies; there were no employee sanctions in the reporting period. Additional information is provided about medical amnesty incidents and recidivism rates and the specific sanction imposed for each violation.

GUIDELINES: The following *italicized* excerpts are from applicable NMU Drug and Alcohol policies, ordinances, and Student Code of conduct. These are the guidelines used when applying sanctions. All links (for electronic versions of this report) and link addresses (for paper versions of this report) are listed in the Appendix.

Alcohol, Tobacco, and Other Drug Use: All Northern Michigan University staff must follow the alcohol and drugs rules set forth in the staff personnel policy. All Northern Michigan University students must follow the alcohol and drugs rules as stated in NMU policies and the student code. See Appendices B and D.

Alcohol Policy and Ordinance: No person shall possess, consume, or use alcohol on the campus of Northern Michigan University or while in or on any property belonging to or under the control of the University, except as permitted by the Board of Control or its designee. See Appendices F and G.

Drug-Free Workplace Act: Northern Michigan University, in compliance with the Drug-Free Workplace Act of 1988, P.L. 100-690, is committed to providing a drug-free workplace by prohibiting the unlawful manufacture, distribution, dispensing, possession, or use of any controlled substance by an employee in the workplace. See Appendix E.

Tobacco/Vaping: Northern Michigan University is a tobacco-free campus. The tobacco-free policy prohibits the use of all tobacco products as defined by the American College Health Association which includes all tobacco-derived or containing products, including cigarettes, vapor cigarettes (e-cigarettes), cigars, cigarillos, hookah-smoked products and oral tobacco (spit and spitless, smokeless, chew, snuff). See Appendices H and I.

NMU will impose violation employee sanctions consistent with local ordinances, state and federal law, and with applicable collective bargaining agreements, employee handbooks, and University regulations. Violations of these procedures and guidelines will result in personnel action against the employee which may include 1) verbal warning; 2) written reprimand; 3) suspension without pay; or 4) discharge. The discipline administered will be reasonable in light of the violation, frequency of the violation, and the employment history of the employee. See Appendix B.

The University encourages counseling and rehabilitation for substance abusers and has made available employee assistance services, alcohol and drug education programs, and support groups for this purpose. Reasonable effort will be made to rehabilitate the employee: however, rehabilitation will not replace disciplinary action. Violations of laws and ordinances may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions. See Appendix B.

Drugs: Students shall not possess, use, distribute, share, sell or manufacture illegal drugs, or other controlled substances except as permitted by law. See Appendix D.

Drugs: NMU will impose violation employee sanctions consistent with local ordinances, state and federal law, and with applicable collective bargaining agreements, employee handbooks, and University regulations. Violations of these procedures and guidelines will result in personnel action against the employee which may

include 1) verbal warning; 2) written reprimand; 3) suspension without pay; or 4) discharge. The discipline administered will be reasonable in light of the violation, frequency of the violation, and the employment history of the employee. See Appendix E.

VIOLATION STATISTICS: For the period between July 1, 2021 and June 30, 2023, the following violations, medical amnesty occurrences, sanctions, and recidivism statistics are noted for students. Student statistics are provided by the NMU Dean of Students Office.

Drug Violations:

Semester	Drug Violation	Medical Amnesty
Summer 2021	1	0
Fall 2021	48	0
Winter 2022	38	0
Summer 2022	2	0
Fall 2022	26	2
Winter 2023	33	0
Total	148	2

Drug Recidivism:

Total number of Students= 8
Second Drug Offense= 8
Third Drug Offense= 0
Fourth or More Drug Offense= 0

Drug Sanctions by Semester:

	Warning	Disciplinary	Suspension Held in abeyance	Suspension	Expulsion	Total
Summer 2021	0	1	0	0	0	1
Fall 2021	26	22	0	0	0	48
Winter 2022	31	7	0	0	0	38
Summer 2022	2	0	0	0	0	2
Fall 2022	23	2	1	0	0	26
Winter 2023	13	18	2	0	0	33
Total	95	50	3	0	0	148

Alcohol Violations:

Semester	Alcohol Violation	Medical Amnesty
Summer 2021	0	0
Fall 2021	47	0
Winter 2022	18	0
Summer 2022	0	0
Fall 2022	63	2
Winter 2023	41	4
Total	169	6

Alcohol Recidivism:

Total number of Students= 3
Second Alcohol Offense= 2
Third Alcohol Offense= 1
Fourth or More Alcohol Offense=

Alcohol Sanctions by Semester:

	Warning	Disciplinary	Suspension Held In Abeyance	Suspension	Expulsion	Total
Summer 2021	0	0	0	0	0	0
Fall 2021	32	14	1	0	0	47
Winter 2022	11	6	1	0	0	18
Summer 2022	0	0	0	0	0	0
Fall 2022	51	12	0	0	0	63
Winter 2023	26	15	0	0	0	41
Total	120	47	2	0	0	169

AOD Violations Comparison 2019-2021 and 2021-2023:

Drug Violations 2019-2021 Biennial Review	Drug Violations 2021-2023 Biennial Review	Change +/-
156	148	-5.26%
Alcohol Violations 2019-2021 Biennial Review	Alcohol Violations 2021-2023 Biennial Review	
199	175	-12.83

NMU STUDENT-ATHLETES AND ASSESSMENT OF VIOLATIONS AND SANCTIONS: NMU NCAA athletes are subject to all NMU policies, ordinances, and the Student Code of conduct. In addition, these athletes are subject to additional guidelines, communicated through the Northern Michigan University Student-Athlete Drug Education and Testing Policy. While each team may implement additional guidelines, the minimum requirement that must be enforced within each team is that the athlete will consume “no alcohol during the 48 hours prior to competition.” Also, student-athletes may not use tobacco products during any NMU athletics-related activity, meaning during competition, practice, in the locker room, pre-practice, post-practice, on a bus trip, during a volunteer activity, or at an athlete study-table. See Appendix J and K.

When the University becomes aware that NCAA athletes violate the Student Code, the Athletic Review Board may add additional sanctions as needed. In the period between July 1, 2021 and June 30, 2023 there were 4 instances of violations where the Athletic Review Board met to discuss student athlete violations, which resulted in additional sanctions. Below are the additional sanctions:

Date of Meeting	Reason	Sanction
10/22/2021	Violation of NMU Athletic Code: Alcohol	5% Reduction in scholarship
2/12/2022	Violation of NMU Athletic Code: Disorderly Conduct (smell of marijuana)	Added to Drug Testing List - Appealed - Overturned
1/17/2022	Violation of NMU Athletic Code: Disorderly Conduct (not drugs or alcohol)	Suspended - 1st Competitive Weekend
1/17/2022	Violation of NMU Athletic Code: Disorderly Conduct (not drugs or alcohol)	Suspended - 1st Competitive Weekend

SANCTIONING REVIEW: The Dean of Students Office reviewed all sanctions imposed on students through the student conduct process between 2021 and 2023, in the timeframe of the biennial review. In that period of time there were 2 instances (out of a total of 327) where sanctions appeared to be applied outside the sanction guidelines. Specifically, the sanctions issued were below the minimum level in the sanctioning guidelines.

Incident 1 - was during Fall 2022 semester - student was given 10 Weeks Warning Probation - determined by a new conduct administrator and noted that it was outside the sanctioning guidelines.

Incident 2 - was during the Winter 2023 semester - four (4) students were involved in the same incident - all given 10 weeks Warning or Disciplinary Probation - determined by a new conduct administrator and noted that it was outside the sanctioning guidelines.

All instances of serious first-time drug and alcohol offenses and any second-time offenses resulted in students being required to take an online educational course. Instances where there was concern about addiction or it was a third-time violation typically resulted in students being required to take a third-party in-person substance abuse course called Prime for Life. However, issues such as class schedule conflicts and a period of time when the course could not be offered due to a dropped grant due to COVID, prevented this in some circumstances.

Component 6: The Biennial Review

The Drug-Free Schools and Communities Act Biennial Review Committee meets throughout the year to assess campus programming, culminating in a regular report to document the assessment. The committee's review is guided by their goals to:

- Promote a safe, healthy environment conducive to learning and working;
- Provide advice and support for collaborative programming and marketing for alcohol, tobacco, and other drug awareness, prevention education, training, intervention, evaluation, referral, and treatment;
- Provide a means for collective review of the Northern Michigan University Alcohol and Other Drug Policies; and
- Provide a means for collecting information and data and conducting a biennial review of the Drug-Free Schools and Communities Act report and a timeline for notification to the campus community.

The committee found that the University is generally in compliance with its Program. The notifications meet the regulatory requirements for content; there is one recommendation to improve delivery. The education programming complies with the Drug-Free Schools and Communities Act and sanctions appear to be consistently applied. Beyond simple compliance, the committee found that the University program has some noticeable strengths. These include:

- There is strong support and a vigorous budget for the web-based programming (Vector Solutions).
- Strong community outreach and close connections with the city Police Department, Health Department, and Marquette Alger Regional Education Services Area (MARESA).
- There has been a reduction of overall AOD violations.
- There has been an increase of alternative activities available to students through The Hub and Pick One.
- There is proactive and coordinated enforcement of University policies by NMU PD, Housing and Residence Life, and the Dean of Students Office.

The committee also identified some Program challenges, including:

- Lack of dedicated Health Promotion programming due to retirement.
- Concern about the legalization of marijuana.
- Concern about increase in prescription drug use.
- A duplication of materials on websites, that could lead to inconsistencies.

The committee identified the following recommendations and goals:

- Provide budget support for a dedicated Health Promotion position.
- Utilize purchased assessment programs to assess student learning as the program allows.
- Interact with Vector Solutions to modify the current program to include legal recreational drugs and prescription drug awareness.
- The employee notification is posted as the policy and the student notification is posted separately on the PD website. Develop one policy that applies to both, and post each notification in a consistent location so that there is a permanent record of the notifications.
- There appear to be two pages for AOD:
<https://nmu.edu/policedepartment/alcohol-and-other-drugs-information-guide> and

<https://nmu.edu/druginformationguide>. Work with marketing to ensure that only one page is active and shows in an NMU google search.

- Develop a successful Wellbeing program through a dedicated People, Culture, and Wellbeing area.
- Update the Medical Amnesty Policy to include Good Samaritan reporting.
- Implement the program called THC 101 in the Dean of Students office.
- Based on decreased identified drug and alcohol issues, continue with the current program.
- For comparison purposes, continue to research other affordable assessment and educational options for students who may have alcohol or other drug addiction; the Vector Solutions five year contract expires at the end of fiscal 2025.
- Review and update the NMU Student Code, as appropriate.
- Advertise Narcan locations in buildings around campus.

Appendices

Note: The links published here are all accurate and working at the time of the report publication. To accommodate for the changing nature of webpages, the NMU Police Department retains a master pdf copy of all the documents linked below, in the version in effect for the as-of date of this report. Should any future reader need to see the version in effect as of this report date, contact the NMU PD.

Appendix A - The Drug-Free Schools and Communities Act Campus Biennial Review Committee Charter

at: <https://nmu.edu/policies/1498>

Appendix B - Drug-Free Schools and Drug-Free Workplace Notification Letters

Student notification at: <https://nmu.edu/policies/1110>

Employee notification at: <https://nmu.edu/policies/863>

Appendix C - Alcohol and Other Drug Information Guide

at: <https://nmu.edu/druginformationguide>

Appendix D - Student Handbook and Code of Conduct

May 19, 2023 Version at: <https://nmu.edu/policies/1070>

Appendix E - Drug-Free Workplace Act Policy

at: <https://nmu.edu/policies/863>

Appendix F - Possession and Use of Alcoholic Beverages by Students Policy

at: <https://nmu.edu/policies/1232>

Appendix G - Ordinance 01.00 Alcoholic Beverages: Possession or Use of

at: <https://nmu.edu/policies/1083>

Appendix H - Tobacco Free Campus Policy

at: <https://nmu.edu/policies/1097>

Appendix I - Ordinance 21.00 Use of Tobacco Products

at <https://nmu.edu/policies/848>

Appendix J - 2023 NMU Athletics Policies and Procedures

at: <https://nmu.edu/policies/1504>

Appendix K - 2023 NMU Athletic Policy 18.0 Alcohol, Tobacco/Vaping and Drug Use

at: <https://nmu.edu/policies/1505>