

# 2014-2016 Biennial Review of Lafayette College's Alcohol and Other Drug Programs

## I. INTRODUCTION

The Drug Free Schools and Communities Act requires institutions of higher education receiving funds or any other form of financial assistance under federal programs to certify that it has adopted and implemented programs to prevent the use and abuse of alcohol and other drugs by its employees and students on school premises and as part of its activities.

Lafayette College addresses student alcohol and drug use on campus by employing a harm reduction approach by focusing efforts on four strategic areas: education; enforcement; the development of practices and policies that have been shown to achieve desired outcomes; and, by engineering social activities using a holistic, environmental approach. Lafayette College regularly develops and assesses its alcohol prevention and intervention strategies in order to accommodate the needs of the targeted person or population while also investigating institutional and community prevention and intervention strategies, including a recently completed diagnostic conducted by Everfi in the fall of 2016.

These efforts are coordinated by the Dean of Students, the Coordinator of Student Wellness and Support, and the Alcohol and Other Drugs Standing Committee (AODSC), utilizing strategies guided by the NIAAA 4 Tiers of Effectiveness as well as research by Everfi.

For more information on the content of this review or to contact those responsible for coordinating the efforts outlined below, please contact:

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## II. POLICIES

Lafayette College is committed to providing a safe, drug-free educational and work environment for all students and employees. Students and employees are both citizens and members of the academic community. As citizens, they enjoy the same rights and obligations that other citizens enjoy, and as members of the academic community, they are subject to the rights and obligations that accrue to them by virtue of this membership. Students and employees are expected to be honorable and ethical in every regard and to have consideration for the welfare of others as individuals and for the community as a whole.

Lafayette College maintains policies and procedures for students and employees and annually distributes written materials that include the following:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
- A list of applicable legal sanctions under federal, state, or local laws for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the abuse of alcohol or use of illicit drugs.
- A list of drug and alcohol programs that are available to employees and students
- A clear statement that Lafayette College will impose disciplinary sanctions on students and employees for violations of the standards of conduct and a description of those sanctions of employment and referral for prosecution.

This notification is available to all students, faculty, staff, and employees at <https://studentlife.lafayette.edu/files/2010/02/Drug-Free-Community-and-Schools-Handout-2016.pdf>

The 2014-2016 biennial review of Lafayette College's Alcohol and Other Drugs Program is available on-line at <http://studentlife.lafayette.edu/resources/>

### **EMPLOYEES**

Employees include all faculty, administrators, and staff, part-time, adjunct, and union employees. The Lafayette College Standards of Conduct prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol on College property or at any other officially sanctioned College activity by any member of the Lafayette College community. Employees are required to abide by this policy as a condition of employment at Lafayette College. The conditions under which the use of alcohol is permitted on campus can be found in the Alcohol Service Policy accessed on-line at <http://finadmin.lafayette.edu/information-for-faculty-staff/policies/> and in the student handbook <https://studentlife.lafayette.edu/files/2010/02/Drug-Free-Community-and-Schools-Handout-2016.pdf>

Sanctions imposed by the College for violation of this policy may range from mandatory participation in rehabilitation programs to termination of employment or referral for prosecution. Any employee convicted of any drug-related crime in the workplace must notify the College's Office of Human Resources within five (5) days of conviction. Notification of such conviction is also a

mandatory condition for continued employment at the College. Any employee convicted of a drug-related crime in the workplace will be subject to discipline including, but not limited to, immediate dismissal.

A complete document of all employee policies can be found in the employee handbook and on-line at <http://hr.lafayette.edu/policies/>. The Office of Human Resources notifies employees of these policies at the start of each academic year.

## **STUDENTS**

Students are accountable to the College's Student Code of Conduct from the time they are notified of their acceptance to the College until the actual awarding of a degree (or their resignation from the College). Students are held accountable for their actions between semesters or while a student is on a temporary leave from the College, regardless of location of incident or behavior. An individual who has graduated or resigned from the College may still be held accountable to the Student Code of Conduct for behavior that occurred while the individual was a student, even if the behavior is not discovered until after the individual has graduated or resigned. The College may proceed with conduct procedures even while a student is on a temporary leave from the College.

The alcohol and drug policies for all students are outlined in the *Student Handbook* and can be accessed on-line at: <http://studentdevelopment.lafayette.edu>. The College's policies related to alcohol and other drug use including expectations for behaviors off campus can be accessed at <http://reslife.lafayette.edu/off-campus/off-campus-living-information/>.

### III. RESEARCH AND ASSESSMENT

#### STUDENTS

Lafayette College regularly surveys students and employees to capture their self-reported beliefs and attitudes towards alcohol consumption on campus, their knowledge of available services, and employees’ ability to address alcohol issues with students. In 2011, the Counseling Center administered an internally created Drug and Alcohol Survey. The AODSC determined in 2012 that it was important to compare Lafayette student data with other institutions and, as a result, in the administered the CORE Survey. We repeated the administration of this survey in the spring of 2016 to utilize longitudinal trends and changes. The Core Institute is a national, non-profit research center with the largest database for studies on alcohol and behavior for similar liberal arts colleges. The survey consisted of 40 questions. Lafayette added an additional ten questions to try and capture data on campus norms.

	2011	2013	2016
<i>Annual prevalence: Students who consumed alcohol in the past year</i>	N/A	86.5%	89.0%
<i>30-day prevalence: Student who consumed alcohol in the past 30 days</i>	77.7%	78.8%	81.5%
<i>Underage students (under 21 years) who consumed alcohol in the past 30 days</i>	N/A	74.3%	74.8%
<i>Students reporting binge drinking (consuming 5 or more drinks in one sitting)</i>	N/A	57.9% (2 weeks)	61.0% (2 weeks)
<i>Participation Rate</i>	44% (973 students) – evenly distributed across all class years	17.9% (429 students) - evenly distributed across all class years	19.2% (486 students) –evenly distributed across all class years

Key findings on the use of illegal drugs (2016 as compared to 2013):

- **46.5%** of students used marijuana in the past year, up from **43.8%** in 2013 (a 6% increase).
- **17.6%** of students used an illegal drug other than marijuana in the past year, a 15% increase from the administration of the Core Survey in 2013 when **14.9% of students** reported such use.

Most frequently reported illegal drugs used in the past 30 days were (2016 as compared to 2013):

- **27.7%** Marijuana (pot, hash, hash oil), a slight increase from **26.0%** in 2013.

- **6.9%** Cocaine (crack, rock, freebase), replaced **2.1%** designer drug use (ecstasy, MDMA) in 2013.
- **3.8%** Amphetamines (diet pills, speed) remained the same from **3.8%** in 2013.

The following are some key findings on the consequences of alcohol and drug use (2016 as compared to 2013):

- **34.9%** Reported some form of public misconduct (such as trouble with police, fighting/argument, DWI/DUI, vandalism) at least once during the past year as a result of drinking or drug use. This is a 5% increase from **33.0%** in 2013.
- **28.7%** Reported experiencing some kind of serious personal problems (such as suicide ideation, being hurt or injured, trying unsuccessfully to stop using, sexual assault) at least once during the past year as a result of drinking or drug use. This shows a decrease from **30.9%** in 2013.

Students' perceptions of other students' use (2016 as compared to 2013):

- **90.6%** of students believe the average student on campus uses alcohol once a week or more, this marks an increase in students' perception of other students' use (**88.7%** in 2013).
- **47.7%** of students believe the average student on this campus uses some form of illegal drug at least once a week, also demonstrating an increase in student perception (**41.7%** in 2013).
- **13.9%** of students indicated they would prefer not to have alcohol available at parties they attend, a decrease from **19.3%** of students in 2013.
- **69.2%** of students indicated they would prefer not to have drugs available at parties they attend, also showing a slight decrease from **72.2%** in 2013.

Sample Demographics (2016 as compared to 2013)

- **25.8%** were freshmen, as compared to **24.2%** in 2013.
- **23.3%** were sophomores, as compared to **23.2%** in 2013.
- **19.4%** were juniors, as compared to **26.5%** in 2013.
- **31.3%** were seniors, as compared to **26.1%** in 2013.
- **99.2%** were full-time students, as compared to **99.8%** in 2013.

### **FACULTY and STAFF (197 completed surveys)**

While students were surveyed, the AODSC also administered the CORE's Faculty and Staff Environmental Alcohol and Other Drug Survey in spring 2016. The survey assesses faculty and staff perceptions of alcohol and other drug problems on campus, awareness of policy and policy enforcement, support for programming efforts to combat alcohol and other drug problems, awareness of the College's assessment efforts, and faculty and staff members' perceived ability to identify students who are experiencing a problem and refer them for help.

Problems with Alcohol and Other Drug Abuse (2016 as compared to 2013)

- **92.3%** Believe the school is concerned about alcohol and drug abuse prevention, as compared to **91.5%** in 2013. This is above the reference number of 85.6% provided by the CORE Institute.
- **61.4%** Consider alcohol and other drug use on campus to be a problem; this is a decrease from **74.7%** in 2013, though it remains higher than the reference of 52.2% provided by the CORE Institute.
- **10.7%** Consider alcohol and other drug use more of a problem at the school than on other campuses, this number is down from **24.1%** in 2013. Again, it remains higher than the reference of 6.6% from the CORE Institute.

#### Personal Attitudes Toward Alcohol

- **45.8%** Think occasionally getting drunk is OK, if it does not interfere with life, this shows a decrease from **47.9%** in 2013, though it is higher than the reference of 26.4% provided by the CORE Institute.
- **5.8%** Think drinking is never a good thing to do, as compared to **6.5%** in 2013 and the reference of 19.6% provided by the CORE Institute.

#### Personal Attitudes Toward Illicit Drug Use

- **80.7%** Think drug use is never OK, this shows a slight decrease from **83.2%** in 2013 and is higher than the reference of 48.7% provided by the CORE Institute.
- **10.7%** Think occasional drug use is OK, if it does not interfere with life, as compared to **8.2%** in 2013 and the reference of 27.7% from the CORE Institute.

#### Faculty/Staff Perception of Drug and Alcohol's Impact on Student Life (2016 as compared to 2013)

- **67.7%** Consider alcohol and other drug use on this campus a concern for educators; this number has decreased from **86.7%** in 2013 and is now in line with the 2016 reference from the CORE Institute of 67.6%.
- **51.8%** Have been aware of students whose academic performance was affected by alcohol and other drug use, showing a slight decrease from **56.1%** in 2013. This is compared to the reference of 55.6% from the CORE Institute.
- **94.1%** Believe that student academic performance is affected by alcohol and other drug use, again showing only a slight decrease from **95.4%** in 2013. This is also lower than the reference of 97.1% provided by the CORE Institute.

#### Involvement and Prevention

- **94.2%** Think institutions of higher education should be involved in alcohol and other drug prevention efforts, as compared to **94.0%** in 2013 and 95.4% as a reference provided by the CORE Institute.
- **47.2%** Say the policy specifically addresses faculty/staff responsibility at events where students are present and alcohol is served, this is a decrease from **55.4%** in 2013, though still higher than the reference of 26.2% provided by the CORE Institute.
- **73.0%** Know where to find a copy of the alcohol and other drug policy, this demonstrates an increase from **70.7%** in 2013. It is also higher than the reference of 65.0% provided by the CORE Institute.
- **66.8%** Do not wish to be involved in alcohol and other drug prevention efforts at the school, thus demonstrating a decrease in desired involvement from **58.8%** in 2013.

Interestingly, 57.6% of faculty/staff from the reference provided by the CORE Institute also do not wish to be involved in prevention efforts.

- **19.9%** Are actively involved in efforts to prevent alcohol and other drug use problems at the school, this also demonstrates a decrease from **25.7%** in 2013—though only slightly lower than the reference of 20.8% provided by the CORE Institute.

#### Enforcement of Policies

- **32.0%** Believe alcohol and other drug policies are consistently enforced at the school, as compared to **33.9%** in 2013. This remains higher than the 30.7% reference provided by the CORE Institute.
- **48.7%** Report appropriate disciplinary actions are taken when alcohol and other drug policies have been violated by students, this demonstrates an increase from **40.1%** in 2013. It is also higher than the 35.9% reference reported by the CORE Institute.
- **7.3%** Say appropriate disciplinary actions are taken when alcohol and other drug policies have been violated by faculty or staff, showing a slight decrease from **9.9%** in 2013. Interestingly, this is significantly lower than the 59.7% reference provided by the CORE Institute.

#### Knowledge of Assessments

- **64.8%** Say the school assesses the campus environment as underlying cause of alcohol and drug abuse, thus showing an increase from **60.7%** in 2013. This is also much higher than the reference of 38.5% provided by the CORE Institute.

## IV. EDUCATION, PREVENTION, AND ENVIRONMENTAL MANAGEMENT

Lafayette College embraces a broad educational mission that focuses on the nurturing of the inquiring mind in an environment that integrates intellectual, social, and personal growth. Recognizing that the abuse of alcohol and other drugs is detrimental to this mission, the College strives to educate students concerning the dangers of alcohol and other drug abuse and the importance of making healthy and responsible choices. In addition to regulating the use of alcohol on its properties, the College encourages and supports the efforts of students and student organizations to sponsor alcohol-free social events that are open to the College community.

The difficult task of reducing the negative implications of high-risk drinking on a college campus like Lafayette College requires the deployment of the Alcohol and Other Drug Standing Committee (AODSC). The AODSC is comprised of a comprehensive, diverse, and committed group of faculty, administrators, staff, and students, as well as community and collaborative partners, who plan, act, assess, and refine a comprehensive strategic plan.

To influence student culture and model responsible use through education and programming, Lafayette's Alcohol and Other Drug Standing Committee meets approximately monthly during the academic year as a full committee. The Dean of Students Dr. Paul J. McLoughlin II chairs the AODSC. For one year of this biannual review (2014-2015), the College also employed a part-time program assistant, Stephanie Falzone, to help coordinate these efforts. This part-time administrative position has now been replaced with a full-time coordinator of student wellness and support. The strength of the AODSC's mission lies in the commitment of its members. Lafayette is fortunate to possess more than 25 members devoted to providing students the opportunity to succeed without the harmful effects associated with the high risk/rapid consumption of alcohol.

### *AODSC Mission Statement:*

The Lafayette College Alcohol and Other Drug Standing Committee (AODSC) implements and assess strategies, programs and policies specifically aimed at reducing high-risk drinking among Lafayette students. Using new measures that target education and outreach, student advocacy and peer education, as well as social programming, combined with the continued enforcement of College policy and Commonwealth law, the AODSC strives to reduce dangerous and negative implications of alcohol abuse, including blackouts, hospital transports, vandalism, harm to self or peers, and violations of the College's code of conduct.

The AODSC explores best practices from peer institutions and relevant research (with documented success as indicated by conduct data) that targets high-risk behavior. This committee works to engage the entire Lafayette community of students, faculty, staff, parents, and alumni in devising and implementing community-wide solutions to dangerous drinking. With more than 1,800 alcohol-related deaths of college students each year, the AODSC's efforts are critically important to the College's mission.

The AODSC focuses its efforts across four domains: *Education and Outreach*, *Policies and Enforcement*, *Social Programming*, and *Student Education*. Below is an outline and summary of their prevention, education, and environmental management initiatives, by semester.

Education and Outreach

SUMMER/FALL	SPRING
Parent Communication (1)	Parent Communication (1)
Coalition Membership with Everfi / Attendance at Annual Research Summit (33)	
Parent Handbook (2)	
	Faculty/Staff Survey (3)
Prologue Weekend (4)	
Prospective student messaging (5)	Prospective student messaging
Message to students at beginning of year about increase enforcement (10)	
	Reunion Weekend (6)
Parent Guide for Talking about Alcohol (7)	

Policies and Enforcement

FALL	SPRING
Review of Alcohol Policies (8)	
Hassle Free Homecoming	
	Birthday Books (9)
Emails to students in advance of high risk events (10)	Emails to students in advance of high-risk events
Conduct hearing for every student (11)	Conduct hearing for every student
Additional police enforcement at high-risk events and off-campus (12)	Additional police enforcement at high-risk events and off-campus
	Focus Group (13)

Social Programming

FALL	SPRING
Event Registration Form (14)	Event Registration Form
Alcohol Policy for On/Off Campus Events (15)	Alcohol Policy for On/Off Campus Events
Intentional Homecoming Plans (16)	
Lafayette/Lehigh Football Rivalry (17)	
100 Nights/1000 Nights /Class Events (18)	100 Nights/1000 Nights / Class Events
	Senior Week Programming (19)
Midnight Breakfasts (20)	Midnight Breakfasts
	Pancake Flip (21)
	Spring Concert (22)
Intentional marketing of alcohol-free events (23)	Intentional marketing of alcohol-free events
Environmental Management (24)	Environmental Management

## Student Education

FALL	SPRING
	Social Norms Campaign (25)
Good Samaritan Post Card (26)	
“Straight Shots” Orientation program (27)	
Motivational Enhancement Interview (28)	Motivational Enhancement Interview
CORE Alcohol Survey (29)	
Direct outreach to groups/classes on campus (30)	Direct outreach to groups/classes on campus
Lafayette Drug and Alcohol Peer Advisors (31)	Lafayette Drug and Alcohol Peer Advisors
Alcohol Edu for Sanctions (32)	

(1) *Parent Communication:*

<http://www.lafayette.edu/parentsfamilies/>

The Parent Relations Office and the Office of the Dean of Students informs first year parents over the summer of the importance of talking with their sons and daughters prior to the start of the academic year and provides with the resource listed in #7. Moreover, The DOS writes to parents in advance of high-risk events occurring on campus such as Homecoming, exams, and semester breaks. The Director of Parent Relations also forwards messages to parents that the DOS sends to students about responsible and legal use. Some students are not prepared to deal with such events and, as a result, engage in self-destructive or counter-productive behavior. These choices disrupt their pursuit of academic success and personal growth.

- Initiate dialogue between parents and the college on their child’s college experiences.
- Assist students identified as experiencing difficulties with their own or others’ use of alcohol.
- Inform parents of opportunities for their child to connect with student groups and staff on campus

(2) *Parent Handbook: NIAAA Tier 3 Strategy*

<http://www.lafayette.edu/parentsfamilies/>

An on-line guide for parents intended to familiarize them with the offices and services available for their student at Lafayette College. The Director of Parent Relations prepares this resource and distributes it each year to all parents. The resource can be found here:

[https://families.lafayette.edu/wp-content/uploads/sites/13/2016/07/parent\\_handbook\\_2016.pdf](https://families.lafayette.edu/wp-content/uploads/sites/13/2016/07/parent_handbook_2016.pdf)

- Familiarize parents with campus resources so they can better assist their child.

(3) *Faculty and Staff Environmental Alcohol and Other Drug Survey: NIAAA Tier 1 Strategy*

The CORE survey was administered to faculty and staff in the spring 2016. The Core Institute is a national, non-profit research center with the largest data base for studies on alcohol and behaviors for similar Liberal Arts colleges.

- Capture the beliefs and attitudes of faculty and staff towards alcohol on campus, their knowledge of available services, and ability to address alcohol issues with their students.
- Provide educational training, services, and opportunities for involvement based on survey results.
- Allows the College to review longitudinal data about student use and faculty/staff attitudes.

(4) *Prologue and Accepted Students' Weekend: NIAAA Tier 2 Strategy*

Multiple offices on campus collaborate with Admissions to provide prospective students with fun, purposeful, and intentional programming. Student hosts engage prospective students in activities that showcase the campus and the students of Lafayette College at their finest.

- Encourage socialization without the consumption of alcohol.
- Facilitate a change in culture for prospective students where alcohol is not the central focus of socializing with peers.
- Organize more social programming during this weekend to keep students occupied.
- Increase enforcement on and off-campus during this weekend to observe and respond as needed.

(5) *Prospective Student Messaging: NIAAA Tier 2 Strategy*

Admissions Ambassadors effectively communicate the College's alcohol policy and direct parents and prospective students to online resources available that assist parents in speaking with their child about alcohol use. Prospective students and their parents need to recognize the role of alcohol on campus and the negative consequences on students both academically and personally.

- Provide clear and consistent messaging concerning high risk and rapid consumption of alcohol on campus.
- Reiterate that enforcement is important and convey its importance in reducing the negative impacts of high risk drinking at Lafayette
- Inform prospective students of the comprehensive support system in place to facilitate a safe and responsible drinking culture for those of legal drinking age.

(6) *Reunion Weekend: NIAAA Tier 2 Strategy*

It is essential for alumni and guests of the College adhere to the College's alcohol policy and are knowledgeable of the College's efforts to reduce the high risk/rapid consumption of alcohol. The relationship between alumni and students is and will continue to be one of support both professionally and personally. Alumni play an important role in modeling and supporting the need for responsible consumption of alcohol. Consistent enforcement of policies during reunion or alumni events also reinforces the message to the College community that high-risk alcohol use by any member of the community degrades the overall approach to reducing it at Lafayette.

(7) *A Parent Handbook for Talking to Your Student About Alcohol: NIAAA Tier 1 Strategy*

<https://studentlife.lafayette.edu/files/2016/07/Parent-Alcohol-Handbook-2016.pdf>

Parents engage their child in a discussion about consumption prior to the student coming on campus utilizing a proprietary, licensed Parent Handbook publication. This parent-based intervention has undergone clinical trials and has been publicized in multiple peer review articles, showing its efficacy including this one: <https://studentlife.lafayette.edu/files/2016/07/Parent-Letter-2016-for-Haven-and-AlcoholEdu.pdf>

- When given to first-year students prior to matriculation, has been shown to reduce high-risk drinking up to 18 weeks into the semester.

(8) *Review of Alcohol Policies: NIAAA Tier 3 Strategy*

The College's Alcohol Policy was reviewed for updates and clarity. Revisions were approved in April 2014 and most recently with a completed alcohol and other drugs diagnostic by Everfi in the fall of 2016.

- A new Spectrum of Response was created in for 2014-15 allowing conduct hearing officers to sanction individualized responses for alcohol violations driven by the needs of the students. This minimum sanctions document was revised in the summer of 2016 and conduct administrators were re-trained on the importance of consistent sanctioning and education related to alcohol and other drug violations.
- The Everfi Diagnostic Campus Alcohol Prevention Action Plan, completed in September 2016 provides important recommendations related to Programming, Policy, Critical Processes, and Institutionalization. This Action Plan will serve as the blueprint for ongoing refinement of the College's strategic initiatives related to AODS in the coming year.
- This consistent and on-going assessment allows the College to address repeated violations, escalating violations, and students exhibiting the signs of addictive or problematic drug and alcohol use as well as to deliver a comprehensive AODS education and prevention program.

(9) *Birthday Books: NIAAA Tier 2 Strategy*

Local merchants are provided with Birthday Books, upon request. These books include a student's name and their date of birth, allowing businesses to compare identification cards with College information. These Birthday Books are prepared and distributed by the Department of Public Safety.

(10) *Emails to students in advance of high-risk events: NIAAA Tier 3 Strategy*

The Dean of Students sends information to students coordinated with high-risk periods or events. The information explicitly states the expectations for behaviors and consequences, and reinforces the message that consistent enforcement is in effect.

- Eliminate the confusion and misperception surrounding the event.
- State clearly what will or will not be tolerated and how students can attend an event without incidents, arrests, or citations.

(11) *Conduct hearing for every student: NIAAA Tier 1 Strategy*

Each student cited with violating College policy must meet with a hearing officer called a case administrator. At a small institution, students expect to experience a hands-on approach for academic or conduct violations. Conduct hearings ensure the student meet with an administrative staff member to reflect on their experience, to maximize learning, to reduce repeat violations, and to identify an appropriate sanction(s).

- Determine level of responsibility and individual developmental/educational opportunity.
- Assign a sanction that maximizes learning and attempts to reduce repeat violations.
- Provide an opportunity to identify behaviors or attitudes that might indicate the need for additional intervention, counseling, or substance use evaluation. This "spectrum of response" ensures that we are treating each student individually and ensuring that the sanction can be successful in addressing the underlying issues.

(12) *Additional police enforcement at high-risk events: NIAAA Tier 2 Strategy*

The College partnered with local law enforcement to patrol both events on- and off-campus. Enforcement of College policy as well as local laws convey to students that College sponsored events on campus must adhere to the stated expectations for behavior. As a part of the two-year grant by the Pennsylvania Liquor Control Board, the College contracts with Easton Police for

several weekends each semester for additional, specific details for off-campus neighborhoods and residences.

- Decrease number of misconduct, public drunkenness, and underage consumption.
- In addition, the Pennsylvania Liquor Control Enforcement (PLCE) have been invited to attend high-risk events, like Homecoming, where they check ID's and arrest students who are violating the legal age for alcohol consumption. Most recently, the PLCE attended the Lafayette vs. Lehigh football weekend (including Friday and Saturday) and issued three citations that day.

<i>Event</i>	<i>Total</i>	<i>Public Safety</i>	<i>Bear Security</i>	<i>Easton Police</i>	<i>Other Security</i>
<i>Homecoming 2015</i>		4	18	10	10
<i>Homecoming 2016</i>		4	18	8	8
<i>Typical Football Game Day Coverage</i>		4	4	2	6
<i>Additional Enforcement Weekdays &amp; Weekends</i>	15-20 details/semester			15-20	

(13) *Focus Groups: NIAAA Tier 1 Strategy*

Student members of the AODSC regularly solicit feedback from student focus groups to gather opinions and understanding of the current alcohol policy. In the fall of 2015, the Lafayette Drug and Alcohol Peer Advisers utilized iPads in several high-traffic areas like the student library and student center in order to focus their efforts and to better understand messages that resonate with students.

- Determine students' level of knowledge of the alcohol policy.
- Better understand students' perception of policy and to determine ways in which the policy might be better communicated or distributed to students.
- Test students' knowledge of social norms messages and other programming that is done with the direct or indirect purpose of preventing high risk alcohol use.

(14) *Event Registration Form: NIAAA Tier 3 Strategy*

The AODSC has considered several policies related to social event registration, including currently reviewing events sponsored by fraternities and sororities. The Everfi Alcohol Action Plan recommends requiring off-campus events to be registered; however, the AODSC is unlikely to adopt this recommendation due to current staffing levels and the inability to consistently enforce such a policy at this time.

- Encourage students to hold events on campus
- Empower students to hold events with alcohol in a responsible way
- Require fraternity and sororities to register every chapter event, with or without alcohol.

(15) *Alcohol Policies for On and Off-Campus Events: NIAAA Tier 2 Strategy*

The new policy allows students with registered events through the Office of Student Involvement the ability to serve alcohol utilizing best practices (e.g. TIPS trained bartenders, etc.)

(16) *Leopard's Lane on Anderson Courtyard: NIAAA Tier 3 Strategy*

The event was designed as part of an ongoing cultural shift in the way students celebrate the annual Homecoming weekend. Homecoming was moved to Anderson Courtyard in 2012 to eliminate underage drinking that had historically occurred on March Field and to better enforce the policies for the tailgating activities that took place on March Field. In an effort to realize the positive potential of Homecoming, the event was centered on providing an opportunity for alumni and current students to socialize and take part in engaging activities. In 2016, homecoming activities and the Lafayette Lehigh Rivalry tailgates were held on Markle parking deck and the Quad.

(17) *Lafayette/Lehigh Rivalry Game: NIAAA Tier 3 Strategy*

The College provided transportation for students to and from the Lafayette/Lehigh game held at Lehigh University in 2015. Students driving under the influence pose a significant threat to themselves and the community. By providing transportation, Lafayette sought to eliminate the risks of alcohol-impaired driving. As students boarded the buses their backpacks were searched and they were given bottles of water. In 2016, the College hosted the 152<sup>nd</sup> Rivalry festivities according to detailed policies and significant enforcement. Best practices were in effect throughout the day (advanced communications about expectations, increased enforcement, limited tailgating time, access to water and food, activities that did not focus on alcohol – a pancake flip and College-wide concert, etc.) These details can be found here: <http://slp.lafayette.edu/the-rivalry/>

(18) *100 Nights/1,000 Nights: NIAAA Tier 3 Strategy*

Students gather together as a first year and then senior class to commemorate their journey at Lafayette College. Prior to the 2013-14 academic year, some students viewed the event as an opportunity to pre-game and consume high quantities of alcohol. Since that time, a series of events throughout the year targeting first year students and seniors take the pressure off of this one event and encourage student participation in a number of events that model socializing in responsible and legal ways. See #19 below.

- Utilize education and purposeful programming to create an event centered on the celebration of shared successes, comradery, and community.
- Reduce the number of hospital transports.

(19) *Senior Week Programming: NIAAA Tier 3 Strategy*

The Senior Year Experience, in particular, now includes monthly events called “Senior Sips,” that model responsible alcohol use where the College limits the availability of alcohol and takes the focus off of alcohol consumption and more on coming together as a class. In addition to events held throughout the year, seniors also enjoy a week of celebration coupled with programs and speakers including a trip to a local baseball game, a tour of a local brewery, and a cooking demonstration by the campus executive chef. We even offered an event on campus (a picnic) where senior students (of legal age) were permitted to bring their own beer to the event.

- Designed to empower and prepare the graduates for life beyond Lafayette’s campus
- Provide alternative activities to counter the cultural norm of drinking alcohol
- Teach proper etiquette at professional functions where alcohol is served
- Unify the class one last time through traditions, memories, and goals for the future
- Prevent students from organizing off-campus events, on their own, as a way to have an event with alcohol

(20) *Midnight Breakfast- Fall & Spring: NIAAA Tier 3 Strategy*

Students are served free breakfast food at midnight during high risk weekends. We moved these breakfasts to Friday night in advance of historically high-risk days.

- Provide students with hydration and substantial food during high-risk weekends
- If students have consumed alcohol, food slows the absorption of alcohol into students' blood streams.
- Encourage students to leave their residence halls so faculty and staff can observe behaviors that might suggest the need for hospitalization for acute alcohol intoxication.
- Foster community spirit between students.

(21) *Spring BBQ: NIAAA Tier 3 Strategy*

Students are served free dinner the day of a high-risk event.

- Provide students with hydration and substantial food.
- If students have consumed alcohol, food slows the absorption of alcohol into students' blood streams.
- Encourage students to leave their residence halls so faculty and staff can observe behaviors that might suggest the need for hospitalization for acute alcohol intoxication.
- Foster community spirit between students.

(22) *Spring Concert: NIAAA Tier 3 Strategy*

Students are invited to take part in a new Lafayette tradition featuring popular artists performing live at Fisher Field or the Kirby Indoor Arena. While some traditions at Lafayette centered on the high-risk/rapid consumption of alcohol were eliminated or changed, the College sought to form "new traditions" that reflect the spirit of Lafayette College students and responsible use.

- Provide students with an alternative event
- Create an event with enough appeal that students would keep their consumption of alcohol in check or risk not being admitted to the event
- Turn away students at the door to demonstrate consistent enforcement of previously stated expectations for behaviors.
- Require ticket distribution for the concert to occur day of, in advance of the concert at a venue with free access to food and water.

(23) *Intentional Marketing of Alcohol-Free Events: NIAAA Tier 3 Strategy*

Through social media and posters, students were made aware of events occurring on campus that are not centered on the consumption of alcohol.

- Create excitement for College sponsored events.
- Provide alternative programs.
- Recognize student groups who are creating and pursuing events that do not involve alcohol

(24) *Environmental Management: NIAAA Tier 3 Strategy*

Students' safety and wellbeing are supported through increased law enforcement during events that historically have included high-risk drinking.

- Coordination with multiple departments on campus, with the city of Easton, PLCB, and Easton Hospital.
- Increased hours of operation for Bailey Health Center.

- Availability of free water and food.
- Introduction of games and entertainment to increase student involvement and generate school spirit and pride.

(25) *Social Norms Campaign: NIAAA Tier 2 Strategy*

A normative campaign printed on several posters that were hung throughout campus. These posters and the campaign, which also featured one student-made video, were funded through the Pennsylvania Liquor Control Board two-year grant.

(26) *Good Samaritan Post Cards: NIAAA Tier 3 Strategy*

Postcards were distributed to students on campus highlighting the importance of intervening before a fellow student reaches a dangerous level of intoxication, helping students to identify symptoms and signs of alcohol poisoning, and familiarizing students with the process of seeking assistance. These postcards were placed into each students' mailbox at the beginning of the year and posters were also made and hung throughout campus.

- Attempt to change culture from one where students intervene after a student is acutely intoxicated to one where students intervene before hospital transportation is needed. Also attempt to define who the "Good Samaritan" is in the situation since many students have historically used the term as a verb instead of a noun, as in "I was Good Samaritaned." Since our efforts in 2014, this change is starting to occur and students have used this phraseology less. Faculty and administrators no longer use this nomenclature in talking with students.

(27) *Orientation Program: NIAAA Tier 4 Strategy*

A perennial student orientation program designed to educate students about the science of the brain and how decision-making is affected by alcohol. In the fall of 2016, we combined efforts to educate students on two important issues: sexual violence and high risk alcohol use, by leveraging the idea of "anchors" in our messaging and having this education delivered jointly by a staff psychologist and the director of gender and sexuality programs. The program was the second highest rated program at new student orientation for the 185<sup>th</sup> class.

(28) *Motivational Enhancement Interview: NIAAA Tier 1 Strategy*

Students returning to campus after admittance to the hospital for intoxication meet with the Director of Health Services, Dr. Jeffery Goldstein. Dr. Goldstein offers a non-judgmental, non-confrontational, and non-adversarial approach to increase the student's awareness of the potential problems caused, consequences experienced, and risks associated with high risk alcohol consumption. Beginning in 2017, the coordinator of student success and support will begin having conversations with selected students (those who exhibit signs of alcohol abuse or dependency) by utilizing BASICS and motivational interviewing strategies to ensure that we are providing personalized assessment and direct feedback. Screening and brief intervention (SBI) in a healthcare setting is a promising method that may reduce rates of heavy alcohol use by targeting students at early stages of developing alcohol problems. Research demonstrates that this intervention may work particularly well for riskiest drinkers.

(29) *CORE Alcohol Survey: NIAAA Tier 1 Strategy*

The CORE survey was administered to students in the spring 2016. In previous years, the Counseling Center administered their Drug and Alcohol Survey but the College began administering the Core in 2014. The CORE Institute is a national, non-profit research center with the largest data

base for studies on alcohol and behaviors for similar Liberal Arts Colleges. The survey consists of 40 questions (Lafayette added ten questions to capture campus norms).

- Capture student attitudes and behaviors on the consumption of alcohol on campus and their knowledge of available services.
- Provide indicated programs and services based on survey results.

(30) *Direct outreach efforts to groups/ classes on campus: NIAAA Tier 1 Strategy*

Faculty members engage students in discussions regarding college culture, the high-risk/rapid consumption of alcohol, and challenge alcohol expectations.

- Alter students' expectations about the effects of alcohol.
- Provide feedback and interactive dialogue of students' drinking habits.
- Assist faculty and staff with providing appropriate prevention/intervention strategies.

(31) *Lafayette Drug and Alcohol Peer Advisors: NIAAA Tier 1 Strategy*  
*Challenging Alcohol Expectancies: NIAAA Tier 1 Strategy*

A peer education group committed to empower, to educate, and to create change at Lafayette College. The students are recruited for their commitment to drink responsibly and their ability to work with students on campus to promote a culture of responsible drinking. The L-DAPA's work on marketing campaigns, social media campaigns, educational classes, party grants, and hosting/promoting social events. In addition, the L-DAPA's conduct education sessions with every first-year student in the month immediately following new student orientation. As an important addition to the comprehensive alcohol education program, including pre-matriculation on-line course (#32) and new student orientation programming (#27), peers speak with first-year students in small groups to address concerns students have about social life at the College, about using alcohol, to challenge alcohol expectancies in an attempt to mitigate the "College effect" and to reduce the risks associated with alcohol use. Challenging alcohol expectancies has been shown to have positive effects that last up to six weeks post-program.

- Reduce the harmful effects of alcohol and other drugs use.
- Promote a culture of healthy living.
- Respond to questions about alcohol and other drug use and abuse.
- Promote awareness.
- Provide students with upper-level peer mentors with whom they can discuss the topics of alcohol use

(32) *On-line alcohol education module (Alcohol.edu and AlcoholEdu for Sanctions): NIAAA Tier 1 Strategy*

Students challenge their alcohol expectations and test their knowledge of alcohol use. The on-line module provides basic alcohol education as well as multiple other modules helpful to students and parents. The results enable the College to compare class over class as well as comparisons to similar colleges and universities.

- Reduce the risk of drugs and alcohol abuse among college students.
- Engage students and parents in effective, evidence-based prevention.
- Give administrators the data to target, evaluate, and strengthen prevention initiatives.
- Utilized for general prevention and for conduct violations
- Required completion in order to register for spring classes

### (33) Membership in the Everfi Coalition

Coalition membership affords Lafayette College the opportunity to take advantage of several proven tools that are invaluable in providing students with current and compelling research and best practices on reducing high risk and underage alcohol consumption. Coalition membership provides Lafayette with a dedicated research team, research reports, executive summaries, strategic insights and tactical tools to combat underage and high risk drinking specific to Lafayette's student population. Further, membership affords Lafayette AODS educators, the DOS, and the Vice President for Campus Life with the opportunities to attend the annual research summit and a professional development institute (semi-annually) where best practices and national data sets are shared and critiqued. Most importantly, members are guided by an Everfi professional to develop and maintain an alcohol education and prevention plan. The Everfi professional provides ongoing evaluations of current strategies and programs to ensure Lafayette adheres to best practices and current research.

- Allows Lafayette to remain informed of recent research and best practices
- Provides Lafayette with a specific Action Plan tailored to student data on AODS

## **AODS INTERVENTION SERVICES**

### **Bailey Health Center**

The Bailey Health Center website can be accessed at: <http://healthcenter.lafayette.edu>. The staff of professionals is trained to take care of most non-emergency medical situations. The College physician meets with every student transported to the hospital for acute alcohol poisoning and utilizes the Motivational Enhancement Interview during these follow-up conversations. More specific health and safety tips can be accessed at: <http://healthcenter.lafayette.edu/education/areas-of-concern/alcohol/>.

### **Behavioral Intervention**

A student whose behavior appears to meet the criteria for posing a serious risk to his/her own or others' health or safety, or a student who indicates that they are experiencing significant distress that may lead to self harm, will be subject to review by members of the *Behavioral Health and Safety Review Committee* (BHSRC). The committee is chaired by the Dean of Students. Additional members include the Directors of Health, Counseling, and Residence Life, Student Conduct, and three academic class deans of the College. The BHSRC regularly meets to discuss students' cases and to determine an individualized approach to creating a support network for students.

### **Counseling Center**

The Counseling Center's web site can be accessed at: <http://counselingcenter.lafayette.edu/>. Approximately 43% of Lafayette students typically seek counseling during their college career. The Counseling Center staff strives to treat each student with respect and dignity, and recognize that personal characteristics, such as race, culture, gender, sexual orientation, socioeconomic status, and religious beliefs, are important factors in the counseling relationship.

### **Intercollegiate Athletics**

Per NCAA rules, the Department of Athletics disseminates information about banned drug classes to all student-athletes and educates them about products that might contain banned drugs. At the beginning of each academic year, student-athletes are given information from compliance and medical staff members about nutritional supplements, alcohol, and banned drugs. All student-

athletes are aware that these lists evolve with time and are asked to consult with the College's medical staff if they have questions. Additionally, our Department of Athletics supplements these drug information sessions with the online training tool Alcohol.Edu

**Fraternity and Sorority Advising**

The Office of Fraternity and Sorority Advising supports the Fraternal Information and Programming Group as the national best practices guidelines adopted by participating organizations. The complete document can be accessed by visiting: <http://greeklife.lafayette.edu>

## V. ENFORCEMENT AND SANCTIONING

### EMPLOYEES

All Lafayette College employees are required to abide by the Standards of Conduct Policy as a condition of employment. Sanctions imposed by the College for violation of the policy may range from mandatory participation in rehabilitation programs to termination of employment or referral for prosecution. Any employee who is convicted of any drug-related crime in the workplace must notify the College's Office of Human Resources within five days of conviction. Notification of such conviction is also a mandatory condition for continued employment at the College. Any employee convicted of a drug-related crime in the workplace will be subject to discipline including, but not limited to, immediate dismissal.

### STUDENTS

When students are found in violation of the Alcohol and Drug Policy, the case administrator or appropriate faculty committee on student conduct will impose sanctions that are intended to maintain an environment conducive to the achievement of the College's educational mission as well as provide opportunities for the respondent to learn from the incident. The sanctions were designed based on the trans-theoretical model of change utilizing a philosophy weighted in personal development and awareness. Students will be assigned both a consequence sanction (Table A) and an educational/personal development sanction (Table B). To ensure consistent enforcement, not only are minimum sanctions applied according to a rubric outlined the Student Handbook, but also case administrators meet regularly to review cases in aggregate and to ensure that minimum and consistent sanctions are being applied across the approximately 12 case administrators.

Table A

Formal Warning	Expulsion
Warning Probation	Fines (\$100-200)
Disciplinary Probation Level I	Parent Notification
Disciplinary Probation Level II	Parent Conference
Suspension	

Table B

Alcohol Individual Meeting	Autobiographical Paper
Alcohol Group Meeting	Accountability Plan
My Student Body	Counseling Intake
Writing Assignment	Reading Assignment
Restitution	Apology
Workshop Attendance	Program Creation
Hardware Shop	Loss of Privileges
Repeated Violations Statement	Recommendations

**Conduct Data**

The following data reflect the number of incident types from July 2014 to June 2016 and does not represent the number of students charged within the academic year. Students can be charged with multiple policy violations per one incident.

Alcohol Violations	Total	Responsible	Not Responsible
<i>Academic Year 2014-2015</i>	409	201	208
<i>Academic Year 2015-2016</i>	261	153	108
<i>Academic Year 2016-2017</i>	39		

Drug Violations	Total	Responsible	Not Responsible
<i>Academic Year 2014-2015</i>	91	50	41
<i>Academic Year 2015-2016</i>	45	20	25
<i>Academic Year 2016-2017</i>	11		

Alcohol Violation Sanctions	AY' 2014-2015	AY' 2015-2016	AY' 2016-2017 (Fall Semester)
<i>Formal Warning</i>	17	15	4
<i>Warning Probation</i>	144	95	18
<i>Disciplinary Probation I</i>	40	39	13
<i>Disciplinary Probation II</i>	16	5	1
<i>Suspension</i>	1	2	x
<i>Expulsion</i>	0	0	0
<i>Parent/Guardian Notification</i>	147	86	21
<i>Parent/Guardian Conference</i>	0	5	0
<i>Fine</i>	155	91	24
<i>Alcohol Education – Individual</i>	116	37	16
<i>Alcohol Education – Group</i>	18	18	0
<i>My Student Body</i>	0	22	0
<i>Marijuana Awareness Class</i>	NA	NA	N/A

<i>Substance Abuse Assessment Paper</i>	NA	NA	1
	1	15	6
<i>Additional Sanction</i>	0	14	6

Drug Violation Sanctions	<i>AY' 2014-2015</i>	<i>AY' 2015-2016</i>	<i>AY' 2016-2017 (Fall Semester)</i>
<i>Formal Warning</i>	1	3	0
<i>Warning Probation</i>	17	4	6
<i>DPI</i>	35	15	6
<i>DPII</i>	9	4	1
<i>Suspension</i>	3	2	0
<i>Expulsion</i>	0	0	0
<i>Parent/Guardian Notification</i>	47	18	7
<i>Parent/Guardian Conference</i>	0	0	0
<i>Fine</i>	48	17	8
<i>Alcohol Education – Individual</i>	47	12	0
<i>Alcohol Education – Group</i>	0	0	0
<i>My Student Body</i>	0	1	
<i>Marijuana Awareness Class</i>	0	1	2
<i>Substance Abuse Assessment Paper</i>	0	1	1
	0	4	4
<i>Additional Sanction</i>	0	6	1
<i>Repeat Offenders</i>			3

## VI. CONCLUSION

### Strengths

The AODSC has continued to implement a number of programs across four strategic areas, working to include as many departments, offices, and divisions across the College. The AODSC intentionally includes faculty, administrators, and students from across the college and with representation in each class year. The programs – both educational and social – target alumni, students, parents, and employees. Using the NIAAA four tiers of effective strategies, the Committee continued to build upon previous efforts at the College to consistently reduce the negative implications on the community of high-risk drinking. From organizing various strategies to reduce the illegal use and the implications of high risk use on historically risky events and weekends and ensuring universal education through on-line tools like AlcoholEdu to the careful planning of 100 Nights/1000 Nights and increasing enforcement throughout the semester, students are continually exposed to the College's effort to promote responsible drinking by those of legal age. The Dean of Students regularly communicates to students about these issues (as well as to parents) and works to ensure that programming staff consider their plans holistically to mitigate the unintended risks of high risk use by considering event timing, location, or venue.

The College continues to embrace a harm reduction strategy, which includes making water and food accessible to students and thinking holistically about event management. The latter includes thinking about the day before, the morning of, and even the period after large events as target areas. It also considers how to incentivize responsible choices by denying entrance to events for students who demonstrate high-risk use. At every high risk event water is available and hydration is encouraged. Ample food and enticing games make events festive and moves the focus of the event from the rapid consumption of alcohol towards socializing, making memories, and consuming alcohol in a responsible manner if one chooses to drink.

Although the struggle to reduce rapid consumption/high-risk drinking is never complete, the 2013-14 statistics demonstrate that Lafayette College has made considerable strides. Documenting the trend since the 2012-13 school year, reported citations show a decrease in the following areas: false identifications (33 in '13-14; 5 in '14-15; and 8 in '15-16) furnishing alcohol to minors (22 in '13-14; 15 in '14-15; and 8 in '15-16), and underage consumption (151 in '13-14; 96 in '14-15; and 91 in '15-16). Total alcohol charges have decreased since our last biannual report as evidenced by these total numbers of alcohol violations (not students, by individual charges): 276 in '13-14; 140 in '14-15; and 148 in '15-16.

### Areas for Development 2016-18

#### PROGRAMMING

Identify appropriate programs to target fraternities and sororities. This typically at risk population represents a sizeable population of Lafayette's upper-level students, yet they receive no selective programming. Some approaches might include promising practices such as small group social norms, adaptations of the BASICS model, and Prime for Life.

Offer health, social alcohol-free options (e.g. visible alcohol free settings for students, expanded

hours in dining halls, etc.). Or, learn how to market more effectively those venues and events we have to identify them in a way that makes them attractive to students who might be interested in social activities that are substance-free.

Implement campus training for faculty and staff focused on the identification and referral of students with alcohol or other drug problems.

## POLICY

Continue to establish strategies to limit alcohol off-campus. Consider working with community stakeholders to implement new strategies such as restricting low-priced drink promotions, limiting quantities of alcohol that can be purchased per sale, etc.

Collaborate with the Adviser to Fraternities and Sororities to implement evidenced-based restrictions on organizations, such as prohibiting drinking during recruitment (currently prohibited but may be practiced), and possibly requiring security to be present at social events.

Engage student activists in the policy review and development process, and encourage student participants to speak to the process and rationale for policy changes in order to gain buy in from their peers and from students in general.

## CRITICAL PROCESSES

Draw upon localized data to identify groups at higher risk for alcohol or other drug use at Lafayette and develop appropriate policies and efforts to effectively address those risks.

## INSTITUTIONALIZATION

Consider how to include the President's voice in these issues. The President's voice can serve as a strong impetus for groups across campus to understand their collective role in addressing the problem of high risk alcohol use.

Build upon the recent hiring of the Coordinator of Student Wellness and Support to develop and implement a student health and wellness culture. Prioritize thriving, resiliency, responsible decisions, etc. into an overall "well-being" ethos. Help students identify ways to "de-stress" through healthy wellness activities that do not involve high risk alcohol use.

Utilize data, including the recent CORE survey data, to articulate to senior faculty and other senior administrators how student alcohol use impacts key institutional priorities (e.g. impact of alcohol use on academic or athletic performance, retention, cost management, etc.)

Continue to develop a "spectrum of response" for drug and alcohol violations that include more educational opportunities and personalized programs. While the Everfi Alcohol Diagnostic Inventory praised Lafayette for its universal programming, they recommended us to incorporate indicated programming, targeting students at the early stages of developing alcohol problems.

Better utilize peer educators to deliver drug and alcohol education programs by expanding portfolio to an overall well-being focus. This will allow peer educators to position AODS education in a

holistic message about wellness and the impact of high risk use on performance. We also think that the full-time adviser will provide more support and that the peer education position will be more attractive to students with a wellness focus.