

WAKE FOREST UNIVERSITY

**Biennial Alcohol and Other Drugs Program Review
Academic Years 2021/22-2022/23**

Compiled by Peter E. Rives
Assistant Director of Wellbeing - Alcohol

and Substance Use
Presented to Dr. Shea Kidd-Brown
Vice President of Campus Life

WAKE FOREST UNIVERSITY **2022/23 Biennial Review**

Introduction

The Drug Free Schools and Campuses Act requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, Wake Forest University must have implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

Creating a program that complies with the Act requires the University to (1) prepare a written policy on alcohol and other drugs; (2) annually distribute the policy in writing to every student and employee; and (3) prepare a biennial report on the effectiveness of the University's alcohol and drug abuse prevention programs and the consistency of policy enforcement. This report is intended to satisfy the requirement for preparing a biennial report. Note: This reports represents a shift from calendar year reporting to academic year reporting in order to better align with all other reporting and data-tracking timelines. Academic years run from July 1 to June 30.

Alcohol and Other Drug Position Statement

Wake Forest University believes in the wellbeing of the whole person – emotionally, environmentally, financially, intellectually, occupationally, physically, socially, and spiritually. Alcohol and other drug misuse inhibits students' development and is negatively correlated with academic success, personal safety, and long-term health. The vitality of the campus community relies on each individual and student organization taking responsibility for choices related to alcohol and other drug use. The health and well-being of the campus community and its members should not be jeopardized by issues related to alcohol and other drugs. Therefore:

- Wake Forest University supports the decision of students not to use alcohol and other drugs.
- The University observes all applicable federal, state, and local laws regarding alcohol and other drug use and holds students and student organizations accountable for their choices. Legal action does not preclude University conduct action which seeks to support a campus community that introduces students into systems that support care, education, and wellbeing.
- The University emphasizes education intended to prevent undergraduate alcohol and other drug misuse as well as an understanding of the University's policies concerning the use of alcohol and other drugs.
- Students whose alcohol and/or other drug use results in behavior that creates a risk of danger to the health and safety of themselves or others are subject to conduct review.
- Student organizations whose events and/or member actions involving alcohol and/or other drugs result in behavior that creates a risk of danger to the health and safety of themselves or others are subject to conduct review.
- The University provides medical, conduct, educational, and therapeutic responses for

individuals and student organizations with alcohol and/or other drug-related concerns.

Policies

The University's Substance Abuse Prevention Policy

(<https://drive.google.com/file/d/15OW4FBkMyG0YEGrJeDLyIvcv7bc2Nw7/view>) describes **standards of conduct** that clearly "prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by employees and students on its property or as part of any of its activities." The policy also includes (1) a description of the applicable **legal sanctions** under federal and state laws for the unlawful possession or distribution of illicit drugs and alcohol; (2) a description of the health risks associated with the use of illicit drugs and abuse of alcohol; (3) a description of **drug and alcohol programs** (counseling, treatment, rehabilitation and re-entry) that are available to employees and students; and (4) a clear statement that the University will impose **disciplinary sanctions** on employees and students for violations of the standard of conduct. Annual notification including the policy is provided to all faculty and staff via e-mail.

In addition, there are several policies that govern specific student populations, faculty and staff groups and student organizations. An overview of these policies are as follows:

1. **Undergraduate Students:** Undergraduate Students are also governed by the WFU Student Code of Conduct which is distributed to all incoming students and available online at all times (<https://studentconduct.wfu.edu/undergraduate-student-handbook/>). Policy related specifically to the misuse of alcohol and other drugs by undergraduate students can be found in the Undergraduate Alcohol and Other Drug Policy (<https://aod.thrive.wfu.edu/undergraduate-alcohol-drug-policy/>) which was implemented in the Spring of 2017 and updated in the Summers of 2019 and 2022. This policy is distributed to all students annually via e-mail, and is also included in the required AlcoholEdu for College online education program and requires electronic signature acknowledging receipt, review and understanding for completion of the program. Sanctions framework specific to violations of the Undergraduate Alcohol and Other Drug Policy can be found within the Student Code of Conduct.
2. **Graduate School Students:** Students are provided with the Graduate School of Arts and Sciences Student Handbook annually and it is posted on the graduate school's webpage (<https://prod.wp.cdn.aws.wfu.edu/sites/275/2022/08/GradStudentHandbook2022-23.pdf>). Annual notification including the policy is provided to all students via e-mail.
3. **Students in the School of Medicine:** At new student orientation and annually, students receive, and are oriented to the Student Handbook, which includes the WFHS Substance Abuse policy. The Student Handbook can be found on the school's webpage (<https://school.wakehealth.edu/-/media/WakeForest/School/Files/Education-and-Training/Student-Affairs/Wake-Forest-School-of-Medicine-Student-Handbook.pdf?la=en>) Annual notification including the policy is provided to all students via e-mail.
4. **Medical School Faculty and Staff:** During their New Employee Orientation, faculty/staff are shown the Human Resources folder of the medical center policy webpage, from which the WFBMC Substance Abuse Policy can be downloaded. As a recap of the

orientation, all new employees receive an email with a link to “New Employee Resources” webpage. This resources webpage contains links to: The downloadable “New Employee Checklist” which includes instructions on how to locate the HR policies on the Intranet. The WFBMC Substance Abuse Policy is available to all employees at the medical center policy webpage at any time ([https://www.wakehealth.edu/-/media/WakeForest/Clinical/Files/Audit-and-Compliance/CCode-of-Conduct.pdf](https://www.wakehealth.edu/-/media/WakeForest/Clinical/Files/Audit-and-Compliance/Code-of-Conduct.pdf)). Annual notification including the policy is provided to all faculty and staff via e-mail.

5. Students in the School of Business: The WFU School of Business Graduate Student Handbook contains relevant policy information (<https://business.wfu.edu/wp-content/uploads/2020/09/WFUSB-Graduate-Student-Handbook-Sept-Edition-9-18-2020.pdf>) It is distributed to all graduate students in the School via their degree program new student orientations and electronically sign as an indication of having read it. Annual notification including the policy is provided to all students via e-mail.
6. Students in the School of Law: All students are provided the The Student Handbook and it is available online (<https://docs.google.com/document/d/15QNA2LSUxEfrTmdFntH9dxGqIGKA26a6NXji5CP60RY/edit?usp=sharing>). Access to Law School electronic documentation systems is restricted until all students electronically sign that they have read and understand the information contained in it. Annual notification including the policy is provided to all students via e-mail.

Committees

The University’s Alcohol and Other Drug (AOD) Coalition is a standing, multidisciplinary committee composed of University faculty, staff, and students. The current 41 members represent 19 different campus departments. The Coalition is focused on promoting a campus climate that supports reducing high risk drinking behaviors among students. The coalition supports 3 sub-committees including Assessment and Evaluation, Policy and Practice and Faculty, Staff, Faculty and Community Engagement. The Coalition reviews the undergraduate alcohol and drug policies, sanctions and statistics related to violations of the University’s alcohol and substance abuse policies. The Coalition is chaired by the Assistant Director of Wellbeing - Alcohol and Drug Use and reports to the Vice President of Campus Life.

Staffing

Strategic direction for The University’s AOD prevention and response programming is housed within the Office of Wellbeing. The Wake Forest Office of Wellbeing provides support and strategic direction for THRIVE - Wake Forest’s comprehensive approach to wellbeing for faculty, staff and students. The Assistant Director of Wellbeing - Substance Use, is primarily responsible for alcohol and other drug programming and works closely with partners across the University and surrounding community to address AOD prevention, response, and recovery support needs. The Office of Wellbeing also employs a part-time BASICS Facilitator

whose role is to provide evidence-based behavior change educational sessions to students who have a conduct violation related to alcohol and or other drugs. Additionally, both the University Counseling Center and the Student Health service provide clinical services to students related to alcohol and other drug use.

Prevention Programming

Wake Forest University is committed to a comprehensive and proactive prevention strategy related to alcohol and other drug misuse on campus. Some of the ongoing prevention efforts at the University are as follows:

AlcoholEdu for College - Wake Forest uses AlcoholEdu for College as a mandatory online, interactive education platform for incoming students (first-year and transfer) to receive prevention education regarding alcohol and other drugs. Students start the program prior to arrival on campus followed by a 45-day intersession and then complete part 2 of the program after approximately a month on campus to help reinforce and contextualize the learnings. Evidence shows that students who do not take AlcoholEdu for College are nearly 5 times more likely to have an incident related to alcohol that requires medical intervention (Everfi 2015).

New Student Orientation - All incoming students participate in an online, interactive training session entitled "Get Well-Oriented" in which they learn about alcohol safety and related campus resources and build on the learning provided within the AlcoholEdu for College program. These messages are further reinforced through curriculum infusion in a mandatory first-year health class in the Department of Health and Exercise Science.

High-Risk Behaviors Orientation Session for Parents - As part of orientation, parents of new students are invited to attend a session on high-risk student behaviors including misuse of drugs and alcohol and are informed of both campus prevention and response programs as well as effective strategies for parents to participate in prevention and response to AOD misuse by their students.

Social Norms Campaigns - Wake Forest has two annual Alcohol Social Norms campaigns that redefine students' expectations around normative behaviors of their peers using actual student data in an engaging poster campaign. The first of the 2 social norms campaigns is conducted during the first 10 weeks of the academic year in first-year student residence halls and uses only first-year student data. The second campaign is conducted campus-wide during the early spring semester in residence halls, academic buildings and public spaces on campus. Pre-post analysis from both campaigns show positive outcomes in the areas of reduction of risky drinking and drug use, adoption of safety behaviors, reductions in perceived high-risk behaviors by peers, and reductions in negative consequences related to alcohol, cannabis, and prescription stimulant drugs.

Bystander Intervention Training - All first-year students are required to participate in a Bystander Intervention Training course aimed at increasing active bystander intervention behaviors related

to alcohol, mental health and sexual violence on campus. The Wake Forest Bystander Intervention Training is adapted from the national StepUp! curriculum. Pre-post analysis revealed statistically significant outcomes both in likelihood to intervene and offer assistance and in targeted learning outcomes.

TIPS Training - All student organizations who host events with alcohol are required to attend and participate in a training and certification in the national TIPS (Training for Intervention ProcedureS) alcohol intervention, liability and safety curriculum. In addition, all registered events with alcohol require a minimum number of currently TIPS certified members to be in attendance.

ASTP Training – All new members of student Greek organizations are required to participate in ASTP (Alcohol Skills Training Program) facilitated by students trained in the Office of Student Engagement.

National Alcohol Screening Day - Wake Forest University hosts a program on National Alcohol Screening Day each April in which it offers free Alcohol screening and education to faculty, staff and students. Students are presented an AUDIT screening tool via electronic tablet interface and then provided with immediate, confidential feedback regarding their level of risk. In Spring 2023, 721 students are screened and 30-day follow-up assessments show significant reductions in risk level.

Cannabis Screening Day – Starting in the Spring of 2018, Wake Forest University hosted a Cannabis Screening Day in April modeled after Alcohol Screening Day, but using the CUDIT-R screening tool. In Spring 2023, over 500 students were screened.

Electronic and Printed Materials - Wake Forest provides alcohol and other drug prevention education to members of its community through several media forms. AOD.thrive.wfu.edu is a website dedicated to resources and education for students, parents, faculty, staff and partners regarding alcohol and other drug safety. Online resources include an interactive, digital Blood Alcohol Concentration (BAC) Calculator and a BORG calculator designed to educate students and reduce harm. Additionally, the University produces posters and printed educational materials to disseminate this information and messaging.

Event Management - All student events involving alcohol must be registered and approved by the Office of Student Engagement. This process includes detailed planning, training requirements (including TIPS certification), meetings with Student Engagement administrators, University Police, and Event Resource Management staff as well as a pre-event walk-through of the space. More information is available in the Event Management Procedures for Campus Social Functions with Alcohol at <http://studentengagement.wfu.edu/student-organizations/event-planning/event-management-procedures-for-campus-social-functions-with-alcohol/>

Targeted Prevention Efforts - By using data to inform predictably dangerous times or events related to alcohol and other drugs Wake Forest University develops targeted prevention efforts to proactively reduce the misuse of drugs and alcohol during these times. One such example is our multi-pronged ongoing prevention portfolio aimed at reducing participation in “Senior Fifth” - an extremely dangerous activity in which students attempt to drink an entire 750ml bottle of liquor before kickoff on the day of the last home football game. As a result of these programs, negative outcomes associated with this event have been reduced dramatically (see Alcohol and Other Drug Goals and Outcomes below).

Alcohol-Free Options - Wake Forest provides alcohol-free opportunities for the University community on and off campus. Opportunities such as some sporting events, campus recreational activities, multicultural celebrations, homecoming and family weekend activities, and a myriad of other events and campus traditions are ongoing favorites. Starting in the Fall of 2018, stemming from a Presidential commission on the first-year experience, WFU created a “First Six Weeks” initiative subsequently titled “Wake the Forest” which provides alcohol-free programming on Thursday-Sunday nights for the first 6 weeks of the fall semester. At every home football game, the Office of Wellbeing, in collaboration with the Collegiate Recovery Community, hosts a sober tailgate event which serves non-alcoholic drinks and food in an effort to both provide a safe/sober option for students who do not drink, as well as prevention and harm-reduction.

Environmental Prevention Variables - Wake Forest’s recruitment and admission procedures promote well-rounded students that will exemplify Wake’s high academic and personal standards. The academics at Wake Forest are rigorous. Classes are offered five days a week and regularly start at 8 AM. Grades are not only dependent on test and paper scores but attendance and participation in classroom discussions and group projects. Faculty and staff at Wake Forest are educated and encouraged to join the conversation about campus life, student norms, and cultural attitudes related to substance use. Presentations to faculty and staff are provided by members of the Alcohol and Other Drug Coalition. Faculty is also encouraged to bridge the gap between their curriculum and campus culture in their classrooms. These faculty tips are reinforced in the WFU Faculty and Staff AOD Toolkit which is sent to all faculty semi-annually along with a high-risk events calendar. Wake Forest faculty are considered “high touch,” which means that they are accessible and engaged with their students from the moment they arrive on campus through first year advising, teaching, and mentoring roles. Student leaders are also educated about the harms of substance use to their members and organizations and the benefits of promoting positive health norms. All students are given the opportunity to have leadership roles on campus and mentor students through the residential advisor program, student government, student union, peer educators, CHARGE program, and first year student advisor program.

Collegiate Recovery Community – Wake Forest University operates a Collegiate Recovery Community (CRC) for students in long-term recovery from addiction. A chartered student organization (as of Spring 2018), the CRC offers a lounge with 24-hour access to members, mutual support meetings, peer support, recovery plans, prevention and awareness

programming, recovery celebrations and more to ensure a supportive environment for students in recovery at WFU.

Marketing and Promotion of Alcohol

The Undergraduate Alcohol and Other Drugs Policy prohibits the marketing or promotion of alcohol. Specifically, “No reference to alcoholic beverages, illegal drug use or off-campus bars/taverns may appear on any poster, sign, flyer, or university organization’s or social media posting (except programming/prevention messaging from approved offices within university departments). This includes, but is not limited to, “College Night”, “Drink Specials”, “BYOB” or “Your Favorite Beverage”. Student organizations or student initiatives that involve election campaigns are also not allowed to reference alcoholic beverages or off-campus bars/taverns as part of election marketing.”

Response Services

Student Health Service - The Student Health Service is open seven days per week when undergraduates are on campus and provides 24 hour access to clinicians who can triage medical issues. The Health Service is staffed with board certified physicians and clinical staff with years of experience helping young adult college students. The Student Health Service is also the physical home for BASICS (Brief Alcohol Screening and Intervention for College Students) for voluntary, medical and conduct referrals as well as walk-in hours for screening, Motivational Interviewing intervention and referral services.

Wake Forest Emergency Medical Services - Wake Forest Emergency Medical Services is a student-run volunteer emergency medical squad that serves the Reynolda Campus of Wake Forest University. They provide 24/7 basic life support to all students, faculty, staff and visitors of the university. WFEMS are dispatched by both the campus and county, allowing them to deliver critical and stabilizing care until Forsyth County EMS arrives on scene if advanced life support is needed. WFEMS also carry Narcan for overdose reversal.

CARE Team - The Wake Forest University Campus Assessment, Response, and Evaluation (CARE) Team facilitates the identification and management of behaviors which may disrupt or interfere with the day to day functions of the University. The CARE Team is composed of representatives from throughout the University who have specific expertise and professional training in the assessment of, and intervention with, individuals who may present a threat to themselves and/or the University community. The CARE Team serves to follow up with persons who display behaviors of concern and connect them with supportive resources as warranted. The CARE Team also educates the campus community about how to identify and promptly report concerning behaviors.

University Counseling Center - Staffed by licensed clinicians, administrative support, and graduate trainees. The Counseling center is open 8:30am-5:00pm Monday-Friday for both scheduled appointments and same-day emergencies. After-hours and weekend crisis response is also available. Services are free to all full-time undergraduate and graduate/professional students on the Reynolda Campus. Services include alcohol and other drug assessments,

pre-treatment counseling and referral to treatment for those requiring off-campus supports.

Office of the Chaplain - Seeks to make available pastoral care and advisement for any member of the Wake Forest community – students, staff, faculty, and alumni. This can happen through individual counsel, programming on critical spiritual themes, intervention in medical emergencies, mortality concerns and presiding at key life rituals. Chaplains are dispatched for any hospitalization, including those related to intoxication.

Residence Life and Housing - Resident Adviser and Residential Director staff receive training on identification of, response to and reporting of violations of the campus Code of Conduct and Alcohol and Other Drug Policies as well as participating in prevention efforts. Residence Life and Housing Administrative staff also hear low-level conduct cases including alcohol and other drug violations in close coordination with the Dean of Students' Office.

Incident Review Committee - Multidisciplinary team led by University Police that meets weekly to review all police reports from the previous week including those related to alcohol and other drug violations.

Employee Assistance Program - The EAP is a free service where trained counselors provide professional assessment, referral and follow-up services for an array of needs including alcohol and other drug abuse. Appointments and services are strictly confidential. The EAP is located off-campus. Full-time faculty and staff members and their immediate families are eligible to use this program. There is no cost to faculty/staff members or their immediate families for using this service.

Office of Wellbeing - The Office of Wellbeing oversees and coordinates prevention programming for Alcohol and Other Drugs.

University Police – University Police are critical partners in several of our AOD prevention and response efforts including participation on the AOD Coalition. University Police carry Narcan for overdose reversal and manage a medication disposal kiosk on campus.

Policy Enforcement

Alcohol and Other Drug Sanctioning - The Office of the Dean of Student Services works with students to assign educational, therapeutic and punitive sanctions when students are determined to be in violation of the Student Code of Conduct. The Alcohol and Other Drug Sanctions Framework can be found online (<https://studentconduct.wfu.edu/undergraduate-student-handbook/>).

Faculty and employees receive recommended disciplinary actions from their respective department chairs and supervisors. The disciplinary actions can include referral to the Employee Assistance Program, warnings, suspensions and termination of employment.

Opportunities for assessment and prevention are presented during the early stages of

sanctions.

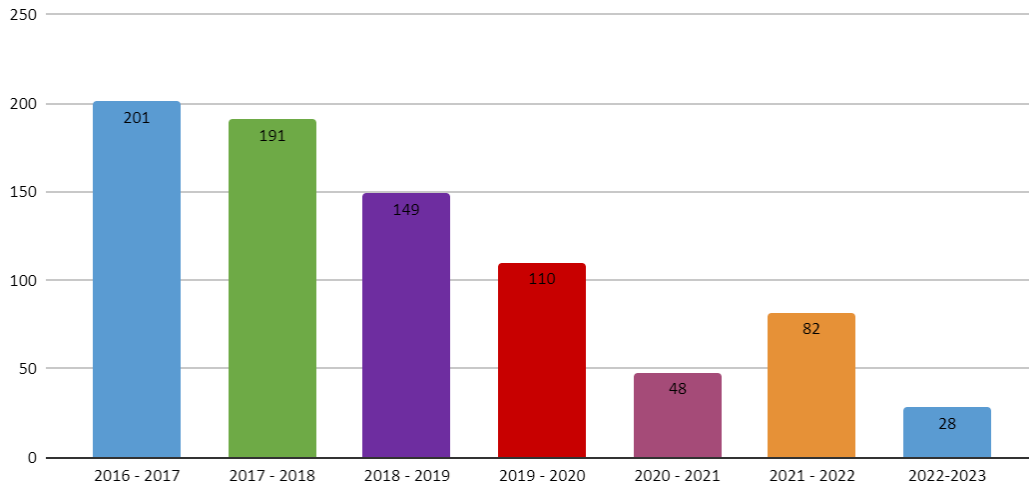
Medical Amnesty - In an effort to empower the students to seek medical care for their friends who were experiencing severe alcohol intoxication, Wake Forest implemented a medical amnesty policy. The WFU Medical Amnesty policy applies to both individuals and student organizations. (<https://aod.thrive.wfu.edu/resources/medical-amnesty-policy/>).

Law Enforcement - The University's alcohol and substance abuse prevention program includes consistent enforcement of the University's applicable policies on and off campus. All on campus events must be registered and ID checks are enforced. The ALE, the North Carolina Alcohol Law Enforcement, works in collaboration with University Police and can report liquor law violations involving students to University officials. University Police also collaborate closely with Winston-Salem city Police. DUIs both on and off campus are considered a violation of the student code of conduct and students are subject to consequences both on and off campus. Additionally, the sale or distribution of alcohol to minors, and the possession or use of fake ID's and distributing alcohol to minors is illegal and prohibited. Students are both informed of these laws and policies, as well as the consequences at Wake Forest for breaking North Carolina law and University policies. The Wake Forest University Police Department is comprised of professional men and women who work to provide a safe environment for students and employees to live, learn and work. The professionally-trained department consists of police officers, security officers, communications officers and support staff who often work with local, state and federal agencies to resolve cases, and assist in enforcing University policies. The police are available to respond to emergencies or incidents that occur both on and off campus.

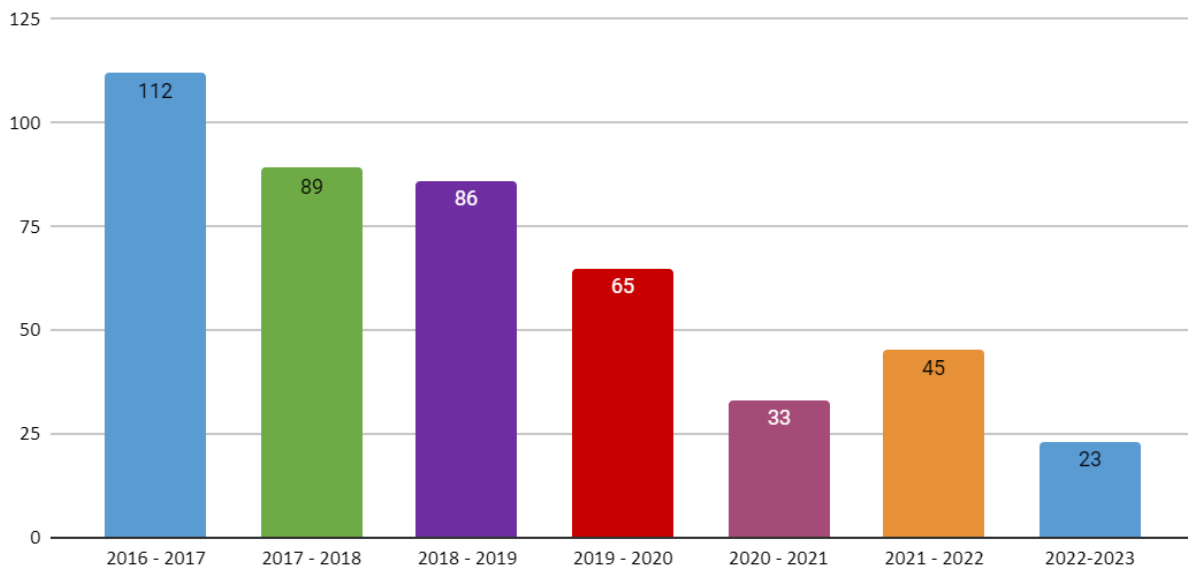
Alcohol and Other Drug Goals and Outcomes

Overall AOD Goals and Outcomes – To reduce the harmful impacts of alcohol and other drug misuse by members of the Wake Forest University community.

Medical events due to alcohol intoxication by academic year: longitudinal comparison:
Students requiring medical treatment for intoxication:

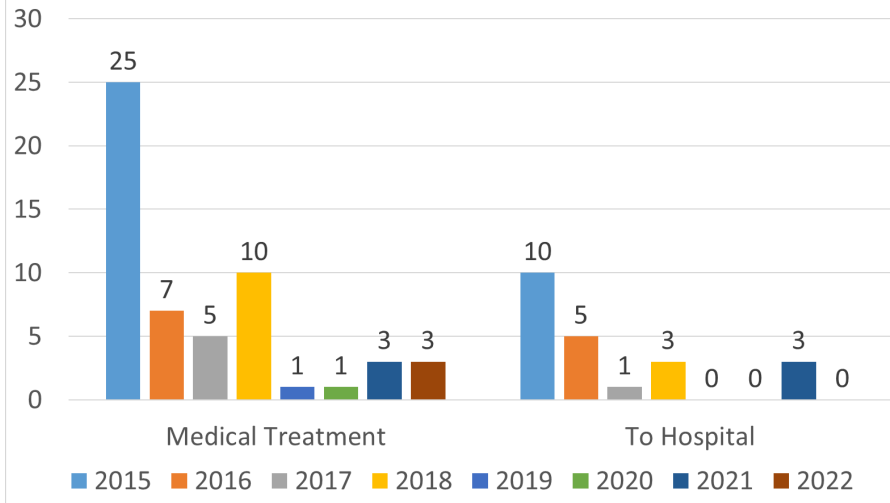


Students requiring transport to hospital emergency department for intoxication:



Medical events due to alcohol intoxication on specific high-risk date (Senior Fifth): longitudinal comparison:

Senior Fifth Medical Treatment for Intoxication: 2015 - 2022



Summary of strengths:

Wake Forest University's alcohol and other drug prevention programming was awarded a 2019 Impact Award for Excellence in Alcohol Prevention by Everfi, Inc. and a 2020 AFA/CoHEASAP Award for Outstanding Alcohol/Drug Prevention Programming in recognition of the robust and effective programming and infrastructure established to address these important areas. In the past several years since these awards, our programming and associated outcomes have only improved as evidenced by the above longitudinal outcomes reports. Specific areas of strength include:

Prevention, Safety and Response Programming - Wake Forest University has a robust, comprehensive and evidence-informed universal and indicated prevention portfolio with program level outcomes demonstrating impact. These programs start pre-matriculation and continue throughout a student's experience with targeted programs for first-year students, student groups, and those deemed at risk as a result of a conduct violation or medical treatment. In addition, robust service offerings support student safety and wellbeing both during and in follow-up to high-risk events to simultaneously ensure student safety and to build upon prevention messaging through secondary/indicated prevention services.

Collaboration - The collaborative approach to AOD prevention at Wake Forest university is exemplified by the multidisciplinary Alcohol and Other Drug Coalition whose work through 3 subcommittees (Policy, Prevention and Outreach, Assessment and Evaluation and Faculty and Staff Outreach) is considerable and consistent.

Policy and Enforcement – A strong Undergraduate Alcohol and Other Drugs Policy, Event Management Procedures for Campus Social Functions with Alcohol, and Sanctions Framework for Alcohol and Other Drugs including Brief Alcohol Screening and Intervention for College Students (BASICS), Wake Forest's approach to AOD-related conduct incidents allow for increased consistency in AOD sanctioning and focus services on intentional and evidence-based behavior change rather than merely punishment (e.g. fines, community service, etc. formerly used). Biennial review and update of our AOD policy has resulted in ongoing evolution of the policy including shifts to adjust to the evolving cannabis landscape in the US.

Evaluation – Wake Forest evaluates all AOD programming at the program/service level as well as at a population level. This reliance on data allows administrators to evaluate the efficacy of programs and services as well as to evaluate longitudinal progress and identify potential gaps/areas of need.

Summary of opportunities for growth:

Despite the many notable strengths in AOD Programming at Wake Forest University, there remain some important opportunities for growth. Based on a 2018 evaluation by Everfi, Inc. the following areas were identified and remain relevant:

Off-campus Policy and Enforcement Consistency - Despite a growing list of environmental, policy, enforcement and programmatic efforts, off-campus parties continue to be a source of some of the highest-risk alcohol and drug use by Wake Forest Students. Additional attention and effort is required to attempt to reduce this risk and increase consistency between how on-campus and off-campus events are managed. 2019 changes to the Undergraduate Alcohol

and Other Drug Policy focused on clarifying rules related to alcohol possession and consumption on and off campus. Despite some progress, this remains an area with opportunity for additional growth.

Institutionalization: Availability of Alcohol - Research shows that environmental factors such as consistency of messaging are highly impactful on high-risk behaviors. At Wake Forest, the effectiveness of prevention programming is likely undermined by the availability of alcohol at University facilities and events. Increased focus on where, when, how and to whom alcohol is served is needed to resolve this messaging dissonance. This includes inconsistencies in the management of student tailgating events at athletics facilities which operate outside of the Undergraduate Alcohol and Other Drug Policy. Progress was made in 2019 when alcohol sales on campus were greatly reduced by dining services who placed limits on the hours of sale across multiple venues on campus. Despite this progress, this remains an area of potential growth.