



## **Michigan State University**

Biennial Review

*2022 – 2024 (Academic Years 2022-2023 and 2023-2024)*

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## Drug and Alcohol Prevention Program Certification

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

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

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

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

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

Kevin M. Guskiewicz, President  
Michigan State University  
Hannah Administration Building  
426 Auditorium Road, Room 450  
East Lansing, MI 48824

(517) 355-6560

[president@msu.edu](mailto:president@msu.edu)

IRS Employer Identification Number: 38-6005984



Signature of the President

December 17, 2024

Date

## Executive Summary

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

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

## Key Findings

1. Michigan State University (MSU) has consistently adhered to the DFSCA during the 2022-2024 biennium, upholding various policies and programs related to AOD use. This review confirms that the university maintains clear substance use conduct policies and consistently enforces them.
2. The AOD Program offers a range of services, resources, and initiatives designed to prevent illegal and harmful substance use among students and employees. These programs effectively provide education to help individuals make informed decisions about substance use, as well as support for those seeking to reduce or quit substance use.
3. MSU continuously strives to enhance student health through its AOD Program, with significant progress made in the past biennium, including the implementation of a university Medical Amnesty policy and the restructuring that led to the creation of the University Health and Wellness (UHW) department. Areas for improvement include reinforcing student understanding of federal, state, local, and institutional policies, and creating a centralized mechanism for AOD data and resource sharing.

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

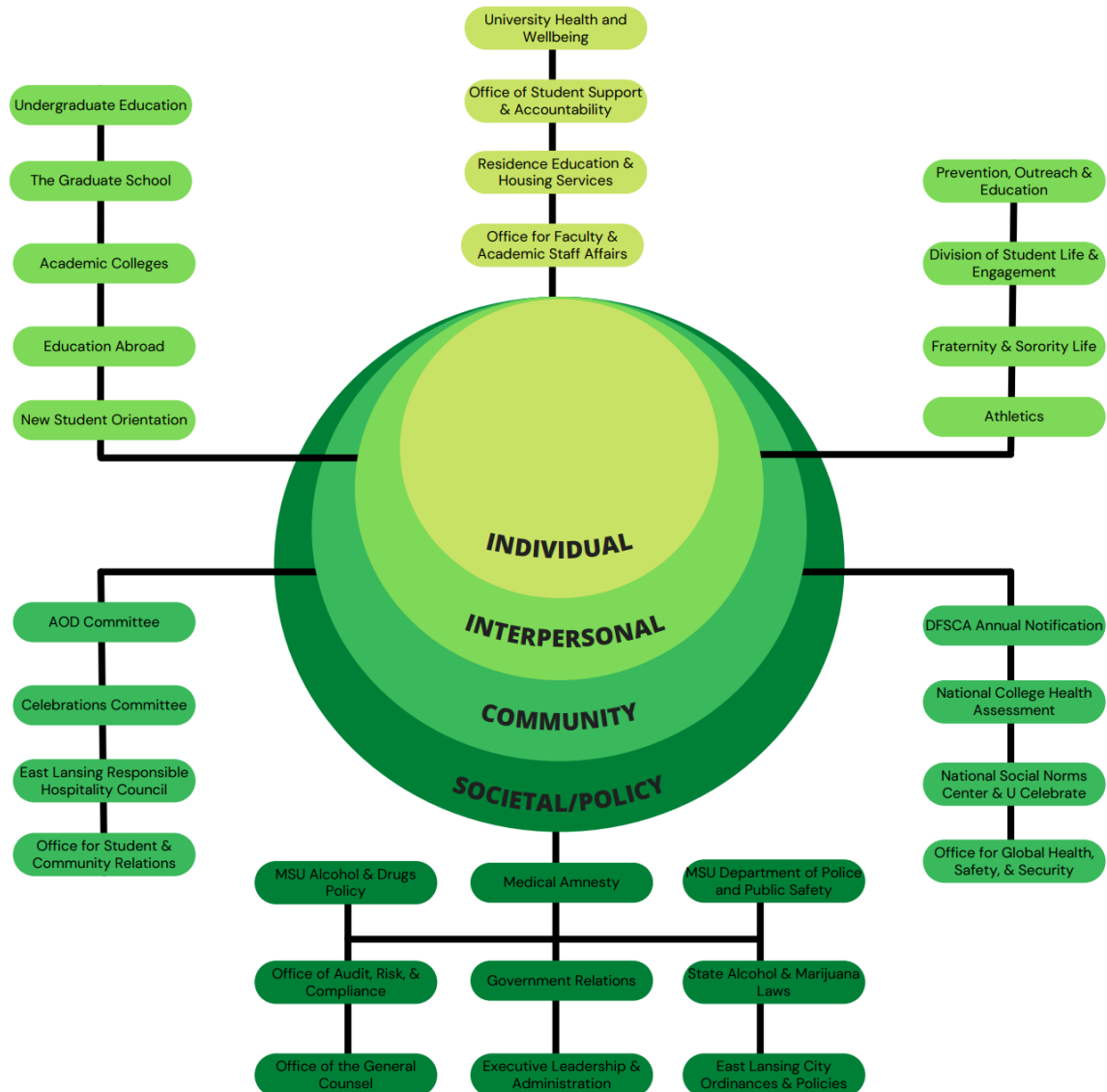
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<sup>1</sup> MSU's AOD Program (capital P) includes all university-wide initiatives implemented for the purposes of satisfying the requirements of the DFSCA, while programs (lowercase p) refer to the specific services and/or resources overseen by various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

commitment to ensuring compliance with the DFSCA and in providing comprehensive AOD education and resources for student, faculty, and staff.

## Social Ecological Model

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



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

<sup>2</sup> <https://www.cdc.gov/violence-prevention/about/index.html>

## Summary Table of Recommendations

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

#	Description	Recommendation
<i>AOD Policy and Enforcement</i>		
1	<b>Reinforcing student understanding of federal, state, local, and institutional policies</b>	Intentional education of multilevel policies is essential for empowering informed decision-making, promoting a safer campus environment, and enhancing compliance with regulations.
<i>AOD Resources and Programming</i>		
2	<b>Continuing to prioritize prevention</b>	The AOD Program should continue to emphasize evidence-based early intervention and skill-building, equipping students with the knowledge and resources they need to make informed choices about substance use.
3	<b>Collaborating with local organizations</b>	Partnering with local health organizations, treatment facilities, and community resources can provide students with more comprehensive support and referral options.
4	<b>Continuous monitoring and evaluation</b>	The AOD Program may benefit from enhanced evaluation efforts to focus on efficacy and health outcomes, ensuring that resources are effectively utilized, and evidence-based programs can be refined and replicated.
<i>Biennial Review</i>		
5	<b>Re-establishing a dedicated AOD implementation team</b>	There is a need for a team whose mission is to champion the recommendations from the biennial review and additional suggestions from campus partners, ensuring timely action on programming gaps, policy enforcement, and ongoing assessment.
6	<b>Incorporating staff and student feedback</b>	Spartans likely possess valuable insights into AOD programming and policy effectiveness, which are essential for improving the relevance and alignment of these initiatives with the needs of the campus community.



*Campus-Wide*

7	<b>Fostering campus-wide collaboration</b>	The biennial review also offers insights into departmental needs, providing an opportunity to foster cross-campus collaborations that align resources and expertise to enhance student well-being and the AOD Program. The AOD Program would benefit from a centralized system for data sharing, promoting collaboration, reducing duplication, and aligning departmental efforts to address campus-wide challenges and enhance student well-being.
8	<b>Professional development and training opportunities</b>	Expansion of AOD prevention and intervention training for all faculty, staff, and student leaders can provide the skills and knowledge to recognize AOD-related issues and connect at-risk students to resources, fostering a supportive campus culture.

## A. INTRODUCTION



### **Michigan State University**

Michigan State University (MSU) was established in 1855 as the nation's first agricultural college and by 1862, it was recognized as the nation's premier land-grant university.<sup>3</sup> At the time of this report, it ranks #30 among public U.S. universities<sup>4</sup> and in the Top 150 of universities world-wide<sup>5</sup>. Located in East Lansing, Michigan, just three miles from the state capital in Lansing, the MSU main campus sprawls across 5,200 acres of land making it one of the largest in the country. Among MSU affiliates, known as "Spartans," are approximately 41,000 undergraduate students, nearly 11,000 graduate and professional students, and over 12,000 employees. The university comprises over 400 academic programs, 100 research institutes and centers, and is nationally recognized for its many innovative and community-based programs and offerings.<sup>6</sup>

As a recipient of federal funding, MSU must comply with the Drug-Free Schools and Communities Act (DFSCA).<sup>7</sup> MSU acknowledges its obligations under the DFSCA, including a periodic efficacy assessment of the strategies used to prevent illegal and harmful alcohol and other drug use. The University implemented its first comprehensive Alcohol and Other Drugs (AOD) strategic plan, titled "Challenging the Environment of High-Risk Drinking: A Plan for Mutual Respect, Open Communication, and a Healthy Environment." The plan was developed in 1998 by an interdisciplinary "Action Team" assigned by then-President Peter McPherson. Since then, MSU has significantly invested in research activities to study student substance use, evidence-based programs to reduce harmful substance use, and new policies related to AOD use.

### **Biennial Review**

The Department of Education requires that institutions of higher education that receive federal funding comply with the DFSCA Amendments of 1989 by completing a thorough evaluation of the institution's AOD Program. The purpose of this report is to comply with the requirements of the DFSCA as they pertain to the biennial review (Biennial Review),<sup>8</sup> which requires MSU to:

- Determine the Program's effectiveness and implement changes to the Program if the changes are needed;
- Determine the number of drug and alcohol-related violations and fatalities that:

<sup>3</sup> Land grant university: an institution that has been designed by its state legislature or congress -0 receives the benefits of the Morrill acts of 1862, 1890, 1994.

<sup>4</sup> [https://www.usnews.com/best-colleges/rankings/national-universities/top-public?\\_sort=rank&\\_sortDirection=](https://www.usnews.com/best-colleges/rankings/national-universities/top-public?_sort=rank&_sortDirection=)

<sup>5</sup> <https://www.usnews.com/education/best-global-universities/search>

<sup>6</sup> <https://msu.edu/about/facts>

<sup>7</sup> <https://www.congress.gov/bill/101st-congress/house-bill/3614>

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

- Occur on the institution's campus (as defined in section 1092(f)(6) of this title [20 U.S.C.]), or as part of any of the institution's activities; and
- Are reported to campus officials;
- Determine the number and type of sanctions described in paragraph (1)(E) [of 20 U.S.C. § 1011i] that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities; and
- Ensure that the sanctions required by paragraph (1)(E) [of 20 U.S.C. § 1011i] are consistently enforced.

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

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

<p><i>DFSCA Requirement 1:</i></p> <p><i>Determine the Program's effectiveness and implement changes to the Program if changes are needed.</i></p>	<p>A. What are MSU's goals and objectives related to AOD?</p> <p>B. To what extent is MSU's AOD Program effective in achieving these goals and objectives?</p> <p>C. What role(s) do relevant departments/offices at MSU have in supporting the university's AOD goals and objectives?</p> <p>D. How cohesive are the different programs and policies that make up the AOD Program?</p>
<p><i>DFSCA Requirement 2:</i></p> <p><i>Determine the number of drug and alcohol- related violations and fatalities that occur on the institution's campus or as part of</i></p>	<p>A. What is MSU's system for tracking AOD-related violations and fatalities?</p> <p>B. How many alcohol and other drug-related violations (among students and employees) occurred on MSUs campus or as part of any of MSUs activities?</p>

<i>any of the institution's activities and are reported to campus officials.</i>	C. How many alcohol and other drug-related fatalities occurred on MSU's campus or as part of any of MSU's activities?
<p><i>DFSCA Requirements 3 and 4:</i></p> <p><i>Determine the number and type of sanctions that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities (and ensure that the sanctions required are consistently enforced).</i></p>	<p>A. What is MSU's system for tracking AOD-related sanctions and their enforcement?</p> <p>B. What sanctions- and how many- were issued to employees and students who committed alcohol or other drug-related violations?</p> <p>C. To what extent does MSU consistently issue sanctions for AOD violations?</p>

### **Research Process**

The DFSCA gives autonomy to universities on the AOD program research and review process. This Biennial Review employed the field of health promotion to provide a comprehensive and evidence-based analysis. Health promotion is a field within Public Health that aims to support individuals in leading healthier lives, empower communities to engage in behavior change where possible, and advocate for policy and structural change to enhance quality of life.<sup>9</sup> This approach is based on theories that influence behavior at multiple levels of society including the individual, interpersonal, organizational, community, and policy. By considering these multi-level factors, evaluators can develop targeted and tailored interventions to improve health outcomes.

The data collection and analysis process included the review of both quantitative and qualitative data collected from a variety of departments and offices. Given that Biennial Reviews at MSU have typically occurred on even-year cycles, this report covers the period of Fall Semester 2022 to the end of Summer Semester 2024 (academic years 2022-2023 and 2023-2024).<sup>10</sup> The following methods were used to gather in-depth information about the AOD Program during this time period, including:

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

Using a list provided by the Health Promotion team, 19 internal departments and 1 external office were contacted in June 2024 to request informational interviews. A total of 14 units were interviewed from July through August 2024, each with a meeting duration between 20 and 60 minutes depending on the unit's relevancy in AOD issues.

<sup>9</sup> <https://www.who.int/health-topics/health-promotion>

<sup>10</sup> The DFSCA does not define how start and end dates for the review periods should be selected, so dates were selected that are most practical for the MSU context.

Four units provided the requested data but did not complete an interview; however, this did not have a significant effect on the overall findings of the report. Unit representatives were provided with 1) a request for information/data to be included in the Biennial Review and 2) a list of 8 questions that would be discussed during the meeting (see Appendix G). Meetings were recorded to ensure accuracy of information. Notes on important discussions were documented in a spreadsheet and included in the Biennial Review where appropriate. Dominant themes were consolidated into a series of recommendations for improvement and other important findings. The units that completed an interview and/or provided data are listed in the *Acknowledgements* section below.

## 2. *Gathering available data and important documents*

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

## **Accessing the Report**

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

The DFSCA requires that this report be made available to anyone, including the Department of Education, upon request (34 C.F.R. 86.103(a)(2017)). Individuals can find a copy of the Biennial review posted on the MSU [University Health and Wellbeing \(UHW\) website](https://uhw.msu.edu/students/aod),<sup>11</sup> or they may request an electronic copy of this document from the Health Promotion team.

## **Authors**

The 2022–2024 MSU Biennial Review was written by People's Health Empowerment Group, LLC (PHEG)<sup>12</sup> in collaboration with various campus departments and subject matter experts. Campus units and staff members provided valuable input based on their daily experiences at MSU while reviewing and refining the final report. This collaboration ensured the report accurately reflected the university's current AOD Program and provided recommendations that could enhance MSU's AOD Program during the next biennium.

<sup>11</sup> <https://uhw.msu.edu/students/aod>

<sup>12</sup> [www.pheg.org](http://www.pheg.org)

### **Acknowledgements**

We are grateful for the many contributions that have made this report comprehensive. This Biennial Review was made possible by the care and dedication of members of University Health and Wellbeing (UHW), including Dr. Alexis Travis, Kristin Traskie, and Hailey Gosen. This report would also not have been possible without the contributions of several units at MSU. As external reviewers, we relied on continuous communication and collaboration with key leaders and personnel in MSU's many departments, offices, and schools. Many thanks to the following departments who participated in the data collection for this report (listed in alphabetical order):

- Athletics
- Division of Student Life and Engagement
  - Fraternity and Sorority Life
  - Office of Community and Student Relations
  - Office of Student Support and Accountability
  - Residence Education and Housing Services
- Education Abroad
- Faculty and Academic Staff Affairs
- MSU Department of Police and Public Safety
- Office for Global Health, Safety and Security
- Office of Audit, Risk and Compliance
  - Clery Act Compliance Coordinator
- Office of Employee Relations
- Office of Financial Aid
- Office of the General Counsel
- Prevention, Outreach and Education
- University Health and Wellbeing

## B. AOD DATA AT A GLANCE



MSU has participated in the National College Health Assessment (NCHA), a national survey administered through the American College Health Association (ACHA), every two years since the year 2000. The NCHA provides a comprehensive, methodologically sound, and ongoing collection of precise data about MSU students' health habits, behaviors, and perceptions, ultimately providing a wealth of information on current student health issues and their trends over time. The survey measures a variety of student health topics, including substance use behaviors and beliefs, measured by evidence-based scales such as the Alcohol, Smoking and Substance Involvement Screening Test (ASSIST). In 2024, the NCHA II survey was updated to NCHA III. The data presented below were collected from February to March 2024 from NCHA III and yielded a response rate of 931 students (20.7%).

The U Celebrate “Celebrations” Survey<sup>13</sup> (see section F2) is another essential tool for collecting campus-wide information related to AOD. The most recent survey was conducted in June 2024 and yielded a response rate of 786 students (17.5%). The information gathered from these surveys is important to better understand student substance use patterns at MSU, assessing campus-wide needs for substance use prevention and rehabilitation, and ultimately informing future AOD programs. The Health Promotion team utilizes data from these surveys to guide their educational materials and programming. For instance, [a section of their website](#) titled “The State of Spartan Health” shares NCHA III data from MSU students about their AOD use, and highlights that 29% of MSU students chose not to drink alcohol at all in the past three months at the time of reporting.

The Health Promotion team regularly produces a report from the resulting data and employs simple descriptive statistics to observe general patterns. This section highlights any noticeable and statistically significant figures from the data collected on AOD use, and makes comparisons to previous years where applicable. Below is a summary table of the data discussed:

Table BA. Summary of highlights on AOD from the 2024 NCHA and U Celebrate Surveys

<b>Data Highlights:</b>
<ul style="list-style-type: none"> <li>Alcohol continues to be the most used substance by MSU students, followed by cannabis and tobacco/nicotine (Table 1).</li> <li>At the time of responding, 71% of students consumed alcohol and 39% had used cannabis at least once in the past three months (Table 2).</li> </ul>

<sup>13</sup> <https://socialnorms.org/>

- Of those who drank alcohol in the past year, 27% missed class, 28% of respondents forgot where they were and what they were doing, and 18% had unprotected sex at least once (U Celebrate Survey).
- During the 2023 academic year, 78% of students reported seeing or hearing at least one message related to alcohol on or off-campus (U Celebrate Survey).
- Future MSU AOD analyses should further explore health behaviors and consequences of marginalized student communities, including by race and ethnicity, sexual orientation, and income level.

### Substance Use (NCHA)

**Table 1. Percentage of Respondents Who Used Various Kinds of Drugs, Alcohol or Tobacco in the Last 3 Months: 2024**

	Never	Not in Last 3 Months	1-2 Times in Last 3 Months	Monthly	Weekly	Daily/Almost Daily
Tobacco or Nicotine Delivery Product	61.6%	11.3%	7.9%	3.9%	5.0%	10.3%
Alcohol Beverages	25.3%	3.4%	15.4%	18.5%	35.2%	2.3%
Cannabis (non-medical use)	49.8%	10.9%	13.4%	6.7%	11.0%	8.2%
Cocaine	96.2%	2.0%	1.2%	0.4%	0.1%	0.1%
Prescription Stimulants (non-medical use)	89.3%	4.2%	3.4%	1.5%	0.0%	1.5%
Methamphetamines	99.4%	0.6%	0.0%	0.0%	0.0%	0.0%
Inhalants	95.8%	2.7%	0.8%	0.5%	0.0%	0.1%
Sedatives or Sleeping Pills (non-medical use)	97.3%	1.1%	0.9%	0.6%	0.1%	0.2%
Hallucinogens	88.7%	7.2%	2.9%	1.2%	0.0%	0.0%
Heroin	99.4%	0.5%	0.0%	0.1%	0.0%	0.0%
Prescription Opioids (non-medical use)	98.3%	1.0%	0.5%	0.2%	0.0%	0.0%

Among students who reported use of a substance in the past three months (Table 1, NCHA), the most common were alcohol (71%), cannabis for non-medical use (39%), and tobacco or nicotine (27%). Tobacco and nicotine products were more likely to be used daily (10% of respondents), while alcohol was more likely to be used weekly or monthly (35% and 19% of respondents, respectively).

### ❖ Substance Use By Demographics

There are some differences in patterns of substance use by demographics (Table 2, NCHA). Of these respondents, 76.2% of White domestic students consumed alcohol, compared to 66.7% and 45.9% for non-White domestic and International students, respectively. Cannabis use was



highest in White and non-White domestic students (41.1 and 42.0%, respectively), while tobacco/nicotine use was more common in White domestic students (30.8%).

Similar to NCHA data analyzed in previous Biennial Reviews, off-campus students continuously report recent use of a substance more often than on-campus students. Given MSU's policy that requires most first-year and second-year students to live in residential housing for the first four semesters of enrollment,<sup>14</sup> presumably more students of drinking age live off campus. Lastly, students with "C" average cumulative GPAs tend to use substances more often than students with higher GPAs.

Table 2. Percentage of Respondents Who Used Various Drugs, Alcohol or Tobacco in Last 3 Months, by Background: 2024																
Substance	Never/Not in Last 3 Months	At Least Once in Last 3 Months	% Who Answered 1 or More Days													
			GENDER			RACE			RESIDENCE			CUMULATIVE GPA				
			Male	Female		White	Other	Internatl	On Campus	Off Campus		A	B	C/D/F		
Tobacco/Nicotine	72.8%	27.2%	29.9%	24.8%	NS	30.8%	22.0%	12.3%	*	23.3%	29.2%	NS	24.7%	32.7%	39.1%	*
Alcoholic Beverages	28.7%	71.3%	68.9%	73.4%	NS	76.2%	66.7%	45.9%	*	58.0%	78.3%	*	71.1%	70.5%	83.3%	NS
Cannabis (NMU)	60.8%	39.2%	41.3%	37.6%	NS	41.1%	42.0%	15.1%	*	33.1%	42.5%	*	33.1%	53.0%	47.8%	*
Cocaine	98.2%	1.8%	1.7%	1.8%	NS	1.5%	2.2%	2.7%	NS	0.6%	2.3%	NS	1.5%	1.4%	13.0%	*
Prescription Stimulants (NMU)	93.5%	6.5%	6.7%	6.2%	NS	6.1%	9.9%		*	6.3%	6.5%	NS	4.2%	10.9%	8.7%	*
Methamphetamines	100.0%				NS				NS			NS				NS
Inhalants	98.5%	1.5%	2.8%	0.4%	*	1.9%	0.4%	1.4%	NS	1.0%	1.8%	NS	1.0%	2.5%		NS
Sedatives (NMU)	98.4%	1.6%	1.2%	2.2%	NS	1.6%	1.7%	2.7%	NS	1.6%	1.6%	NS	1.7%	1.8%	4.8%	NS
Hallucinogens	95.9%	4.1%	5.8%	2.6%	*	4.7%	3.9%	1.4%	NS	2.8%	4.8%	NS	4.2%	3.5%	14.3%	NS
Heroin	99.9%	0.1%		0.2%	NS	0.2%			NS		0.2%	NS	0.2%			NS
Prescription Opiods (NMU)	99.2%	0.8%	1.2%	0.4%	NS	1.1%			NS	0.6%	0.8%	NS	1.2%			NS
NMU Non-medical Use, * p(γ2) < .05, NS Not Significant, † Does not meet the γ2 assumption that 80% or more of the cells have 5 or more expected cases																

NMU Non-medical Use, \*  $p(\chi^2) < .05$ , NS Not Significant, † Does not meet the  $\chi^2$  assumption that 80% or more of the cells have 5 or more expected cases

- **Note:** MSU's NCHA substance use data by race and ethnicity have historically been divided into three categories: White domestic, Other domestic, and International. According to the Enrollment Summary of Fall 2024, about a quarter (25%) of all enrolled domestic students are students of color and this percentage has increased in recent years.<sup>15</sup> In future analyses, it would be beneficial to specifically disaggregate by subgroups of race (e.g., White, Black or African American, Asian, etc.) and ethnicity (e.g., Latino or Hispanic) to better highlight any nuances among students of color, especially as their presence on campus increases. Given that students of marginalized identities tend to exhibit higher rates of substance use than their college peers,<sup>16</sup> it may also be important to include other demographic factors (e.g., income, sexual orientation, gender identity) in the future.

<sup>14</sup> <https://reg.msu.edu/ACADEMICPROGRAMS/Print.aspx?Section=484>

<sup>15</sup> [https://reg.msu.edu/ROReports/ReportView.aspx?Report=rpt\\_UE\\_EthnicOrigin](https://reg.msu.edu/ROReports/ReportView.aspx?Report=rpt_UE_EthnicOrigin)

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

### Alcohol (NCHA and U Celebrate)

At the time of reporting and among students who drank, the mean number of drinks in the last two weeks was 3.67 compared to 4.64 in 2022 (Table 3, NCHA). On average, students who drank spent 3.54 hours doing so, and had a 0.043 calculated Blood Alcohol Content (BAC) the last time they drank. Undergraduate students who did drink in the last two weeks engaged in binge drinking (5+ drinks) an average of 2.55 times during that time. This is a noticeable increase from an average of 1.21 times undergraduates engaged in binge drinking in 2022. The number of times graduate students and professors engaged in binge drinking also increased from 0.42 times in 2022 to 1.41 times in 2024. Additionally, students between the ages of 18-19 had the highest average number of drinks (4.60) over the past two weeks out of all age cohorts.

#### ❖ Protective Factors When Drinking

Spartans report engaging in various safe drinking practices. The most common protective drinking behaviors performed by students across all demographic variables were staying with the same group of friends, watching out for their friends to make sure they stay safe, eating before or during drinking, and making arrangements to get home safely. Below is a full list of the common protective factors reported:

**Table 3. Mean Numbers of Drinks, Hours Drinking, Calculated Blood Alcohol Content (BAC) Last Time "Partied," and Times Drank 5 or More Drinks in Past Two Weeks, Overall and by Demographic Group: 2024**

Demographic Group	Mean			
	Number Of Drinks	Hours Drinking	BAC	Number Times Drank 5+
<b>All respondents</b>				
Respondents who drank	3.67	3.54	0.043	2.31
<b>Gender</b>				
Males	4.62	3.69	0.044	2.57
Females	2.93	3.42	0.043	2.10
	*	NS	NS	*
<b>Race</b>				
White	3.77	3.65	0.044	2.41
Other	3.53	3.30	0.045	2.12
International	2.94	3.04	0.033	1.72
	NS	NS	NS	*
<b>Age</b>				
18-19	4.60	3.49	0.064	2.49
20-21	3.52	3.57	0.046	2.38
22-23	4.37	3.88	0.048	2.70
24 or older	2.43	3.26	0.015	1.66
	*	NS	*	*
<b>Residence</b>				
On campus	4.30	3.36	0.057	2.54
Off campus	3.43	3.61	0.038	2.24
	*	NS	*	*
<b>GPA</b>				
A	3.39	3.37	0.041	2.18
B	4.15	3.97	0.044	2.63
C or less	5.49	3.02	0.096	2.73
	*	*	*	*
<b>Member of Frat./Soror.</b>				
YES	4.43	4.25	0.059	2.60
NO	3.58	3.46	0.042	2.27
	*	*	*	NS
<b>Student Status</b>				
Undergraduate	4.01	3.64	0.051	2.55
Grad./Prof.	2.41	3.14	0.016	1.41
	*	*	*	*

NS: Not significant; \* F statistic p < .05

<b>Table 4. Protective Behavioral Norms Among MSU Students (most of the time / always)</b>	
60%	Avoid drinking or partying with mostly people they don't know.
75%	Arrange for a designated driver/Uber/Lyft if they needed transportation home.
82%	Eat before or while drinking [to help limit the negative effects of alcohol]
75%	Students cut themselves off before they have too much to drink.
64%	Keep track of how many drinks they have to make sure they do not drink too much.
87%	Stay with the same group of friends the entire time they are drinking.

92%	Watch out for their friends to make sure they stay safe.
89%	Make arrangements to get home safely.

**Resources and Information on AOD (U Celebrate)**

Throughout the year, Spartans are exposed to a variety of messaging related to AOD. In 2024, 74% of students reported coming across at least one message (e.g., poster, billboard, radio) regarding alcohol during that academic year. The most seen information concerned Fall Welcome 2024 (57.5% of all students) and Lucky Ducks (46.2%). Of those who saw at least one message, posters, bathroom stalls, and bulletin boards were most frequently seen, and 28% of students reported seeing AOD messaging an average of 8 to 15 times.



## C. ANNUAL NOTIFICATION

The DFSCA requires MSU to provide a written notification to students and employees, which must include:

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

This notice is delivered to all new students at the beginning of their first semester (or at the beginning of the first semester back after some time away), to new employees after their start date, and once annually to all students and employees.

❖ **Procedure for the Dissemination of the Annual Notification**

MSU Human Resources is responsible for sending the annual notification to all employees, and the Registrar's Office, on behalf of the Assistant Provost and Executive Director of University Health and Wellbeing, is responsible for sending the notification to all students. The two offices collaborate with University Health and Wellbeing, and the Office of the General Counsel to review and send the communication. The information below summarizes the content and procedures for the annual notification sent to all students and employees.

### **Annual Notification to All Students and Employees**

MSU issues an annual notification via email in compliance with the requirement from the DFSCA. Upon enrollment or hire, an MSU-affiliated email account is issued to all students and employees, all of whom are advised to regularly visit the account to receive official University communication.

The annual notification is sent at the beginning of the fall semester, typically within the first week of the semester, to distribute the information promptly at the beginning of each academic year. All students and employees also receive the Annual Security and Fire Safety Report (which includes annual notification materials) on, or before, October 1 of each year.

The language from the annual notification email sent to all students during the fall 2022 and 2023 semesters is provided below.

### ❖ **Fall 2022**

*Dear MSU Student:*

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

*Substance use/abuse is a major issue that can result in health and legal problems. At MSU, we offer support services to students who are affected by substance abuse. In order to keep our campus safe and healthy, MSU also enforces laws and policies to prevent the illegal use of alcohol and drugs. Pages 30-37 of the University's current Annual Security and Fire Safety Report, found at:<sup>17</sup> <https://police.msu.edu/wp-content/uploads/2021/10/asfsreport2021.pdf>, inform you of our policies, the legal and student conduct-related consequences of illegal substance use, the health effects of such use, and the support services available to you. MSU recently implemented the Medical Amnesty Policy, which provides exemption from discipline for violations of University drug- or alcohol-use/possession policies for MSU students under certain circumstances. For more information about the Medical Amnesty Policy, please visit: <https://ossa.msu.edu/medical-amnesty>. Further information on student harm prevention programming, including information regarding our collegiate recovery community, is available at <http://olin.msu.edu/healthpromo/atod/default.htm>.*

### ❖ **Fall 2023**

*Dear MSU Student:*

*Pursuant to the Drug-Free Schools and Communities Act, MSU provides the following information about alcohol and other drugs policies and resources here at MSU.*

*Substance use and misuse are major issues that can result in health and legal problems. MSU's [Alcohol and Other Drugs program](#) offers prevention programming to challenge*

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<sup>17</sup> This Annual Security and Fire Safety Report is no longer active. To see the most recent ASFSR, visit <https://oarc.msu.edu/clery/asr-report.html>.

*prevailing myths about substance use and works to support students in making well-informed decisions about alcohol and drugs. The [Collegiate Recovery Community](#) offers support services to students who are in or seeking recovery from substance use disorder.*

*To keep our campus safe and healthy, MSU also enforces laws and policies to prevent the illegal use of alcohol and drugs. Pages 30-37 of the university's current [Annual Security and Fire Safety Report](#),<sup>18</sup> inform you of our policies, the legal and student conduct-related consequences of illegal substance use, the health effects of such use, and the support services available to you.*

*The MSU Medical Amnesty Policy provides exemption from discipline for violations of university drug- or alcohol-use/possession policies for MSU students under certain circumstances. For more information about the Medical Amnesty Policy, please visit: [ossa.msu.edu/medical-amnesty](https://ossa.msu.edu/medical-amnesty).*

*If you have questions, please contact [UHW@msu.edu](mailto:UHW@msu.edu).*

The language from the annual notification email sent to all employees during the fall 2022 and 2023 semesters is provided below.

#### ❖ **Fall 2022**

*Dear MSU Community Member,*

*Please read the following information about alcohol and other drugs policies and resources here at MSU.*

*Substance use/abuse is a major issue that can result in health and legal problems. At MSU, we offer support services to employees who are affected by substance abuse. To keep our campus safe and healthy, MSU also enforces laws and policies to prevent the illegal use of alcohol and drugs. Pages 30-37 of the University's current [Annual Security and Fire Safety Report](#)<sup>19</sup> inform you of our policies, the legal and conduct-related consequences of illegal substance use, the health effects of such use, and the support services available to you.*

*Visit the [MSU Employee Assistance Program](#) website for more information.*

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<sup>18</sup> This Annual Security and Fire Safety Report is no longer active. To see the most recent ASFSR, visit <https://oarc.msu.edu/clery/asr-report.html>.

<sup>19</sup> This Annual Security and Fire Safety Report is no longer active. To see the most recent ASFSR, visit <https://oarc.msu.edu/clery/asr-report.html>.

*Sincerely,  
MSU Human Resources*

❖ **Fall 2023**

*Dear MSU Employee,*

*Pursuant to the Drug-Free Schools and Communities Act, MSU provides the following information about alcohol and other drugs policies and resources here at MSU.*

*MSU's [Alcohol and Other Drugs program](#) offers prevention programming to challenge prevailing myths about substance use and works to support students, faculty and staff in making well-informed decisions about alcohol and drugs.*

*To keep our campus safe and healthy, MSU also enforces laws and policies to prevent the illegal use of alcohol and drugs. Pages 30–37 of the university's [Annual Security and Fire Safety Report](#)<sup>20</sup> inform you of our policies, the legal and conduct-related consequences of illegal substance use, the health effects of such use, and the support services available to you.*

*Visit the [MSU Employee Assistance Program](#) Website for more information. If you have questions, please contact University Health and Wellbeing at [uhw@msu.edu](mailto:uhw@msu.edu).*

*Sincerely,  
MSU Human Resources*

The links to the Annual Security and Fire Safety Report, the DFSCA, and the Health Promotion resources, and the information contained within the Annual Security and Fire Safety Report are updated each year to present the most recent information and resources.

In addition to the AOD Annual Notification email, an additional email notifying students and employees of the availability of the Annual Security and Fire Safety Report is sent to all students and employees from the MSU President on, or before, October 1st of each year. This email details information regarding the Jeanne Clery Disclosure of Campus Security Policy and

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<sup>20</sup> This Annual Security and Fire Safety Report is no longer active. To see the most recent ASFSR, visit <https://oarc.msu.edu/clery/asr-report.html>.



Campus Crime Statistics Act, Higher Education Opportunity Act, and Drug-Free Schools and Community Act. In connection to AOD, the email includes the following paragraph:

*The [Annual Security and Fire Safety] report also describes the MSU Drug and Alcohol Policy, which includes information on drug and alcohol educational and counseling resources, defines prohibited behavior, and outlines consequences for violations. Information on alcohol and other drug health risks, drug and alcohol laws and penalties, and campus drug and alcohol education and counseling programs is included.*

Beginning in 2024, this section of the message reads: *The report also provides information about alcohol and other drugs policies, legal and conduct-related consequences of illegal substance use, the health effects of such use, and available support services.*

The link to the Annual Security and Fire Safety Report is also readily available in the following places:

- The footer of the MSU landing page - “Annual Safety Report”<sup>21</sup>
- The “Campus Safety” page of the MSU Admissions website<sup>22</sup>
- The Health Promotion and Engagement website<sup>23</sup>
- The “Consumer Protections” page of the Office of Accreditation, Assessment, Curriculum, and Compliance website - “Security, Fire Safety and Campus Crime Statistics Annual Report”<sup>24</sup>
- The footer of the MSU Human Resources landing page<sup>25</sup>
- The “Safety Tools” page of the MSU Department of Police and Public Safety website<sup>26</sup>
- The “Clery Act” page of the Office of Audit, Risk, and Compliance website<sup>27</sup>

### **New Student Notification**

The DFSCA requires that all new students are notified of the same information related to AOD standards of conduct, legal and disciplinary sanctions, health risks, and programs that are contained in the annual notification. For new students enrolling in the spring and summer one and two semesters, the information is typically sent via email on the first business day after the drop/add deadline of each semester. New students enrolling in Fall semester will receive the information through the annual notification during their first few weeks as a student at MSU (typically during the first week of the Fall semester).

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<sup>21</sup> <https://msu.edu/>

<sup>22</sup> <https://admissions.msu.edu/life-at-msu/campus-safety>

<sup>23</sup> <https://uhw.msu.edu/students/aod>

<sup>24</sup> <https://aacc.msu.edu/compliance/consumer-protection>

<sup>25</sup> <https://hr.msu.edu/>

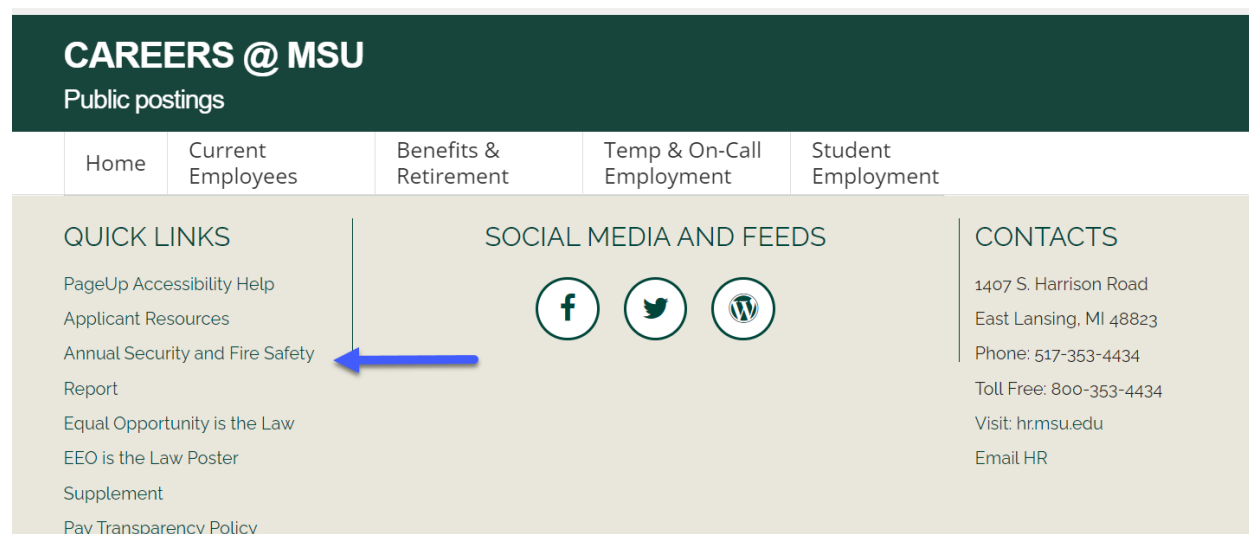
<sup>26</sup> <https://dpps.msu.edu/safety-tools/security-fire-safety-report>

<sup>27</sup> <https://oarc.msu.edu/clery>




### **New Employee Notification**

The DFSCA requires all new employees (e.g., staff and faculty) to be notified the same information related to AOD standards of conduct, legal and disciplinary sanctions, health risks, and programs that are contained in the annual notification. After a new employee is hired, they will receive an email notification with the relevant information. Additionally, the MSU job applications page includes a link to the Annual Security and Fire Safety Report at the bottom of the landing page (see Figure C-A). Information about the report can also be seen from any job posting to ensure that the DFSCA information is accessible to all potential MSU job applicants, and not just new employees (see Figure C-B). Once hired, new employees can access the report from their onboarding portal (see Figure C-C) and will receive the Annual Notification email as outlined above.



**Figure C-A.** Career Website Landing Page



**MICHIGAN STATE  
UNIVERSITY**

Dear {FIRSTNAME},

Your application has been received for Posting #{{JOBNO}}: {{JOBTITLE}} in {{DEPARTMENT}}.

To view the status of this application, [log into your Applicant Portal HERE](#). If you'd like to search for or to apply to other positions, [visit the MSU Careers Website](#).

MSU Human Resources is constantly looking for ways to improve the applicant process. Please help us by completing the following survey to tell us about your experience as an applicant. Information collected is anonymous and will be used for internal MSU Human Resources purposes only. We appreciate your feedback.

[Applicant Experience Survey](#)

To ensure you receive future emails regarding your application please include [No.Reply.Careers@hr.msu.edu](mailto:No.Reply.Careers@hr.msu.edu) to your email safe list.

Thank you for your interest in career opportunities at MSU.

Regards,

MSU Human Resources  
**Michigan State University**

**Important Information**

Please be aware of the following information:

**Annual Security and Fire Safety Report**

MSU, in compliance with a federal law called "the [Clergy Act](#)," publishes an Annual Security and Fire Safety Report which provides MSU students and employees (both current and prospective) with information about the campus, police and public safety resources, reporting crimes, fire and medical emergencies, crime and fire prevention, victim support services, crime statistics, fire statistics, the crime and fire log, the University's Relationship Violence and Sexual Misconduct and Title IX Policy, the MSU Drug and Alcohol Policy and more. You can access the report here: <https://dpos.msu.edu/safety-tools/security-fire-safety-report>. A hard copy of this report may be obtained by contacting the [Clergy Act Compliance Coordinator](#) at (517) 353-2620, or e-mail [clergy@msu.edu](mailto:clergy@msu.edu). One area of focus within the report is MSU's enforcement of laws and policies to prevent the illegal use of alcohol and drugs. This section, entitled "Drugs and Alcohol", informs you of the legal and employment-related consequences of illegal substance use, the health effects of such use, and the support services available to employees.

**Figure C-B. Application Email**

# MSU ONBOARDING PORTAL

Homepage	University at a Glance	Benefits & Retirement	Resources	Systems & Access	Contact HR
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## Resources

As an MSU employee, there are many other resources both on campus and throughout the community that you may find useful. Some of these include:

- [Discounts](#) – View a list of on-campus and off-campus discounts available to MSU employees.
- [Events Calendar](#) – Keep up-to-date with all the events happening across MSU.
- [Find People](#) – Find faculty, staff, students, and others affiliated with the university.
- [MSU Contact Information](#) – Campus operators are available to answer basic inquiries and connect callers with appropriate services.
- [Maps](#) – Find your way around campus with any of these campus maps.
- [Voluntary Benefits](#) – MSU offers employees access to a variety of additional optional, employee-paid benefits through an online voluntary benefits portal at MSU Benefits Plus.
- [WorkLife](#) – A one-stop destination for your lifespan and career/professional life questions.
- [Greater Lansing Convention & Visitors Bureau](#) – Find out everything there is to do and see in Greater Lansing.
- [Annual Security and Fire Safety Report](#) – MSU, in compliance with a federal law called "the Clery Act," publishes an Annual Security and Fire Safety Report which provides MSU students and employees (both current and prospective) with information about the campus, police and public safety resources, reporting crimes, fire and medical emergencies, crime and fire prevention, victim support services, crime statistics, fire statistics, the crime and fire log, the University's Relationship Violence and Sexual Misconduct and Title IX Policy, the MSU Drug and Alcohol Policy and more. You can access the report here: <https://dpps.msu.edu/safety-tools/security-fire-safety-report>. A hard copy of this report may be obtained by contacting the Clery Act Compliance Coordinator at (517) 353-2620, or e-mail [clery@msu.edu](mailto:clery@msu.edu). One area of focus within the report is MSU's enforcement of laws and policies to prevent the illegal use of alcohol and drugs. This section, entitled "Drugs and Alcohol", informs you of the legal and employment-related consequences of illegal substance use, the health effects of such use, and the support services available to employees.

**MICHIGAN STATE**  
UNIVERSITY

Call Us: (517) 353-4434

| [Contact Information](#)

| [Privacy Statement](#)

Call MSU: (517) 355-1855

| Visit: [msu.edu](https://msu.edu)

| MSU is an affirmative-action, equal-opportunity en

SPARTANS WILL.

| © Michigan State University

**Figure C-C. New Employee Onboarding Portal**

## D. POLICY INVENTORY



MSU exists in the broader context of federal, state, and local legal contexts, the reader must understand these policies and how they affect the MSU campus climate for illegal substance use and legal sanctions. To comply with the DFSCA, the university must provide students with “a copy or summary of the relevant sections of their state penal codes and local ordinances dealing with illegal substances including sanctions for policy violations.”<sup>28</sup> Key AOD-related federal, state, local, and university policies are outlined in this section.

### **Federal Laws**

A student or employee who violates the University AOD policy is subject to both the institution’s sanctions and to criminal sanctions provided by federal, state, and local law. All students and employees must comply with federal law. The federal penalties and sanctions for illegal trafficking and possession of a controlled substance are listed in Appendix B.

### **State of Michigan Laws**

This section briefly outlines several key State of Michigan Laws relevant to the use of AOD. While summaries of most relevant laws are included, this is not an exhaustive list of the state legislation regarding AOD.

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

The state of Michigan legalized medical marijuana use in 2008 and adult-use marijuana use in the fall of 2018.

##### ❖ Medical Marijuana

Medical marijuana users in the state of Michigan must apply and be approved for a medical marijuana card. The applicant must be at least 18 years of age and have documentation from a health professional stating they have a qualifying health condition.<sup>29</sup>

Once acquired, the medical marijuana card allows the individual to purchase a maximum of 2.5 ounces of marijuana per day from a qualified distributor. The total amount of marijuana purchased cannot exceed 10 ounces of medical cannabis in a single month. Unless the individual has chosen to grow medical marijuana in their home, they cannot exceed 10 ounces of cannabis per household. Of the maximum allotment of 10 ounces,

<sup>28</sup> <https://files.eric.ed.gov/fulltext/ED514322.pdf>

<sup>29</sup> Michigan Medical Marijuana Act, <http://legislature.mi.gov/doc.aspx?mcl-Initiated-Law-1-of-2008>

only 2.5 can be in the individual's possession, the rest must be securely stored. If the individual chooses to cultivate marijuana in their own home, they can grow a maximum of 12 cannabis plants per household. All cannabis plants must be grown in a locked and enclosed area out of sight from outside the residence.<sup>30</sup>

❖ **Adult-Use Marijuana**

Any adult over the age of 21 can purchase up to 2.5 ounces of marijuana, except not more than 15 grams of marijuana concentrate.<sup>31</sup>

Adults 21 and over can possess and use up to 2.5 ounces of marijuana.<sup>32</sup> Each residence is allowed to cultivate up to 12 cannabis plants in a locked and enclosed area or possess up to 10 ounces of marijuana (provided that any amount greater than 2.5 ounces is stored securely).

❖ **“Clean Slate” Law**

Under Michigan's “Clean Slate” law, certain marijuana offenses are eligible for expungement. There are some exceptions, including drug trafficking and certain other felony offenses.<sup>33</sup>

As of April 2023, the process to set aside certain convictions is automatic and requires no action from the person with the criminal record.

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

## *D2. State of Michigan Alcohol Laws*

❖ **Minor in Possession (MIP)**

Any person shall not sell or provide any alcoholic beverage to any individual under the age of 21 years (a minor). A minor shall not possess any alcoholic beverage with the intent of personal consumption. A beverage is classified as alcoholic if it contains one-half of one percent or more of alcohol by volume.<sup>34</sup>

❖ **Zero Tolerance**

<sup>30</sup> Michigan Medical Marihuana Act, <http://legislature.mi.gov/doc.aspx?mcl-Initiated-Law-1-of-2008>

<sup>31</sup> Michigan Regulation and Taxation of Marihuana Act, <https://www.legislature.mi.gov/Laws/MCL?objectName=mcl-Initiated-Law-1-of-2018>

<sup>32</sup> Michigan Regulation and Taxation of Marihuana Act, <https://www.legislature.mi.gov/Laws/MCL?objectName=mcl-Initiated-Law-1-of-2018>

<sup>33</sup> <https://legislature.mi.gov/documents/mcl/pdf/mcl-Act-213-of-1965.pdf>

<sup>34</sup> <https://legislature.mi.gov/Laws/MCL?objectName=MCL-436-1703>

Michigan has a “zero tolerance” policy for drivers under 21, meaning their blood alcohol concentration cannot exceed .02 percent. This policy applies to any presence of alcohol in an individual’s body as a result of the consumption of alcohol, with the exception of alcoholic liquor consumed as part of a generally recognized religious service or ceremony.

❖ **Open Containers**

A person operating or occupying a transportation vehicle cannot possess alcoholic liquor in a container that is open, uncapped, or where the seal is broken.

*D3. State of Michigan Medical Amnesty*

❖ **Michigan Medical Amnesty Law**

On May 8, 2012, then-Governor Rick Snyder signed legislation under Public Act 125 medical amnesty for all minors who seek treatment for alcohol poisoning for themselves or for another individual.<sup>35</sup> They will exempt a minor involved in the purchase, consumption, or possession of alcohol if they:

1. Voluntarily presents himself or herself to a health facility or agency for treatment or observation, including examination and treatment for any condition arising from criminal sexual conduct committed against the minor.
2. Accompanies an individual who has consumed alcohol and who presents himself or herself to a health care facility for treatment or observation.
3. Initiates contact with a peace officer or emergency medical services personnel for the purpose of obtaining medical assistance for a legitimate health care concern.

❖ **Good Samaritan Law**

After the medical amnesty law passed in 2012, people who were illegally using drugs would still occasionally fail to seek medical attention during an overdose for fear of alerting authorities to their illegal drug use. The 2016 “Good Samaritan” law, which amended Act 380 of 1978, provides exceptions to violations of law related to controlled substances for those who seek medical assistance for an overdose. The following individuals would qualify for amnesty <sup>36</sup>:

1. *An individual who seeks medical assistance for himself or herself or who requires medical assistance and is presented for assistance by another individual if he or*

<sup>35</sup> <https://www.michigan.gov/formergovernors/recent/snyder/press-releases/2012/05/08/snyder-signs-bill-providing-medical-amnesty-to-minors-seeking-alcohol-poisoning-treatment>

<sup>36</sup> <https://legislature.mi.gov/Laws/MCL?objectName=mcl-333-7403>

*she is incapacitated because of a drug overdose or other perceived medical emergency arising from the use of a controlled substance or a controlled substance analogue that he or she possesses or possessed in an amount sufficient only for personal use and the evidence of his or her violation of this section is obtained as a result of the individual's seeking or being presented for medical assistance.*

2. *An individual who in good faith attempts to procure medical assistance for another individual or who accompanies another individual who requires medical assistance for a drug overdose or other perceived medical emergency arising from the use of a controlled substance or a controlled substance analogue that he or she possesses or possessed in an amount sufficient only for personal use and the evidence of his or her violation of this section is obtained as a result of the individual's attempting to procure medical assistance for another individual or as a result of the individual's accompanying another individual who requires medical assistance to a health facility or agency.*

### **City of East Lansing Ordinances**

This section briefly outlines several key East Lansing City Ordinances relevant to the use of AOD. While most relevant laws are included, this is not an exhaustive list of the city's laws regarding AOD.

#### *D4. City of East Lansing Marijuana Ordinances*

##### ❖ Minor in Possession (MIP)

No individual under the age of 21 (a minor) shall consume or possess marijuana unless the individual is over the age of 18 and has an identification for the use of medical marijuana in their possession. No individual shall transfer marijuana or marijuana accessories to a minor unless they have a valid prescription filled by a pharmacy and/or the minor has an identification card for the use of medical marijuana.<sup>37</sup>

##### ❖ Consumption of Marijuana in a Public Place

No individual shall consume marijuana in a public space; or a place where the person who owns, occupies, or manages the property prohibits the consumption of marijuana. Any person found in violation will be guilty of a civil infraction.<sup>38</sup>

<sup>37</sup>[https://library.municode.com/mi/east\\_lansing/codes/code\\_of\\_ordinances?nodeId=PTIICOOR\\_CH26OF\\_ARTIIOFAGPUPEOR\\_DIV2DICO\\_S26-56USPOMA](https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOOR_CH26OF_ARTIIOFAGPUPEOR_DIV2DICO_S26-56USPOMA)

<sup>38</sup>[https://library.municode.com/mi/east\\_lansing/codes/code\\_of\\_ordinances?nodeId=PTIICOOR\\_CH26OF\\_ARTIIOFAGPUPEOR\\_DIV2DICO\\_S26-56USPOMA](https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOOR_CH26OF_ARTIIOFAGPUPEOR_DIV2DICO_S26-56USPOMA)

### *D5. City of East Lansing Alcohol Ordinances*

#### ❖ Minor in Possession (MIP)

The City of East Lansing prohibits a person under the age of 21 (a minor) from purchasing, attempting to purchase, possessing, or attempting to possess alcohol, or having any bodily alcohol content.<sup>39</sup>

#### ❖ Possession of an Open Container of Alcoholic Liquor in a Public Place

Individuals are prohibited from possessing alcoholic liquor in a container other than its original container, or in any container which is open, uncapped, or has a broken seal within the passenger compartment of a motor vehicle or on any public street, alley, sidewalk, parkway, park, boulevard, or other public or private areas open to the public.<sup>40</sup> An individual may only possess an alcoholic liquor in an open container if the area is under the control of a properly licensed liquor establishment, an area permitted under the provisions of section 28-37<sup>41</sup> of the East Lansing Code, or in a designated open air dining area under the East Lansing Code.

#### ❖ False Identification

The City of East Lansing also prohibits the use of false identification to enter a licensed establishment that sells or provides alcohol or purchase liquor and requires establishments to confiscate any suspected false identification and provide it to the East Lansing Police Department (ELPD).<sup>42</sup>

### **Campus-Wide Policies**

Historically, the AOD Committee at MSU convened monthly to discuss AOD issues at MSU and lead the creation of any relevant programming and policy to address them. The committee is chaired by Health Promotion staff in the MSU Health Promotion team, and meetings are regularly attended by representatives from the OSSA, Division of Student Life and Engagement (SLE), MSU Department of Police and Public Safety (MSU DPPS), Counseling and Psychiatric Services (CAPS), Office of the General Counsel, Office of Audit, Risk and Compliance (Clery Act Compliance Coordinator), and Residential Care and Community Expectations (RCCE). Due to recent reorganization in the Health Promotion team, committee meetings have not occurred consistently during the second half of this biennium but are planned to resume in the following one.

<sup>39</sup>[https://library.municode.com/mi/east\\_lansing/codes/code\\_of\\_ordinances?nodeId=PTIICOOR\\_CH26OF\\_ARTHIOFAGPUPEOR\\_DIV2DICO\\_S26-53POCOALLIUNPE](https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOOR_CH26OF_ARTHIOFAGPUPEOR_DIV2DICO_S26-53POCOALLIUNPE)

<sup>40</sup>[https://library.municode.com/mi/east\\_lansing/codes/code\\_of\\_ordinances?nodeId=PTIICOOR\\_CH26OF\\_ARTHIOFAGPUPEOR\\_DIV2DICO\\_S26-54POOPCOALLIPUPL](https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOOR_CH26OF_ARTHIOFAGPUPEOR_DIV2DICO_S26-54POOPCOALLIPUPL)

<sup>41</sup>[https://library.municode.com/mi/east\\_lansing/codes/code\\_of\\_ordinances?nodeId=PTIICOOR\\_CH26OF\\_ARTHIOFAGPUPEOR\\_DIV2DICO\\_S26-54POOPCOALLIPUPL](https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOOR_CH26OF_ARTHIOFAGPUPEOR_DIV2DICO_S26-54POOPCOALLIPUPL)

<sup>42</sup>[https://library.municode.com/mi/east\\_lansing/codes/code\\_of\\_ordinances?nodeId=PTIICOOR\\_CH26OF\\_ARTHIOFAGPUPEOR\\_DIV2DICO\\_S26-52PRAC](https://library.municode.com/mi/east_lansing/codes/code_of_ordinances?nodeId=PTIICOOR_CH26OF_ARTHIOFAGPUPEOR_DIV2DICO_S26-52PRAC)



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

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

#### *D6. MSU Alcohol Policy*

University Ordinance 21.00 “Alcoholic Beverages” pertains to the use of alcohol on campus.<sup>43</sup> The exceptions to Ordinance 21 are noted in Appendix E and the [Guidelines for Exceptions to Ordinance 21](#).

The following reflects the language of University Ordinance 21.00 that was effective during the biennium. Revisions to this ordinance were made in September of 2024.

❖ **21.01 Use or possession permitted**

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

❖ **21.02 Use or possession prohibited\***

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

❖ **21.03 Open containers prohibited**

*The possession of open or uncapped containers of alcoholic beverages and the consumption of alcoholic beverages is prohibited in all public areas of lands governed by the Michigan State University Board of Trustees and in all public areas of campus buildings, except with*

<sup>43</sup> <https://trustees.msu.edu/bylaws-ordinances-policies/ordinances/ordinance-21.00.html>

*respect to locations, events, or occasions for which the Secretary to the Board of Trustees has approved, in writing, an exception to this prohibition.*

❖ **21.04 Exceptions**

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

*\*Denotes civil infraction*

*D7. MSU Smoking Policy*

*The following reflects language from University Ordinance 29.00 “Smoking,” pertaining to the use of tobacco, that was effective during the biennium.*<sup>44</sup> Revisions to this policy were made in September of 2024

❖ **29.01\***

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

❖ **29.02\***

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

❖ **29.03\***

*For the purpose of this Ordinance:*

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

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

❖ **29.04**

<sup>44</sup> <https://trustees.msu.edu/bylaws-ordinances-policies/ordinances/ordinance-29.00.html>

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

*\* Denotes Civil Infraction*

## **Student Policies**

### *D8. MSU General Student Regulations (GSR)*

The GSR is a section within the Spartan Life Handbook that lists the policies that “apply to all students regardless of class level, place of residence, or group affiliation as well as to all governing bodies, governing groups, living groups, and student organizations”.<sup>45</sup> As of August 2024, the regulations have been updated and now maintained in the Student Rights and Responsibilities (SRR).<sup>46</sup>

Prior to August 2024, the GSR policies in the Spartan Life Handbook related to alcohol and substance use were as follows:

*No student shall...*

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

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

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

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

<sup>45</sup> <https://spartanexperiences.msu.edu/about/handbook/regulations/general-student-regulations.html>

<sup>46</sup> <https://ossa.msu.edu/srr>

*As of August 2024, the GSR policies in the SRR related to alcohol and substance use are as follows:*

*3. III.M. Possess or use any drug prohibited by federal or state laws.*

*3. III.N. Manufacture, produce, sell, exchange, or otherwise distribute any drug prohibited by federal or state laws.*

*3. III.O. Possess or use any alcoholic beverages, except as permitted by state law, University policy, and University ordinance.*

*3. III.P. Manufacture, produce, sell, furnish, exchange or otherwise distribute any alcoholic beverages except as permitted by state law, University policy, and University ordinance.*

#### ❖ Student Disciplinary Procedures and Sanctions

MSU coordinates a centralized student conduct process for students alleged to be in violation of any General Student Regulation or University Housing Regulation (detailed in section *D9*). Students who are alleged to have violated any of these regulations are referred to the Office of Student Support and Accountability (OSSA), which administers the student conduct process,<sup>47</sup> or Residence Education and Housing Services (REHS). Any alleged violations, except for violations exempt under the Medical Amnesty Policy (see section *D12*), are adjudicated through the MSU student conduct process. Sanctions for violations may include, but are not limited to, disciplinary probation, required attendance at educational programs, referral for assessment and treatment, relocation to a new living environment, and suspension from MSU.

### *D9. University Housing Policies*

The University Housing policies are listed in the MSU On-Campus Housing Handbook<sup>48, 49</sup> and provide the policies and guidelines applicable to all residential students and staff living in campus housing. The University Housing Regulations govern the conduct of individuals living in and visiting university housing and apply to all students. The policies are enforced by university housing staff. Given the academic years covered by this review (2022-2023 and 2023-2024), below are the policies included in the 2023 On-Campus Housing Handbook.

<sup>47</sup> <https://spartanexperiences.msu.edu/about/handbook/index.html>

<sup>48</sup> [https://liveon.msu.edu/sites/default/files/2022-07/2022\\_OnCampus\\_Housing\\_Handbook.pdf](https://liveon.msu.edu/sites/default/files/2022-07/2022_OnCampus_Housing_Handbook.pdf)

<sup>49</sup> [https://liveon.msu.edu/sites/default/files/2023-08/2023\\_OnCampus\\_Housing\\_Handbook\\_0.pdf](https://liveon.msu.edu/sites/default/files/2023-08/2023_OnCampus_Housing_Handbook_0.pdf)

## ❖ Alcohol

The university housing community is part of a larger community and, as such, is not only governed by its own regulations, but by university policies and state law. The State of Michigan establishes the age at which alcohol consumption is legal. Furthermore, alcohol may not be consumed on state land, except by special exception of the body governing the land, which in this case is the MSU Board of Trustees. Because the majority of hall residents are under age, the privilege of drinking alcohol is extended only to those of legal age in their private rooms, suites or apartments.

4.1 No person shall possess open alcoholic beverages within a residence hall, except within the confines of student rooms, suites or apartments or at social events approved by Student Life & Engagement.

4.2 No person shall organize or participate in a student group event where alcohol is consumed but not approved for consumption (e.g., floor party).

4.3 No person shall allow the presence of more than five times the normal occupancy (excludes over or under assignment) in a student room, suite or apartment where alcohol is being consumed.

## ❖ Substance-Free Living

MSU housing provides certain substance-free halls, floors, and rooms in which residents agree that alcohol and other drugs will not be brought into the area, even if all residents are above drinking age. Prior to August 2024, this was referred to as 'alcohol-free living.' The updated language has broadened the scope to more effectively address issues related to AOD.

Prior to August 2024, the guidelines establishing alcohol-free areas included:

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

As of August 2024, the guidelines establishing substance-free areas include:<sup>50</sup>

- The resident, even if 21 or older, will keep designated areas free of alcohol and drugs.

<sup>50</sup> [https://liveon.msu.edu/sites/default/files/2024-08/2024\\_OnCampus\\_Housing\\_Handbook.pdf](https://liveon.msu.edu/sites/default/files/2024-08/2024_OnCampus_Housing_Handbook.pdf)

- The resident will ensure that no guest, even if 21 or older, brings alcohol or drugs into the substance-free area.
- If a resident or their guest violates this provision, the resident may be removed from the substance-free space.

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

#### ❖ Marijuana and Other Drugs

The possession, use, production, sale, distribution or delivery of other controlled substances, such as illegal drugs, is prohibited. Anyone who violates restrictions or laws concerning alcohol or other controlled substances is subject to the conduct process, including Contract termination. Misuse of other potentially harmful chemicals or products, including bath salts, K2 herbal incense, whippets, etc., is strictly prohibited. The university's rules prohibiting the possession or use of illegal drugs include marijuana (medical or otherwise), which remains an illegal drug under federal law. Pursuant to the university's obligations under the federal Drug-free Schools and Communities Act Amendment of 1989, students may not use or possess marijuana anywhere on campus. Get more information at: <http://msu.edu/issuesstatements/2018-11-06-faqs-marijuana>.

➤ Note: The protocol for addressing marijuana violations is outlined in Appendix C.

#### *D10. Off-Campus Policies, Office of Community and Student Relations*

The Office of Community and Student Relations houses MSU Off-Campus Life and the Spartan Engagement Ambassador Program. Together they serve “all members of the community of East Lansing (including students) with respect to MSU student-related topics.”<sup>51</sup> They hope to strengthen community ties and the sense of connection between MSU students and permanent residents living in East Lansing and surrounding communities. Their goals include:

- *Students will feel like they are a valuable part of East Lansing community and will become aware of opportunities to become involved in civic and community life.*
- *East Lansing neighborhoods surrounding MSU are stable, undivided, and vibrant with productive activity.*

<sup>51</sup> <https://offcampuslife.msu.edu/about-us-what-we-do>

- *The community of East Lansing, and City Hall staff, will feel connected to a part of the university and the events occurring on campus.*
- *MSU enhances its institutional reputation as a quality higher education institution where students engage in productive, civil behaviors on and off campus.*

To accomplish the above goals, the Office of Community and Student Relations provides education and information on local policies, safety, and legal assistance on off-campus policies, including the following:

❖ Local Laws

The Off-Campus Life website features summaries of East Lansing laws regarding noise and alcohol, including potential sanctions if a violation occurs. Michigan law provides for medical amnesty if underage drinkers seek medical assistance for healthcare related to alcohol use (see section D3), and a link with more information and instructions on seeking help are also featured on their website.

❖ Party Guidelines

The Off-Campus Life website features detailed information on Party Guidelines for any student hosting or participating in an off-campus event. They include university and local information on party rules, party risks, open alcohol / container violations, party litter, and noise or enhanced noise. They list sanctions for violations of the aforementioned policies, and links to university resources including The Duck Campaign and the MSU Social Norms Facebook page.

#### *D11. Office of Student Support and Accountability (OSSA)*

The OSSA, is responsible for handling cases of alleged student conduct violations in accordance with the procedures detailed in the Student Rights and Responsibilities and/or the Tiered Intervention Strategy for students who have violated the alcohol and drug policies of the University.<sup>52</sup> During the past biennium, they launched the Care and Intervention Team (CAIT),<sup>53</sup> which replaced the Behavioral Intervention and Behavioral Threat Assessment teams within MSU DPPS. CAIT consists of university personnel with expertise in student affairs, mental and physical health, student conduct, human resources, and law enforcement/campus safety. The CAIT's mission is to "promote individual well-being and success, while also prioritizing community safety. Utilizing a collaborative and proactive approach, the team is committed to identifying, preventing, assessing, intervening, and reducing threats to the safety and well-being of the MSU community."

<sup>52</sup> <https://ossa.msu.edu/>

<sup>53</sup> <https://ossa.msu.edu/cait>

### *D12. Medical Amnesty<sup>54</sup>*

The MSU Medical Amnesty Policy exempts students from discipline for violations of drug- or alcohol-use/possession policies for students seeking immediate medical assistance for themselves or on behalf of persons experiencing a drug- or alcohol-related emergency.

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

*Students who are eligible for Medical Amnesty:*

1. *A student who contacts emergency services (Calls 911) or speaks with a University Official (e.g., Resident Assistant or Community Director) in order to obtain medical assistance for themselves or another individual experiencing an alcohol or drug medical-related emergency; and, if applicable:*
  - a. *The student stays with the individual requiring aid;*
  - b. *The student meets with the appropriate University Staff after the incident;*
    - i. *The student will be contacted via MSU email for next steps;*
  - c. *The student cooperates with any University investigation related to the incident; and*
  - d. *The student completes any educational requirement determined by the University.*
2. *A student who receives medical assistance for an alcohol- or drug-related emergency as the result of another student calling for such assistance.*
3. *A student who reports a potential violation of the Relationship Violence and Sexual Misconduct (RVSM) policy or participates in an Office of Institutional Equity (OIE)<sup>55</sup> investigation. Prohibited conduct will not be disciplined by the University for a violation of the University's drug and alcohol possession or consumption policies that may have occurred in connection with the reported incident.*

### *D13. Tiered Intervention Strategy (OSSA)*

MSU uses the Tiered Intervention Strategy to ensure the consistent handling of student AOD-related violations and provide students with education and support to prevent further violations. The Tiered Intervention Strategy was updated in July of 2024 and outlines Tier 1a, Tier 1b, Tier 2, and Tier 3 interventions for AOD violations and specific behaviors that would qualify a

<sup>54</sup> <https://ossa.msu.edu/medical-amnesty>

<sup>55</sup> Now the Investigation, Support, and Resolution (ISR) office.



student for each tier. Even if a student meets the requirements for a specific tier, the Tiered Intervention Strategy allows for professional discretion and flexibility in the consideration of unique cases. This structured approach ensures that similarly situated students receive equitable disciplinary responses for similar violations while allowing for individualized support when needed. Most of the disciplinary actions resulting from student AOD violations will be addressed according to the protocol of the tiered intervention strategies. Because of its importance and relevance to this report, and because it is not published online, the strategy is inserted here in full:

#### *Purpose*

*The purpose of MSU's Tiered Intervention Strategy is:*

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

#### *Protocol*

*While administrators will maintain appropriate discretion to consider the unique needs of individual students and the broader community, students should expect a reasonable, consistent approach that provides an effective, individualized learning opportunity, and ensures students with serious substance issues receive appropriate services and access to resources and experts on campus.*

*If a student was part of an incident that would qualify under the University Medical Amnesty Policy- the student will have a Medical Amnesty meeting as opposed to the below process. This meeting will focus on care and education and appropriate provisions would be assigned. Failure to attend the meeting or complete assigned provisions will result in the case going through the below processes.*

#### *TIER 1a: IN-HALL INTERVENTION*

##### *Characteristics – ALCOHOL/MARIJUANA*

*Typically applies to students with the following allegation:*

- 1) *Simple illegal use and/or possession of lesser quantities of alcohol/marijuana, or suspicion of use or possession (e.g., smell of alcohol/marijuana, but no containers found).*

- 2) *Under the influence but not in possession of alcohol.*

### ***Intervention***

- *Student has an educational conversation with a Community Director (CD), Residence Director (RD), or Assistant Community Director (ACD). The conversation will focus on restorative principles, social norms data, harm reduction, and other issues identified through the conversation. Students shall be advised of Tier 2 and beyond, should additional behaviors be documented.*
- *Barring unforeseen circumstances, or aggravating factors (e.g., other more serious behaviors involved), the in-hall intervention will suffice, and the case will be closed. The recommended in-hall intervention is a Policy Review exercise.*
- *If a student fails to complete an in-hall provision, they can be referred to the Office of Student Support & Accountability (OSSA) process for formal adjudication. If a student does not complete an OSSA sanction, further formal measures may be implemented.*

### ***TIER 1b: IN-HALL INTERVENTION with prior NON-AOD History***

#### ***Characteristics – ALCOHOL/MARIJUANA***

*Typically applies to students with the following allegation:*

- 1) *Simple illegal use and/or possession of lesser quantities of alcohol/marijuana, or suspicion of use or possession (e.g., smell of alcohol/marijuana, but no containers found).*
- 2) *Under the influence but not in possession of alcohol.*

*AND student has already had an in-hall meeting for other non AOD related behaviors.*

### ***Intervention***

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

- *If responsible, the administrative meeting officer will facilitate an educational conversation discussion based on restorative principles, harm reduction, and other relevant issues which support the student's success.*
- *Sanction will typically include 1 year of probation and EChug/ECheck reflection sanction.*

### ***TIER 2: EARLY INTERVENTION***

#### ***Characteristics – ALCOHOL/MARIJUANA***

*Typically applies to students with ANY of the following allegation:*

- 1) *Accompanied by aggravating factors [e.g., transported, ticketed, arrested (1st time)].*
- 2) *Illegal use and/or possession of lesser quantities for a second time.*
- 3) *Illegal use and/or possession of larger quantities with no prior AOD offense.*
- 4) *Multiple unconfirmed suspicions of use or possession.*
- 5) *Multiple Tier 1 incidents.*

### **Characteristics – OTHER DRUG**

*Typically applies to the following:*

- 1) *Illegal use and/or possession of lesser quantities of controlled substances (e.g., narcotics, hallucinogens, stimulants) at any time.*
- 2) *Accompanied by aggravating factors [e.g., transported, ticketed, arrested (1st time)].*

### **Intervention**

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

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

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

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

### **TIER 3: LATE INTERVENTIONS**

### **Characteristics – ALCOHOL, MARIJUANA, AND/OR OTHER DRUGS**

*Typically applies to students with ANY of the following allegation:*

- 1) *Illegal use and/or in possession of lesser quantities of alcohol or marijuana for a third (or more) time.*
- 2) *Illegal use and/or possession of larger quantities of controlled substances (e.g., narcotics, hallucinogens, stimulants) at any time.*
- 3) *Includes sale or distribution of substances to others.*

- 4) *Includes aggravating factors (e.g., explicit threats of physical harm, actual physical harm, destruction or invasion of property).*

### ***Intervention***

*Case will be referred to the OSSA process.*

*Student has an administrative meeting with OSSA staff or designee.*

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

## ***D14. Federal Financial Aid***

In the fall of 2022, the Office of Financial Aid (OFA) hired a National Association of Student Financial Aid Administrators' consultant, known as Blue Icon,<sup>56</sup> to conduct a peer review of the school's compliance with federal aid regulations, including the drug policy. The reviewers made the following recommendations: the first is a compliance requirement, and the second is a suggestion.

- MSU must update its Drug-Free Workplace policy to include information on the procedures for notifying the appropriate federal agency and campus authorities when learning of an employee's drug conviction for a drug violation in the workplace.
- MSU should update its Drug-Free Workplace Annual Notification to Employees to include the need to report any convictions related to a criminal drug statute to MSU within five days. The Annual Security and Fire Safety Report should also be updated to reflect this policy to align with what is currently stated on [MSU's website](#).<sup>57</sup>

<sup>56</sup> <https://www.nasfaa.org/blueicon>

<sup>57</sup> <https://trustees.msu.edu/bylaws-ordinances-policies/policies/02-09-03.html#:~:text=a%20controlled%20substance,-.The%20unlawful%20manufacture%2C%20distribution%2C%20dispensation%2C%20possession%20or%20use%20of,individuals%20on%20behalf%20of%20Michigan>

## **Specific Student Group Policies**

### *D15. Athletics*

Each student-athlete is subject to their team rules set forth by the MSU Athletics department. There were no changes in individual team AOD-related rules or policies during this biennium.

#### ❖ Student Handbook

Athletics department at MSU distributes a Student-Athlete Handbook and Planner<sup>58</sup> to all students containing information on AOD-related education and programs, standards of conduct, information on counseling, and the MSU Athletics alcohol and drug policy. The policies listed in the handbook are outlined below.

#### *Education Component*

*There are two facets to the educational program:*

- *Explanation of MSU's drug education and testing program to student-athlete and others.*
- *Dissemination of information to student-athletes and those associated with athletic teams regarding drugs and alcohol, their use and abuse and how such use or abuse may affect the student-athlete and his/her team and teammates.*

#### *Alcohol Policy*

*All students attending MSU are responsible for abiding by the State of Michigan civil and criminal laws regarding alcohol possession and use. The laws of the State of Michigan set the minimum age of 21 for the purchase and consumption of alcoholic beverages. Those who are of the minimum age or older are prohibited from selling or providing alcoholic beverages to those who are under 21. The Department of Intercollegiate Athletics does not condone the illegal or irresponsible use of alcohol under any circumstances. If you are legally of age to consume alcoholic beverages, you are expected to do so responsibly understanding the risks associated with alcohol use and abuse.*

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

<sup>58</sup> [https://www.sass.msu.edu/application/files/3916/9176/2392/Handbook\\_2023-24.pdf](https://www.sass.msu.edu/application/files/3916/9176/2392/Handbook_2023-24.pdf)

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

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

### *AOD Counseling*

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

### *Appeals*

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

### *Social Media*

*Student-athletes may not use social media sites to engage in conduct that would inappropriately represent the University to the public. Examples of inappropriate conduct include:*

- *Posting photos, videos, comments, or posters showing underage drinking or personal use of alcohol and tobacco (e.g., no holding cups of alcohol, beer cans, shot glasses, etc.).*
- *Posting photos, videos, and comments that are of an obscene or sexual nature. This includes obscene gestures or links to websites of a pornographic or sexual nature.*
- *Posting pictures, videos, comments, or posters that condone drug related activity. This includes, but is not limited to, images that portray the personal use of marijuana or drug paraphernalia.*

### *Drug Testing*

*The overall goal of Michigan State University's Drug and Alcohol Education and Testing Program is to promote a year-round drug-free environment in the MSU athletic program. The 12-month program focuses on three concerns to ensure your health. One focus is on substances commonly believed to be "performance enhancing" drugs. The second focus is on the use of "socially used drugs." The third focus is on the consumption of alcohol.*

*The MSU protocol for drug testing is designed to be fair, to achieve reliable test results and to protect your privacy rights. Test results are confidential and become a part of your medical record.*

- *Random drug screening – The testing selection is random. A computerized system or similar mechanism may be used to ensure that all student-athletes are equally eligible for testing. Regardless of test results, random drug test results will be conducted on an unannounced basis throughout the calendar year.*
- *Drug testing based on reasonable suspicion – Reasonable suspicion is defined as one founded on specific objective facts, which if taken with rational inferences drawn from those facts and taken as a whole strongly suggest that drug and alcohol testing may produce evidence of unwanted use. The evidence supporting the suspicion must be reasonably reliable, documented and clearly outlined. The team physician will notify you of a positive result. The team physician will notify the athletic director, head coach, intervention counselor and head athletic trainer of your positive test result. You will be given an opportunity to rebut or explain the results prior to imposition of any sanction or required treatment or counseling program.*

*Smoke and Tobacco-Free Policy:*

*Michigan State University (the “University”) is committed to eliminating harmful exposure to smoke, tobacco, and environmental tobacco byproducts and adopts the following smoke and tobacco-free policy (including vaping).*

*No person shall (a) smoke, or (b) otherwise use any product derived from or containing tobacco, on any property governed by the Board of Trustees of Michigan State University. Ordinance 29.01.*

*Products derived from or containing tobacco may not be sold on any property governed by the Board. Ordinance 29.02.*

*No person shall (a) smoke, or (b) otherwise use any product derived from or containing tobacco, in any vehicle owned or leased by the University.*

*Notwithstanding the foregoing, all FDA-approved nicotine replacement therapy products are permitted when used for the purpose of cessation. Other exceptions to this policy may be authorized by the Secretary of the Board pursuant to guidelines issued by the Secretary of the Board. Ordinance 29.04.*

#### ❖ Participant Handbook

In addition to the Student-Athlete Handbook, all student athletes receive a Participant Handbook<sup>59</sup> which lists the rules for engaging in each sport as well as general

<sup>59</sup> <https://recsports.msu.edu/imsports/activityrules/handbook.html>



expectations for the conduct of all student athletes. The section of the Participant Handbook related to Alcohol and Drug Use is included below.

*Alcohol and Drug Use*

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

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

In June 2024, the NCAA voted to no longer test athletes for THC. The MSU athletics department has decided to continue testing for Marijuana and educating student athletes on the effects of Marijuana.

*D16. College of Veterinary Medicine (CVM)*

CVM has a Student Code of Conduct<sup>60</sup> that is distributed to each incoming student at the college and identifies conduct that is deemed unprofessional conduct for students in the professional program of CVM, including specific policies and expectations related to AOD use. A student who is alleged or found to be in violation of college or university policy will be required to appear before the College Medical Student Hearing Board as stipulated in the College of Veterinary Medicine Bylaws and the Medical Students Rights and Responsibilities (MSRR). Violations can result in disciplinary action up to and including dismissal from the CVM program. An example of an unprofessional conduct related to AOD would be the intoxication by alcohol or other mood-altering drugs or compounds in or on the buildings and grounds of the College of Veterinary Medicine.

*D17. College of Human Medicine*

The College of Human Medicine follows the MSU AOD Policy and includes a section in their Policies and Procedures<sup>61</sup> that outlines consequences for students who are found inebriated during their curricular activities. A student who is found under the influence of alcohol or drugs

<sup>60</sup> <https://cvm.msu.edu/assets/documents/Code-of-Conduct.pdf>

<sup>61</sup> <https://humanmedicine.msu.edu/education/legacy/Behavior-Outside-Medical-School-2014-15.pdf>



while engaged in curricular activities involving patients, regardless of whether the interaction is real or simulated, will be asked to leave the setting immediately. The student will then have a meeting with the Assistant Dean or Director of the Preclinical Curriculum. After the meeting is complete the policy indicates that the student will be required to complete a substance use assessment at their own expense. This evaluation must be reviewed in accordance with Policy Regarding Illegal Activity and Use of Alcohol and Drugs found in the Policy and Procedures document before they interact with a patient in any setting.

#### *D18. College of Osteopathic Medicine*

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

##### ❖ Doctor of Osteopathic Medicine

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

##### ❖ Osteopathic Physician Assistant

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

#### *D19. Office for Global Health, Safety and Security (Global Safety, GS)*

GS supports the health, safety, and security of all MSU students, faculty, and staff while traveling abroad. It is staffed by three full-time personnel, including the Director and two Global

Safety Coordinators, who are responsible for overseeing health and safety while abroad, global security concerns, and emergency response for over 5,000 MSU affiliates traveling each year.<sup>62</sup>

The office maintains a written procedure for students who violate any MSU or Education Abroad policy while abroad. The “Consequences for Student Conduct Issues Abroad”<sup>63</sup> statement provides explanations of potential disciplinary action, including verbal warnings, written warnings, removal from program, and referral to OSSA. Any student, upon applying for an Education Abroad program, will review and agree to the EA Statement of Responsibility,<sup>64</sup> which specifically invokes the Alcohol Misuse and Drug Policy and disciplinary procedures.

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

❖ Alcohol and Other Drugs

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

*Furthermore, I understand that Michigan State University has a zero-tolerance policy with respect to the possession, use, manufacture, production, sale, exchange, or distribution of illegal drugs. Whether a drug that is illegal is governed by U.S. federal drug laws, the laws of the State of Michigan, and host country laws. I am responsible for knowing and obeying the laws of the host country, as well as all local institutional regulations, regarding alcohol and other drugs. I will adhere at all times to the Office for [Education Abroad's Alcohol Misuse and Drug Use policy](#)<sup>65</sup>. I understand that violations of law or policy may result in disciplinary action upon my return to campus and may result in:*

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

❖ Alcohol-Related Policies/Expectations

Students who are of legal drinking age in their host country are permitted to consume alcohol during non-program hours. However, students must consume alcohol

<sup>62</sup> MSU Global Safety, about page, 2022.

<sup>63</sup> <https://globalsafety.isp.msu.edu/students/education-abroad/student-conduct-while-abroad/>

<sup>64</sup> <https://educationabroad.isp.msu.edu/apply/application-process/known-your-responsibilities/>

<sup>65</sup> <https://globalsafety.isp.msu.edu/students/education-abroad/student-conduct-while-abroad/#AlcoholMisuse>

responsibly. Alcohol misuse is consumption of alcohol that is harmful, or has the potential to be harmful, to the individual and/or is disruptive to the program. Alcohol misuse is often a factor in student conduct issues abroad. Students who participate in education abroad also are given the “tips for consuming alcohol responsibly” listed below.

*Tips for consuming alcohol responsibly:*

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

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

MSU has a policy that prohibits the possession, use, manufacture, production, sale, exchange, or distribution of illegal drugs by Education Abroad participants. This includes marijuana use, even if marijuana is legal in the student’s host country and/or if the student has a medical marijuana card. Students that violate this policy face removal from the program and disciplinary action upon return to campus.

In addition to these policy statements, all students must complete an online pre-departure orientation where these standards are discussed in detail. Most students will also attend an in-person pre-departure orientation held by the program director or coordinator.

❖ **Medical Amnesty:**

Under the [MSU Medical Amnesty Policy](https://ossa.msu.edu/medical-amnesty)<sup>66</sup>, the University exempts MSU students from discipline resulting from its drug- or alcohol-use/possession policy violations if they seek immediate medical assistance for themselves or persons experiencing drug- or alcohol-related emergencies; and/or if they require medical attention related to a drug- or alcohol-related emergency. If a student meets these criteria, the University will not pursue disciplinary action through its student conduct process for violations of its alcohol and drug use and/or possession policies; however, students may be held

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<sup>66</sup> <https://ossa.msu.edu/medical-amnesty>

accountable for any violations of their Education Abroad agreements, including dismissal from the program

#### *D20. Fraternity and Sorority Life (FSL)*

FSL at MSU consists of 55 chapters, 4 governing councils, and over 4,884 participating students as of Spring 2024. The University provides staff and funding support to the Fraternity and Sorority Life Office, which provides support to the four governing councils and 55 fraternity and sorority chapters. The four councils and fraternity and sorority chapters are registered student organizations (RSOs). The four councils govern the membered fraternity and sorority chapters through council constitutions. Each fraternity and sorority chapter must become a RSO and have the rights and responsibilities of all student organizations. Additionally, all fraternities and sororities must adhere to the policies of the Fraternity and Sorority office, and Michigan State University Policies.

#### *D21. New Student Orientation*

NSO did not offer an overnight component to student orientation during the 2022-2024 biennium. All student Spartan Leaders (SLs) must agree to the “New Student Orientation Leader Agreement,” specific to “Drugs, Alcohol, and Controlled Substances.” The expectations for both students and employees are provided below. If there are any student incidents during SL training, the incident is reported to the supervisor who will then investigate or report the incident.

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

#### *D22. Registered Student Organizations (RSO)*

Every student organization registered at MSU must comply with the regulations and expectations outlined in the GSR,<sup>67</sup> Student Rights and Responsibilities,<sup>68</sup> and other applicable student

<sup>67</sup> <https://spartanexperiences.msu.edu/about/handbook/regulations/general-student-regulations.html>

<sup>68</sup> <https://ossa.msu.edu/sr>

conduct policies relevant to the individual RSO. The MSU RSO home page<sup>69</sup> provides a statement on accountability and conduct which includes the below information regarding expectations for AOD use.

❖ Alcohol

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

❖ Drugs

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

❖ Hazing

*RSO members are prohibited from requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation, affiliation with, continued membership, or participation in any group that causes or creates a substantial risk of causing mental or physical harm or humiliation. Michigan state law (M.C.L. 750.411t) also prohibits hazing.*

*Examples of hazing include, but are not limited to:*

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

<sup>69</sup> <https://spartanexperiences.msu.edu/rso-s/RSOH/Accountability%20and%20Conduct.html>

## **Employee Policies**

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

### *D23. All Employee Policies*

Because of the size and complexity of MSU, employees are supported by two separate human resources units depending on their role within the university. MSU Human Resources manages support staff (including clerical-technical, labor and professional staff, nurses, police officers and professional residence hall staff), and Faculty and Academic Staff Affairs (FASA) manages faculty and academic staff (including tenured and fixed-term faculty, researchers, librarians, academic specialists, executive management, and others). All employees, however, are subject to the Drug and Alcohol Policy:

*Consistent with State and Federal Law, Michigan State University will maintain a workplace free from the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance. The unlawful manufacture, distribution, dispensation, possession or use of controlled substances, illicit drugs and alcohol are prohibited on any property under the control of and governed by the Board of Trustees of Michigan State University, and at any site where work is performed by individuals on behalf of Michigan State University.*

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

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

*Michigan State University supports and sponsors programs aimed at the prevention of substance abuse by University employees. The Employee Assistance Program provides preventative programs and counseling for employees experiencing substance-dependency problems. Assistance is available on a*

*voluntary basis. Leaves of absence to obtain treatment may be obtained under the medical leave provision of the appropriate labor contract or policy.*

#### *D24. Academic Staff Policies*

The Office for Faculty and Academic Staff Affairs (FASA) provides human resources support to College and Unit leadership regarding all faculty and academic staff. FASA follows the university's Drug and Alcohol Policy for all faculty and academic staff.

#### *D25. Support Staff Policies*

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

*The Rules of Personal Conduct for Employees are intended to promote the orderly and efficient operation of Michigan State University, as well as to protect the rights of all employees. Violations, therefore, shall be regarded as cause for disciplinary action, up to and including discharge. Discharge may result from an accumulation of minor infractions, or for a single serious infraction.*

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

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

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

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

- *Unauthorized consumption or possession of alcohol on University premises*
- *Consuming, distributing or possessing illegal drugs, as determined by state or federal law, on University premises*
- *Consuming, distributing, or possessing controlled substances on University premises without a prescription*
- *Selling or conspiracy to possess illegal drugs or controlled substances*



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

❖ **CDL drivers**

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

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

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

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

*Prohibitions: the following alcohol and controlled substances-related activities are prohibited by the Federal Highway Administration's*



*(FWHA) alcohol and controlled substances abuse rules for drivers with CDLs:*

- 1) Reporting for duty or remaining on duty to perform safety sensitive functions while having a blood alcohol concentration (BAC) of 0.04 or greater.*
- 2) Being on duty or operating a vehicle while the driver possesses alcohol, unless the alcohol is manifested and transported as part of a shipment. This includes the possession of medicines containing alcohol (prescription or over-the-counter), unless the packaging seal is unbroken.*
- 3) Using alcohol while performing safety-sensitive functions.*
- 4) Reporting for duty to perform safety-sensitive functions within 4 hours after using alcohol.*
- 5) When required to take a post-accident alcohol test, using alcohol within 8 hours following the accident or prior to undergoing a post-accident alcohol test, whichever occurs first.*
- 6) Refusing to submit to an alcohol or controlled substances test required by post-accident, random, reasonable suspicion or follow-up testing requirements.*
- 7) Reporting for duty or remaining on duty, requiring the performance of safety-sensitive functions, when the driver uses any controlled substances, except when instructed by a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a vehicle. (NOTE: Drivers are to inform supervisors of any therapeutic drug use.)*
- 8) Reporting for duty, remaining on duty or performing a safety-sensitive function, if the driver tests positive for controlled substances.*

#### *D26. Education Abroad (EA) Directors and Student Participants*

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

*“The alcohol misuse policy applies to program directors as well. No [Education Abroad] funds may be used to purchase alcohol. If students are individually purchasing alcohol at a group function, it is your responsibility to monitor responsible alcohol use by you and the students. While you are not ultimately responsible for an individual student's intoxication, you can be liable if you are shown to encourage consumption. Also, as a program director, you are in a position of authority and responsibility and you must be capable of addressing an emergency should it arise. It is strongly advised that you do not consume alcohol at such functions.”*

Additionally, prior to students attending their education abroad experience, EA outlines student conduct policies, including the alcohol misuse and drug use policies, and alcohol safety tips in the online pre-departure orientation. Students also sign an [Education Abroad Statement of Responsibility](#)<sup>70</sup> that outlines the alcohol misuse and drug use policy. The corresponding section is provided below.

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

<sup>70</sup> <https://educationabroad.isp.msu.edu/apply/application-process/know-your-responsibilities/>

## E. BY THE NUMBERS: POLICY ENFORCEMENT



One of the goals of the Biennial Review is to ensure the university enforces the disciplinary sanctions for violating standards of conduct related to AOD use consistently. While MSU's various AOD-related policies have been detailed in the sections above, the following section will provide information regarding policy enforcement during the 2022-2024 timeframe. This includes information on how the policies were enforced, as well as an analysis of the disciplinary data for students and employees who violated the policies. The information and data in this section is intended to demonstrate the extent to which MSU consistently enforces its policies based on the following research questions:

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

MSU enforces AOD policies through a structured approach that aligns with the university's commitment to fair and consistent disciplinary actions. Students found in violation of AOD policies are subject to a tiered sanction system (see section D13), ensuring that similar offenses are addressed with uniformity. This structured approach provides not only support for affected students but also the flexibility needed for case-by-case considerations, all while upholding the principles of fair enforcement.

### **Fatalities**

During the 2022-2024 period included in this report there have been 42 known student deaths. The previous Biennial Review states that due to limitations in record keeping and available information, it was impossible to report precisely the number of fatalities that resulted from alcohol or illicit drug use and that occurred on MSU's campus or as part of its activities. Total known student deaths by academic year, and cases in which the cause of death was reported to have a direct AOD-related involvement are noted below.<sup>71</sup>

#### Student Deaths:

- 2022-2023 —total of 23 deaths
  - One death was due to known AOD-related causes.

<sup>71</sup> Data collected and reported by the Division of Student Life and Engagement (SLE).

- 2023-2024 — total of 19 deaths
  - No deaths were due to known AOD-related causes.

## **Student Discipline and Sanctions**

### *E1. Athletics*

Student-athletes alleged to be in violation of policies related to substance use are referred to the Team Physician for counseling and provided with necessary assessments and referrals. Under MSU Athletics Department policies (detailed in section *D15*), student athletes are subject to both random and suspicion-based testing. If there is any concern regarding a student-athlete's safety, or when alleged violations are serious, the student athlete is immediately removed from all team activities. The table below shows the number of positive drug tests for all student athletes in the 2022-2023 and 2023-2024 academic years.

Table E1-A. Positive drug tests for student athletes

	2022-2023	2023-2024
<b>Alcohol</b>	0	0
<b>Marijuana</b>	0	4
<b>Other Drugs [i.e., cocaine, steroids]</b>	2*	0

\*Both incidents involved a positive result for selective androgen receptor modulators used to improve performance.

There were sanctions issued for the “Other Drugs” cases by the NCAA. One athlete graduated and was no longer required to follow-up. The second athlete completed their sanctions and tested negative prior to the end of their one-year suspension and was cleared to return. All four Marijuana positive cases were a first positive test result which requires counseling but no suspension. All four counseling sessions were completed by students and conducted by the Athletics medical and counseling staff.

### *E2. Office of Student Support and Accountability (OSSA)*

OSSA implements the student conduct and sanction process. Any member of MSU may report a suspected AOD policy violation to OSSA. OSSA then initiates contact with the accused student to review a copy of the complaint, inform them about their rights and responsibilities, and provide them with options on how to resolve the complaint. If responsible, OSSA may issue sanctions. The table below presents the total number of complaints that included at least one charge relating to alcohol or drugs.

Table E2-A. Total Complaints Referred to OSSA for Alcohol and/or Drug Charges (8/31/2022 - 8/28/2023 and 8/28/2023 - 8/15/2024)

	2022-2023	2023-2024
<b>Complaints*</b>	130	135
<b>Students**</b>	122	126

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

\*\*If the same individual was included in multiple complaints, the student would only result in 1 count

Table E2-B. Student Conduct Alleged Violations &amp; Actual Violations (8/31/2022 - 8/18/2023 and 8/28/2023 - 8/15/2024)

	2022-2023		2023-2024	
	<b>Alleged Violations</b>	<b>Found Responsible</b>	<b>Alleged violations</b>	<b>Found Responsible</b>
<b>Alcohol</b>	103/104	78/79	100/101	75/76
<b>Drugs</b>	34/36	21/22	43	25

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

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

Table E2-C. Student Conduct AOD Case Status (8/31/2022 - 8/18/2023 and 8/28/2023 - 8/15/2024)

	2022-2023	2023-2024
<b>Student accused of at least one AOD violation</b>	122	126
<b>Unresolved/Pending cases</b>	0	0
<b>Students found not responsible for all violations*</b>	29	36
<b>Students found responsible for at least one violation, but not an AOD violation</b>	4	6
<b>Students found responsible for at least one</b>	94	90

<b>AOD violation</b>		
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\*Includes cases that are withdrawn

Table E2-D. Student Conduct Sanctions (8/31/2022 - 8/18/2023 and 8/28/2023 - 8/15/2024)

<b>Policy</b>	<b>Sanctions</b>	<i>2022-2023</i>	<i>2023-2024</i>
<b>Alcohol Only</b>	Tier 2 (Spartan Smart & Probation)	29	37
	Tier 2 + (Spartan Smart & Probation, plus additional sanction)	25	29
	Tier 3 (Substance Abuse Assessment & Probation)	3	4
	Other (e.g., Withdrawn, Housing expulsion, Restitution, Paper or Warning Only)	39	35
<b>Total Alcohol</b>		96	105
<b>Drugs Only</b>	Tier 2 (Spartan Smart & Probation)	8	5
	Tier 2 + (Spartan Smart & Probation, plus additional sanction)	0	0
	Tier 3 (Substance Use Assessment & Probation)	0	0
	Other (e.g., Withdrawn, Housing expulsion, Restitution, Paper or Warning Only)	7	7
<b>Total Drugs</b>		15	12
<b>Alcohol &amp; Drugs</b>	Tier 2 (Spartan Smart & Probation)	5	5
	Tier 2 + (Spartan Smart & Probation, plus additional sanction)	7	7
	Tier III (Substance Use Assessment & Probation)	0	0

	Other (e.g., Withdrawn, Housing expulsion, Restitution, Paper or Warning Only)	0	3
<b>Total Alcohol &amp; Drugs</b>		12	15
<b>Total AOD Sanctions</b>		123	132

Table E2-E. Student Athlete (only) Accused & Responsible for AOD Violations (8/31/2022 - 8/18/2023 and 8/28/2023 - 8/15/2024)

	<i>2022-2023</i>		<i>2023-2024</i>	
	<b>Alleged Violations</b>	<b>Found Responsible</b>	<b>Alleged Violations</b>	<b>Found Responsible</b>
<b>Athlete Incident</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>3</b>

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

Table E2-F. Student Conduct AOD Sanctions: Student Athletes (only) (8/31/2022 - 8/18/2023 and 8/28/2023 - 8/15/2024)

<b>Population</b>	<b>Sanctions</b>	<i>2022-2023</i>	<i>2023-2024</i>
<b>Student Athletes</b>	Tier 2 (Spartan Smart & Probation)	0	2
	Tier 2 + (Warning, Spartan Smart, probation, plus other sanctions)	0	0
<b>Total</b>		0	2

Table E2-G. Location of AOD Incidents (8/31/2022 - 8/18/2023 and 8/28/2023 - 8/15/2024)

<b>Location</b>	<i>2022-2023</i>	<i>2023-2024</i>
<b>Residence Hall</b>	127	123
<b>Other On-Campus Location</b>	3	8
<b>Education Abroad</b>	0	1

*E3. Education Abroad (EA)*

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

- A student violates a General Student Regulation;
- A student is removed from the program for conduct reasons;
- A student would be removed from the program for conduct reasons, but the program is ending imminently (e.g. misbehavior happens on final night of program); or
- A conduct incident that occurred abroad is not resolved on-site

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

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

During the past biennium, 6 incidents on education abroad programs were related to alcohol or drugs.

Table E3-A. 2022-2024 Incidents Violating AOD Policies while Abroad

	2022-2023	2023-2024
<b>Alcohol Misuse</b>	4	2
<b>Disruptive Behavior</b>	1	1
<b>Alleged Illegal Drug Use</b>	0	0



<b>Property Damage</b>	0	0
<b>Underage Alcohol Use</b>	0	0
<b>Security</b>	1	0
<b>Mental Health</b>	1	2

Program directors and GS staff address incidents by primarily issuing warnings for students who violated AOD policies. In more severe cases, students may be referred to OSSA for university-level discipline and/or removed from the program. For the 6 violations above, the disciplinary outcomes included: a) written warning, b) report filed with Investigation, Support, and Resolution (ISR) (previously the Office of Institutional Equity), and c) no justification to pursue written warning/program removal.

#### *Fraternity and Sorority Life (FSL)*

The Fraternity and Sorority Life office oversees the fraternity and sorority chapters. With campus partners such as those in the Office of Student Support and Accountability and the Office for Civil Rights and Title IX Compliance, the Fraternity and Sorority staff are responsible for tracking the number of AOD violations and sanctions that occur in their respective chapters.

The number of violations and sanctions for the 2022-2023 and 2023-2024 academic years are listed below.

#### ❖ Panhellenic Council

AOD related fines and mediations to chapters:

- Fall 2022: 4 mediations regarding hard alcohol (ranging from \$500-\$1,400)
- Spring 2023: 1 mediation regarding hard alcohol (\$350)
- Fall 2023: 0
- Spring 2024: 0

Disciplinary outcomes and sanctions:

- Fall 2022: AOD training
- Spring 2023: 0
- Fall 2023: 0
- Spring 2024: 0

## ❖ Multicultural Greek Council

- AOD-related fines and mediations to chapters: 0
- Disciplinary outcomes/sanctions: 0
- Policies specific to councils/chapters: 0

*E5. MSU Department of Police and Public Safety (DPPS)*

MSU DPPS is charged with enforcing university ordinances and state laws. More of MSU DPPS's services are described in the *Program Inventory* section of this report.

Table E5-A. Arrest Data on Campus

	<i>2022-2023</i>	<i>2023-2024</i>
<b>Drunk/Drugged Driving</b>	10	9
<b>Controlled Substance Violation</b>	7	1
<b>Minor in Possession (Alcohol)</b>	0	0
<b>Drunk &amp; Disorderly</b>	0	3

The number of arrests in each of the four categories above decreased from the prior biennium, which included 32 drunk/drugged driving, 20 controlled substance, and 4 drunk and disorderly violations.

MSU DPPS refers all student-involved MIP cases to OSSA for adjudication through the conduct system.

MSU DPPS enforces all state- and city-level ordinances, including underage drinking laws, including during MSU athletic events. The following statistics represent AOD-related crimes that occurred during home football games in fall 2022 and 2023, which are a subset of the overall crime statistics presented above.

Table E5-B. Gameday incidents

	<i>Fall 2022</i>	<i>Fall 2023</i>
<b>Minor in Possession (Alcohol)</b>	0	0
<b>Drunk &amp; Disorderly</b>	0	1
<b>Controlled Substance Violation</b>	0	0

*E6. New Student Orientation (NSO)*

According to both the OSSA and the REHS/RCCE units, in-person overnight orientations did not take place and there were no sanctions issued for conduct during NSO during the 2022-2024 biennium.

*E7. Residential Care and Community Expectations (RCCE)*

The [RCCE](#)<sup>72</sup> is a subunit within Residence Education and Housing Services (REHS) that oversees cases related to residential student conduct. It consists of the following professional staff members who oversee, support, and provide training on the in-hall conduct system: Assistant Director of Residential Care and Community Expectations, Residential Student Conduct Administrator, and one graduate student. RCCE works closely with Residence Education staff and OSSA to respond to AOD incidents for students living on-campus. The RCCE also provides ongoing support and care for students experiencing mental health and other struggles during their time in university housing. This work is completed through training for undergraduate, graduate and professional residence hall staff; and intentional follow up with students to connect them with appropriate resources.

## ❖ Student Violations - Tiered Intervention

The below table includes any alleged Tier 1 violations for residents of MSU's on-campus housing.

Table E7-A. RCCE AOD Case Status - Tier 1

	<i>2022-2023</i>		<i>2023-2024</i>	
	<b>Alleged Violation</b>	<b>Found Responsible</b>	<b>Alleged Violation</b>	<b>Found Responsible</b>
<b>Alcohol</b>	513	372	424	294
<b>Drugs</b>	135	68	145	74
<b>Alcohol and Drugs</b>	32	19	22	13
<b>Total</b>	680	459	591	381

<sup>72</sup> <https://liveon.msu.edu/REHS-Care-Conduct>

When meeting with REHS staff for initial fact-finding, REHS will determine whether there is enough information to substantiate moving forward with a student conduct process, or if students are found not to have violated policies. The table below outlines the status of all 2022-2024 Tier 1 AOD violations at the time of completing this review.

Table E7-B. RCCE AOD Case Status - Tier 1

	<i>2022-2023</i>	<i>2023-2024</i>
<b>Students accused of at least one Tier 1 AOD Violation</b>	680	591
<b>Unresolved Cases</b>	0	0
<b>Students found responsible for at least one violation, but not an AOD Violation</b>	95	384
<b>Student found not responsible for all violations</b>	126	126
<b>Student found responsible for at least one AOD violation</b>	459	381

Though students who violate AOD policies at the Tier 1 level are not formally sanctioned, they commonly agree to complete activities following their educational conversation with REHS staff. AOD In-Hall Interventions are known as Provisions. All provisions must be agreed upon by the student and the conduct officer and serve as educational activities to further explore learning from the conduct process. Additionally, students can be assigned multiple provisions, therefore the number of provisions is larger than the number of cases. During the period of this review, a total of 1,134 provisions were assigned, with the three most common being policy review, reflection paper, and warning.

Table E7-C. Students Assigned Provisions for AOD Violations - Tier 1

	<i>2022-2023</i>	<i>2023-2024</i>	Total
<b>RES - Policy Review</b>	396	306	702
<b>RES - Reflection Paper</b>	73	79	152

<b>RES - Warning</b>	47	51	98
<b>REHS - Letter to future self</b>	14	27	41
<b>REHS - Apology Letter</b>	9	21	30
<b>RES - Option Letter Policy Review Worksheet</b> ( <i>archived</i> )	28	1	29
<b>RES - Other</b>	16	5	21
<b>RES - Minute Paper</b>	4	5	9
<b>RES - Remove Prohibited Item</b>	0	9	9
<b>REHS - Smoking Reflection</b>	2	5	7
<b>RES - 140 Characters</b>	2	5	7
<b>RES - Noise Prevention</b>	6	1	7
<b>RES - Return Property</b>	5	2	7
<b>RES - In-Meeting Reflection Activity</b>	3	1	4
<b>RES - Follow-Up Meeting</b>	3	0	3
<b>REHS - Art/Visual Art assignment</b>	0	2	2
<b>RES - Organization Involvement</b>	1	1	2
<b>REHS - Research 15 things to do in East Lansing</b>	0	1	1
<b>RES - Create a Poster</b>	0	1	1
<b>RES - Venn Diagram</b>	0	1	1
<b>RES - Bystander reflection paper</b>	1	0	1
<b>Total</b>	<b>610</b>	<b>524</b>	<b>1134</b>

Recidivism rates (or repeat-misconduct rates) of student violators are commonly reported to demonstrate effectiveness of the student conduct interventions. Low recidivism rates indicate that MSU's conduct interventions are effective at reducing student risk-behaviors. In most cases, a first violation will occur at the Tier 1 level, and a second violation advances to the Tier 2 level.

The table below describes the number of unique students who violated an AOD policy one, two, three, or more times. The total number of cases is the product of the number of unique students and the times they were found in a violation. For instance, during the 2023-2024 academic year, 768 unique students were involved in at least one incident related to AOD for a total number of 815 reported cases. During the 2023-2024 academic

year cases decreased, with 664 unique students involved in a total of 726 violations. Of these, 680 (2022-2023) and 590 (2023-2024) fell within Tier 1.

Table E7-D. AOD Recidivism - Overall

	2022-2023		2023-2024	
<b>Number of times a Unique Student was involved in any incident that was in violation of at least one AOD Policy</b>	<b>Number of Unique Students</b>	<b>Total Cases*</b>	<b>Number of Unique Students</b>	<b>Total Cases*</b>
1	726	726	610	610
2	37	74	48	96
3	5	15	4	12
4	0	0	2	8
-	<b>768</b>	<b>815</b>	<b>664</b>	<b>726</b>

\* = product of the number of unique students and the number of times involved in a violation

#### ❖ REHS Staff Violations - Tiered Intervention

REHS employ hundreds of students throughout campus housing as Hall Staff. Residential Assistants (RAs) are a unique cohort of undergraduate students with a high degree of responsibility. They are the first to enforce AOD policies for violations occurring within the residence halls and expected to set an example for student conduct. Additionally, Assistant Community Directors (ACDs) are graduate students who work within the residential community supervising undergraduate staff and facilitating the in-hall conduct process. The professional staff of REHS hold both RAs and ACDs accountable when they are found to have violated applicable rules or policies. When the behaviors in question also violated university policies, RAs and ACDs were referred for adjudication under the student conduct system.

The table below includes AOD related violations by REHS hall staff. All violations below involved RAs and those found responsible resulted in probation (n = 2) or termination (n = 15).

Table E7-E. Hall Staff AOD Case Status - Overall

	2022-2023		2023-2024	
	<b>Alleged Violation</b>	<b>Violation (Found Responsible)</b>	<b>Alleged Violation</b>	<b>Violation (Found Responsible)</b>
<b>Alcohol</b>	2	2	15	14
<b>Drugs</b>	3	0	1	1
<b>Total</b>	5	2	16	15

❖ Student Violations - Medical Amnesty

The MSU Medical Amnesty Policy was implemented during Fall 2022. The table below outlines the number of students in violation of an AOD policy who were referred to the medical amnesty process.

Table E7-F. Medical Amnesty AOD Cases

	2022-2023	2023-2024
<b>Campus-Wide</b>	110	115
<i>In Hall (Residence)</i>	108	115

## Faculty/Staff Discipline and Sanctions

### E8. MSU Human Resources (HR)

MSU HR and the Office for Faculty and Academic Staff Affairs (FASA) oversee human resources support for approximately 13,000 employees including faculty, academic, and support staff. Disciplinary sanctions that apply to faculty and staff differ from one another depending on the terms set forth in their union contracts or applicable policies. During the 2022-2024 biennium, there were no violations reported for faculty and academic staff. There were only five

disciplinary actions for support staff that occurred as a result of violating a policy related to alcohol or drug use. Details from these violations are listed below.

2022-2023 Academic Year:

- 1 employee arrived to work under the influence of alcohol.
- 1 employee attempted to purchase narcotics from another employee.

2023-2024 Academic Year:

- 3 employees arrived to work under the influence of alcohol.

MSU HR is also responsible for reviewing and distributing the Annual AOD Notification and New Employee Notification and ensuring all new and current employees are provided a notification (see section C).

### *E9. Employee Relations*

Employee and Labor Relations within MSU Human Resources (HR) provides human resources support to support staff of the university including clerical-technical, labor and professional staff, nurses, police officers, and professional residence hall staff. During the 2022-2024 biennium, there were 18 total AOD clients who attended an aggregate of 45 total Employee Assistance Program (EAP) sessions at an average of 2.5 sessions each. After attending sessions with the EAP, one client was referred to a community partner and 17 clients did not need a referral. No clients were referred to a treatment facility.

The University Physician and the EAP work in collaboration with Employee and Labor Relations and MSU departments to offer Last Chance Agreements (LCA). The LCA process provides support staff employees who have been recommended for termination due to substance use violations an opportunity for continued employment contingent on compliance with the terms of the LCA, including monitoring by the EAP for a defined period. The counselors identify alcohol and substance use issues, refer to appropriate ongoing treatment, and serve as advocates for individuals engaged in a path towards recovery. LCAs are used in rare cases where the employee has, in the past, exhibited good work performance but has declined due to use of drugs or alcohol during working hours, and shows potential for returning to good work performance after committing to substance use disorder treatment. Two LCAs were issued during the 2022-2024 biennium.



*E10. Occupational Health*

MSU Occupational Health, which now falls under the newly formed University Health and Wellbeing (UHW, see section *F2*), shares responsibility for the health and safety of the MSU community with the Office of Environmental Health and Safety (EHS). Occupational Health provides medical assessment, monitoring, intervention, and evaluation to MSU employees related to their occupational risks. Many of these services are required by federal and state laws, as well as various accreditation bodies. The Healthy Employee Risk Database (HERD) stores and tracks occupational health compliance information for MSU employees. The policies and statistics for the 2022-2024 biennium are reported below.

**Regulatory Drug/Alcohol Screening for MSU Employees:**❖ **CDL Drivers**

As required by the United States Department of Transportation's Federal Motor Carrier Safety Administration, employees with a commercial driver's license (CDL) must complete a pre-placement urine drug and alcohol screening. A positive test at the time of this screening results in withdrawal of job offer. Federal regulations require that half the number of commercial drivers on staff are urine drug screened per year. Employees are selected at random, and the test dates are also assigned randomly throughout the calendar year. Employees can only be tested for alcohol use if they are on-call and/or performing safety sensitive functions on the date of the random screening. Positive tests are reported to the employee's supervisor and the Office of Employee and Labor Relations. A positive test may result in the employee being terminated. Direction for further testing is dependent on the departmental decision to retain the employee and/or instructions from a substance abuse professional.

*Statistics*

There are currently 110 MSU employees who are required to maintain a CDL license as part of their employment agreement. Reports for drug and alcohol screening are compiled on an annual basis by our Medical Review Officer per the Department of Transportation, as a result, the following data is available for the 2022-2024 timeframe. From September 2022 to August 2023, a total of 88 urine drug screens and 23 saliva alcohol tests were performed. There was one positive drug or alcohol result during this time period. From September 2023 to March 2024, a total of 46 urine drug screens and 9 saliva alcohol tests were performed. There were no positive test results during this time period.

❖ **MSU Department of Police and Public Safety**

The Michigan Commission on Law Enforcement Standards per R28.14203 requires that all persons selected to become a law enforcement officer must test negative for illicit use of controlled substances. An applicant who tests positive, refuses to submit to a test or

fails to report for a test, will not be eligible for training or licensing for 2 years after the test. All new MSU Police Officers complete this testing through MSU Occupational Health as part of their pre-employment physical exam.

*Statistics*

From September 2022 to August 2023, 4 new MSU Police officers completed pre-employment screening and no applicants had a positive drug screen. From September 2023 to July 2024, 3 new MSU Police officers completed pre-employment screening and no applicants had a positive drug screen.

**Non-Regulatory Drug/Alcohol Screening for MSU Employees:**

❖ College of Nursing

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

*Statistics*

From September 2022 to August 2023, 25 new College of Nursing faculty completed urine drug screening and none had a positive drug screen. From September 2023 to June 2024, 4 new College of Nursing faculty members completed urine drug screening and none had a positive drug screen.

❖ MSU Health Care

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

*Statistics*

From September 2022 to August 2023, 138 applicants completed drug screening and 2 applicants had a positive drug screen during pre-employment screening. From September 2023 to July 2024, 22 applicants completed drug screening and none had a positive drug screen during pre-employment screening.

**Drug Screening for MSU Health Care Professional Students:**

❖ Professional Students

MSU health care professional students in the Colleges of Nursing, Human Medicine, Osteopathic Medicine and Medical Laboratory Sciences complete urine drug screening prior to beginning clinical educational experiences. All College of Nursing, Human Medicine, and Osteopathic Medicine students are tested by an independent laboratory contracted by the colleges. Medical Laboratory Sciences students are tested through MSU Occupational Health. Positive tests are reported to the Program Director's Office and required follow-up is determined in consultation with the Program Director's Office and Occupational Health. A positive test may result in the student being disenrolled from their academic program. In most cases, a positive test results in a student being placed on academic probation with a requirement to complete substance use counseling and random urine drug screening for a predetermined time frame.

*Statistics*

From September 2022 to August 2023, 18 Medical Laboratory Sciences students completed drug screening and no students were confirmed to have positive results. From September 2023 to July 2024, 20 Medical Laboratory Sciences students completed drug screening and no students were confirmed to have positive results.



## F. PROGRAM INVENTORY

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

### **Academic College Programs**

#### *F1. College of Communication Arts and Sciences*

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

### **Student Programs**

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

#### *F2. Alcohol and Other Drugs (AOD) Program - Health Promotion, Engagement, Accessibility and Accommodations*

The Health Promotion and Engagement (HPE) team falls under the Health Promotion, Engagement, Accessibility, and Accommodations (HPEAA) pillar within the newly formed University Health and Wellbeing (UHW), a division that brings together 11 units across MSU for the intended purpose to “support the university community with health and wellbeing equitably woven throughout all aspects of Spartan life, enhancing accessibility and safety through a culturally sensitive and holistic lens.”<sup>73</sup> This restructuring aims to better align all units on campus related to health and wellbeing. Under this restructure, the HPE team now oversees health promotion programs and initiatives for students, faculty, and staff.

The AOD program is part of HPE’s programming and aims to reduce “the negative impacts of substance use, while cultivating an environment in which MSU students can flourish personally, civically, and academically.”<sup>74</sup> The HPE team has 16 full-time employees. The AOD program has one full-time employee, the AOD coordinator, and undergraduate student employees. AOD

<sup>73</sup> [https://studenthealth.msu.edu/assets/pdfs/UHW\\_OneSheet\\_042523.pdf](https://studenthealth.msu.edu/assets/pdfs/UHW_OneSheet_042523.pdf)

<sup>74</sup> <https://uhw.msu.edu/students/aod>

program staff utilize a four-pronged strategy to reduce the risks associated with alcohol and other drug use on MSU's campus:

1. **Environmental management** - AOD programming operates on the idea that students' environments influence their health status, beliefs, and behaviors. As a result, it strives to create a coordinated effort to address relevant environmental factors, in order to produce a large-scale impact on the community. This is done through mechanisms such as campus collaborations and campaigns, as well as integrated policies and programs.
2. **Social norms** - AOD programming aims to identify and correct any social misperceptions about substance use, to ultimately decrease risky behaviors and improve health outcomes.
3. **Harm reduction** - Based on data that demonstrate that harm reduction strategies result in better health outcomes, the program includes harm reduction information and messaging in their various programs and campaigns.
4. **Education and awareness** - AOD programming provides important information to students through a variety of platforms and materials, such as workshops, outreach, presentations, and social media, in combination with its evidence-based strategies. Its overall aim is to ensure students are able to make informed decisions when engaging with AOD.

- ❖ Data and Research: National College Health Assessment, U Celebrate "Celebrations" Survey, and the Social Norms/Duck Campaign

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

The **U Celebrate/Celebrations Survey** collects information on students' substance use behaviors during on-campus celebratory events. It is administered by the National Social Norms Center (NSNC) at MSU and 11 other grantee institutions of higher education. It was first implemented in 2017 and continues to be evaluated, refined, and improved yearly based on data and feedback received from MSU and the NSNC grantees. Minor refinements to the survey were made between the 2018 and 2019 surveys, which began a rotation of the major celebratory events that would be the primary focus of the survey. In 2018, the survey focused on Halloween and Spring Break, and in 2019 the focus was Fall

Welcome and St. Patrick's Day. The purpose and goals of rotating celebratory events is to provide more regular up-to-date data for messaging around those major celebratory events each year. In 2022, the survey focused on Halloween, Spring Break, and St. Patrick's Day. In 2024, the survey included Fall Orientation, Welcome Week, Greek Life events, New Year's Eve, St Patrick's Day, Spring Break, MSU home football games, NCAA MSU basketball tournament games, and the end of fall semester.

The AOD program coordinates a **Social Norms Campaign**,<sup>75</sup> better known as “The Ducks” or the “Duck Campaign,” that is based on [data collected](#)<sup>76</sup> from the National Norms Center that demonstrates the campaign's success and effectiveness over time. Its goal is to “promote a better understanding of [students'] alcohol use” and “challenge the prevailing myths and misperceptions which often lead to higher risk consumption.”<sup>77</sup> As part of the campaign, the Health Promotion team and the Residence Hall Association host interactive programs (“Know Your Solo” and “Duck Days”) in student residence halls. Increased collaborations with other campus and community partners, such as the MSU DPPS, have also been initiated for in-hall outreach events. The table below states the number of students who were reached through these campaigns.

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

	<i>2022-2024</i>
“Duck Days” with Know Your Solo - Hall Events	6,000
“Know Your Solo” Only - Hall Events	1,040
<i>Total attendance at all events</i>	7,040

- ❖ Programming: Presentations, eCHECKUP TO GO, Spartan Smart, TIPS Certification Workshops, Substance Use Assessments, Individual Consultations and Educational Counseling, and Be Responsible About Drinking (B.R.A.D.), Tobacco Quit Line, Environmental Management and Community Partnership

**Presentations:** The AOD program provides interactive educational sessions for classroom infusion, fraternity and sorority life, and registered student organizations. The primary emphasis of these presentations is on basic knowledge, harm reduction strategies, and risk management. These presentations are evaluated annually to ensure they meet their benchmarks and outcomes.

<sup>75</sup> Beginning Fall 2024, the Duck Campaign ended and was replaced with “We Polled And.”

<sup>76</sup> <https://www.tandfonline.com/doi/full/10.1080/07448481.2019.1674856>

<sup>77</sup> <https://uhw.msu.edu/students/aod>

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

	<i>Unique Classes</i>	<i>Student Participants</i>
<b>Classroom Infusion</b>	5	1,480
<b>Campus Community</b>	6	810
<b>Greater Community</b>	0	0
<b>Fraternity and Sorority Life</b>	9	1,000

**eCHECKUP TO GO:** *eCHECKUP TO GO for Alcohol* is a personalized, evidence-based online prevention intervention that provides students with individualized feedback regarding their alcohol use and helps them identify their risk of harm associated with that use. Programs are self-guided and designed to motivate students to reduce their consumption using personalized information about their own use and risk factors. *eCHECKUP TO GO for Alcohol* was developed by San Diego State University and is currently used by nearly 600 colleges and universities across four countries. The Health Promotion team offers unlimited access to *eCHECKUP TO GO for Alcohol* at no cost to students. At the beginning of each Fall and Spring semester, all new first-year students are invited to take *eCHECKUP TO GO for Alcohol* from a message, signed by the University's President, along with two reminder emails.

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

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

	<i>2022-2023</i>	<i>2023-2024</i>

<i>eCHECKUP TO GO for Alcohol</i>	6,632	3,342
<i>eCHECKUP TO GO for Cannabis</i>	123	12

**Spartan Smart Course:** Spartan Smart is part of OSSA’s Tiered Intervention Strategy (see section *D13*) and the primary intervention strategy for students who are found responsible for violating university policy related to substance use. The goal of the program is to motivate students to make healthier choices about drinking and/or marijuana use, and “for those who choose to continue use, to impart skills that will allow them to do so with reduced risks.”<sup>78</sup>

It involves two 2-hour educational sessions on alcohol and marijuana based on the principles of Motivational Interviewing, the Transtheoretical Model for Change, Social Norms Theory, and Persuasion Theory. It is focused on risk mitigation for students who have been sanctioned for a policy violation related to alcohol or marijuana use through MSU’s OSSA or REHS, or a first or second offense “Minor in Possession” offense, or who have been referred by another court, attorney, or entity recommending an AOD education class.

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

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

	<i>2022-2023</i>	<i>2023-2024</i>
<b>Students Enrolled</b>	109	119
<b>Group Sessions</b>	16	13
<b>Individual Sessions</b>	1	

<sup>78</sup> <https://healthpromotion.msu.edu/spartansmart/index.html>



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

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

<b>Spartan Smart: Learning Outcomes</b>	
<b>Educational Priority:</b> As a result of participating in the Spartan Smart Program, students will be actively prepared to make responsible decisions around substance use.	
<b>Goal</b> Students will...	<b>Outcomes</b> As a result of attending the Spartan Smart Program, students will be able to...
<b>1. Knowledge Acquisition</b> Engage in activities and discussion that allow critical thinking about substance use.	<ol style="list-style-type: none"> <li>1. Identify standard drink sizes and influential variables on substances’ effects on the body.</li> <li>2. Recognize their patterns of substance use and reasons for use.</li> <li>3. Compare their substance use behaviors to the behaviors of fellow Spartans.</li> </ol>
<b>2. Self-Reflection</b> Think critically about their decisions and how they align with future goals.	<ol style="list-style-type: none"> <li>1. Consider their values when making decisions around substance use.</li> <li>2. Interpret their relationship with substances and the influence it has on their lives.</li> </ol>
<b>3. Skill Development</b> Apply skills for healthy decision making.	<ol style="list-style-type: none"> <li>1. Prepare solutions for harm reduction.</li> <li>2. Implement the knowledge gained in real-life situations.</li> <li>3. Employ goal-setting skills around healthy decisions.</li> </ol>

**TIPS Certification Workshops - Training for intervention procedures:** The TIPS University Program uses a non-judgmental approach and builds on students’ concern for

the safety of their peers.<sup>79</sup> Through the TIPS training program, students gain decision-making skills and confidence to intervene in difficult alcohol-related situations.

Training sessions are typically three hours long, and students who complete the TIPS Training receive a nationally recognized certification that is valid for three years.

**Substance Use Assessments:** Students may be required to complete a Substance Use Assessment if they received a sanction through either the Tiered Intervention or Medical Amnesty processes. Substance Use Assessments are completed by a Licensed Psychologist and consist of three personalized one-on-one sessions with a student. The sessions focus on creating a safe and non-judgmental space where students feel comfortable exploring the challenges and harms they may be experiencing related to substance use.

Students' substance use is assessed using the youth and adult forms of the [American Society of Addiction Medicine](#) [ASAM]<sup>80</sup> Criteria Multidimensional Assessment (3rd Edition). Substance use disorders are diagnosed using the Diagnostic and Statistical Manual of Mental Disorders (Fifth Edition). Recommendations and referrals for appropriate level of care are determined and provided to the student. The first and second sessions take place one week apart, with the third session occurring two weeks after the completion of the second session. The third session has been integrated into this model to allow for follow-up or additional supports and services to be offered to the student. For a more detailed description of each session, see Appendix H.

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

	2022-2023	2023-2024
<b>Students Enrolled</b>	4	5

**Be Responsible About Drinking (B.R.A.D.):** 21st birthday card programs are an evidence-based practice that is cited in the *CollegeAIM*.<sup>81</sup> In partnership with the BRAD Foundation, the AOD program reaches out to every MSU student on their 21st birthday. Each student is sent a birthday card wishing them a happy and safe birthday that includes information about the risks associated with extreme 21st birthday celebrations. The card also includes an insert that mentions extensive protective factors and harm reduction

<sup>79</sup> <https://uhw.msu.edu/students/aod>

<sup>80</sup> <https://www.asam.org/>

<sup>81</sup> <https://www.collegedrinkingprevention.gov/collegeaim/>

strategies to follow if a student chooses to consume alcohol on their 21st birthday. Approximately 15,000 BRAD cards were sent August 2022 - August 2024.

**Alcohol, Nicotine, and Drug Information for Employees:** Alcohol and Other Drugs for employees is a web page of UHW devoted to providing evidence-based information to reduce the negative impacts associated with substance abuse. The website hosts information related to the risk associated with substance use, understanding what “one drink” means, resources to assess drinking pattern, and eCHECKUP TO GO for alcohol and marijuana. There is also a comprehensive list of resources, both online and in the community. All the materials on this website are accessible to anyone, not just employees.

- ❖ **Committees and University Initiatives:** AOD Committee; Spartans, Awareness, Safety and Engagement (SASE); East Lansing Responsible Hospitality Council; National Social Norms Center; and Environmental Management and Community Partnership

**AOD Committee:** The AOD Committee was previously charged with coordinating campus-wide AOD prevention and intervention programs aiming to reduce student harm and promote their academic success. The AOD Committee meetings were paused during this biennium. The University is considering forming an AOD workgroup as part of the Spartans, Awareness, Safety and Engagement (SASE) Committee, formerly known as the Celebrations Committee.

**Spartans, Awareness, Safety and Engagement (SASE):** The SASE committee, formerly known as the Celebrations Committee, is dedicated to reducing harm from alcohol and other drugs, while fostering a safe, supportive, and healthy environment for all members of our campus and community. The committee is composed of a diverse group of community and campus leaders. The committee purpose is to:

1. **Promote Education and Awareness:** Educate the community on harm reduction strategies and safety practices to empower informed decision-making and reduce the risk of harm associated with substance use and general campus safety.
2. **Provide Accessible Resources:** Ensure that comprehensive resources and support services are available to all community members.
3. **Enhance Community Safety:** Develop and implement policies, programs, and practices that proactively address potential risks and promote a secure environment.
4. **Support Wellbeing:** Foster a culture of care and inclusivity that prioritizes the mental, physical, and emotional wellbeing of all Spartans.
5. **Engage and Empower Students:** Involve students in the development and execution of harm reduction and safety initiatives, encouraging leadership, advocacy, and peer education.

6. Collaborate with Stakeholders: Work in partnership with university departments, local organizations, and community resources to enhance our efforts and provide a coordinated response to harm reduction and safety issues.
7. Evaluate and Improve: Continuously assess the effectiveness of our programs and initiatives through data collection, feedback, and regular review to ensure that we are meeting the evolving needs of our community.

By adhering to these principles, the SASE committee aims to create a resilient, informed, and compassionate campus environment where every individual can thrive safely.

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

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

**National Social Norms Center:** MSU is home to the National Social Norms Center (NSNC), an organization in the College of Communication Arts and Sciences with a mission to advance the social norms approach for effective health promotion. As a leader in the use of social norms campaigns, MSU provides consultation to other higher education institutions that wish to design, implement, and evaluate their own social norms campaigns.

### ❖ Goals and Progress

During the last biennium, the Health Promotion team made an effort to change all language in their programming to reflect non-judgmental harm-reduction values. Now part of University Health and Wellbeing, HPE has moved towards a more unified approach, combining students, faculty, and staff under one overarching program.

Beyond changes in language, HPE staff have made a continuous effort to move towards a non-judgmental approach in their programming, focused on education and empowering students to make informed decisions surrounding AOD. They have also added a permanent home on their website for the most recent edition of the Biennial Review.

In the upcoming years, HPE staff are hoping to provide AOD safety messaging and support to students year-round, as opposed to only during holidays and celebratory events. The HPE unit will continue working through the upcoming biennium to create a unified and continuous approach to health and wellbeing.

### *F3. Collegiate Recovery Community (CRC)*

According to MSU's 2024 U Celebrate survey,<sup>82</sup> 0.5% of non-drinker student respondents reported being in recovery. 1.4% of NCHA survey respondents reported ever having been diagnosed with a substance use disorder (SUD) or other addiction, and more than half (69.2%) had been treated, compared to 1.8% diagnosed and 54.2% treated in 2020.

The [CRC](#), housed in the Health Promotion and Engagement (HPE) unit, within the Health Promotion, Engagement, Accessibility, and Accommodations (HPEAA) pillar of University Health and Wellbeing (UHW), provides many different support tools and resources for students in or seeking recovery from alcohol and other drug addictions. Its mission is to “provide a safe and supportive campus community in which students in recovery from addiction can achieve their academic, personal, and professional goals. The CRC and its services are designed to empower students to thrive in the fullness of the college experience, free from alcohol and other drugs.”<sup>83</sup> Currently, its staff consists of the CRC Program Coordinator, CRC Student Leader (part-time student employee), and the Recovery Housing Support Specialist (part-time student employee).

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

<sup>82</sup> <https://msu.edu/celebrations>

<sup>83</sup> <https://uhw.msu.edu/students/crc>

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

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

Table F3-A. Number of students actively involved in the CRC and RH

	<i>2022-2023</i>	<i>2023-2024</i>
<b>Collegiate Recovery Community</b>	14	22
<b>Recovery Housing</b>	4	7

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

- 1:1 with students, staff, and faculty for Individualized Recovery and Goal Planning
- Jamie Daniels Memorial Scholarship - a scholarship established in 2019, thanks to support from the Children’s Foundation and Jamie Daniels Foundation, for students in recovery
- 24/7 Student Lounge Space
- Peer Support Meetings
  - Weekly CRC All Recovery Meeting
  - Weekly Recovery Housing Community Meeting

- Sober Social Events - sober tailgates, sober St. Patrick's Day, Art Lab activities in partnership with the Broad Art Museum, ice skating at Munn Arena, MSU hockey games, kayaking the Red Cedar River, etc.
- Community Service Opportunities
- Wellness and Life Skills Workshops - 2 each academic year, open to all students
- Awareness, Education, and Advocacy
- Recovery Ally Trainings - educate campus and community partners about recovery and how to support students and campus peers who may be in recovery
- Campus and Community Information and Referrals
- Recovery Friendly Workplace Initiative\*

*\*Newly proposed initiative during the review period.*

#### ❖ Program Evaluation

Each spring, the CRC survey is distributed to its students to assess the program's effectiveness and gain a better understanding of students' needs and wants for the upcoming year. Data from the student survey is intended to guide the Health Promotion team's efforts to assist students in recovery, evaluate the efforts of the CRC for the past year, and to inform university administrators and funders of needs, highlights, and important data related to the CRC and students in recovery.

The student survey was conducted for the 2022-2023 school year, however the response rate was very low due to campus events. The table below summarizes key insights from the 2023-2024 survey. To view the full survey, see Appendix I.

Table F3-B. Survey highlights of student responses on the CRC Student Survey

Summary of Results from the 2023 CRC Student Survey:
<ul style="list-style-type: none"> <li>● The majority of respondents (60%) reported being in recovery for a year or less.</li> <li>● When asked what they consider themselves in recovery from, "another drug use disorder" (not alcohol) was the most popular response.</li> <li>● 1/3 of students reported having discovered the CRC through word of mouth.</li> <li>● 75% of students reported cumulative GPAs above 3.0.</li> <li>● 75% of students feel that the CRC has been "extremely helpful" for them.</li> <li>● The services reported as most helpful included: SOAR activities, CRC staff support, peer support meetings, social events, community service opportunities, and the 24/7 lounge space.</li> </ul>

#### ❖ Goals and Progress



The CRC is continuously working to improve upon and expand its support for individuals in recovery. In general, these efforts during the biennium have focused on expanding beyond individual-level offerings by integrating systems-level initiatives as part of a multi-pronged approach. In addition, there has been a concerted effort to broaden community support by developing more programs and resources specifically tailored for MSU staff and faculty, such as the Recovery Friendly Workplace Initiative. This has included proposing new initiatives and reviewing policies and procedures to allow more flexibility for employees to access resources, including treatment. Lastly, the CRC also highlights partnerships with other campus organizations as an ongoing priority for increasingly promoting Recovery Housing and Substance-Free Housing.

Some examples of new initiatives include:

- Expansion of Recovery Ally Training to include opioid overdose prevention and response, including providing free naloxone with Opioid Overdose Prevention training (e.g., Narcan nasal spray).
- Submitting proposals for substance-free spaces on campus, particularly during celebratory events that traditionally involve alcohol (e.g., stadiums on game days).
- Collaborations with student organizations to bring harm-reduction vending machines to campus that include free naloxone, emergency contraception, and safe-sex products.

#### *F4. Counseling and Psychiatric Services (CAPS)*

The purpose of [CAPS](https://caps.msu.edu/) is to “connect students with the most appropriate and available care and services that optimize their health, well-being and success.”<sup>84</sup> While the department offers a variety of resources and services for students, at this time, CAPS does not provide AOD-specific programs or services. They instead screen for substance use and provide referrals when appropriate. The data provided is reflective of student self-report and scores yielded from the AUDIT assessment.

#### ❖ Programming: AUDIT Screening

**Alcohol Use Disorders Identification Test (AUDIT):** 2,507 (2022-2023) and 2,147 (2023-2024) students were administered the [AUDIT](https://auditscreen.org/) during their intake session, which is given to those receiving services following their initial consultation. The AUDIT is a 10-item screening questionnaire used to identify those who may engage in alcohol consumption that is potentially hazardous.<sup>85</sup> Questions on the AUDIT assess the amount

<sup>84</sup> <https://caps.msu.edu/>

<sup>85</sup> <https://auditscreen.org/>



and frequency of drinking (“How often do you have 6 or more drinks”), alcohol dependence (“How often have you not been able to stop drinking once you had started”), and problems caused by alcohol (“Have you or someone else been injured by your drinking”). Scores received on the AUDIT range from 0-40 and fall within four risk level zones. The recommended intervention is based on a student’s score and subsequent risk level. The table below presents a summary of data from the AUDIT administered.

Table F4-A. AUDIT scores for students completing intake at CAPS

<b>AUDIT Score</b>	<b>Risk Level Zone</b>	<b>Intervention</b>	<i>2022-2023</i>	<i>2023-2024</i>
0-7	Zone I	Alcohol Education	2,025	1,760
8-15	Zone II	Simple Advice	372	317
16-19	Zone III	Simple Advice + Brief Counseling and continued monitoring	53	36
20-40	Zone IV	Referral to a specialist for diagnostic evaluation and treatment	57	34

#### *F5. Division of Student Life and Engagement (SLE)*

The [Division of SLE](#) was formed by the union of the Division of Residential and Hospitality Services and the Division of Student Affairs and Services.<sup>86</sup> SLE’s purpose is to provide integrated student services, including a “transformational and world-class experience for students and guests, creating a more connected, immersive campus experience for all.”<sup>87</sup>

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

<sup>86</sup> At the time of this review, it was noted that SLE will be restructuring during the next biennium.

<sup>87</sup> <https://sle.msu.edu/>

**Associated Students of MSU (ASMSU) Training:** The [ASMSU](#) is the undergraduate student governing body of the university.<sup>88</sup> At the start of the academic year, the ASMSU students discuss university policies with their advisor, including policies related to AOD. The Office of Cultural and Academic Transitions (OCAT) hosts speakers who discuss healthy lifestyles and the effects of AOD use on various populations of students of color. The Student Veterans Resource Center (SVRC) also hosts speakers discussing healthy lifestyles and the effects of alcohol use on student veterans. Other units may not have worked as directly on AOD issues but recognize the importance of such education and may seek to include relevant programming in the future.

**Spring Break Emails:** Recognizing that many MSU students travel while others stay in the local community during spring break – a traditionally celebratory time – the Senior Vice President for Student Life and Engagement regularly sends a “spring break message” to all new students. The message provides safety tips, encourages good behavior, and warns students of the consequences of illegal behavior. The following message was sent out to first-year students during the Spring of 2023, a few weeks following the mass shooting that occurred on campus:

*Spartans,*

*The last few weeks have been difficult for all of us. Remember, grieving and healing processes are not linear, and everyone has their own pace. If you need to talk to someone, these resources are available: [go.msu.edu/crisissupport](https://go.msu.edu/crisissupport).*

*With spring break around the corner, we hope many of you will make good use of the time away from classes as you prepare for a week of resting, practicing self-care, or spending time with friends and loved ones. For our students traveling internationally, across the country, within the state of Michigan or staying here in East Lansing, we offer the following information and resources:*

- *You are safer when you stay together. Watch out for your friends and ask them to watch out for you. (96% of MSU students report watching out for friends during spring break\*).*
- *Be aware of the laws and consequences of choosing to drink wherever you plan to be, especially if you leave the country. Laws and ordinances are not the same in different locations. If you are concerned about a friend who has had too much to*

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<sup>88</sup> <https://spartanexperiences.msu.edu/government/index.html>

*drink, please refer to this information for help: [bit.ly/MSUmtc2020](https://bit.ly/MSUmtc2020). (97% of MSU students approve of getting medical help for a friend\*).*

- *An overwhelming majority of our students report no use of any illegal or recreational drugs at any time during the past year. This choice to not use is especially important when traveling out of the state or country. (90% of MSU students make arrangements to get home safely when out and about during spring break\*).*
- *Some of you will travel to environments that are new to you. Take time to familiarize yourself with your surroundings. It is important to know what your options are in case you need to act. If you are traveling out of the country, here's a handout of important information.*
- *If you remain in East Lansing and are concerned about your safety, please contact the MSU Department of Police and Public Safety at 517-355-2221 or, in an emergency, dial 911. (90% of MSU students would call 911 to help a friend\*).*
- *The 24-hour emergency line, answered by MSU Police and Public Safety, is 517-353-3784. We encourage you to use this number any time of the day if you urgently need to communicate with someone at the university.*
- *You can call the East Lansing Police Department at 517-351-4220 to request a property check while you are away.*

*Take care of yourself by engaging in healthy behaviors. Fuel your body with plenty of food and water, get plenty of rest and build physical activity into your day. If you experience anxiety, try some relaxation techniques, such as deep breathing, meditation or yoga.*

*As we look toward a welcome return to campus after the break, we hope this special offer from Wharton Center can provide something to look forward to. The performing arts can provide moments of respite, joy and connection when we need it most, so Wharton Center is offering free tickets to students for a selection of performances this semester: *The Boy Who Grew Flowers*, *Imani Winds*, *The Okee Dokee Brothers*, *Cyrille Aimée*, *New York Philharmonic String Quartet*, *Cross That River*, and *National Geographic Live: View from Above*. Students can get up to two free tickets per event at [whartoncenter.com/msu-students](https://whartoncenter.com/msu-students).*

*As a reminder, when you do return to campus, you will need your MSU ID to access campus facilities after hours. Beginning March 13, most buildings on campus will require key card access by current students, faculty or staff members from 6 p.m. until 7:30 a.m.*

*Spartans, take this time to rest, unplug and rejuvenate! We wish you a relaxing, peaceful and joyful break.*

*Go Green!*

*Vennie Gore*

*Senior Vice President for Student Life & Engagement*

*Mark Largent*

*Associate Provost for Undergraduate Education and Dean of Undergraduate Studies*

During the Spring 2024 semester, a similar message was also sent to students:

*Spartans,*

*It seems spring temperatures arrived just in time for spring break! Next week, we hope you make good use of the time away from classes with a week of rest, self-care, or spending time with friends and loved ones. (Apologies to students in a couple of our MSU programs on different schedules, the information within is always a good reminder!) If you're traveling internationally, across the country, within the state of Michigan or staying here in East Lansing, here's some information and resources:*

- *You're safer together. Watch out for your friends and ask them to return the favor.*
- *Be aware of the laws and consequences of choosing to consume alcohol wherever you are. Laws and ordinances are not the same in different locations. If you're concerned about a friend who has had too much to drink, or yourself, please use this information for help.*
- *Most of you report no use of illegal or recreational drugs at any time during the past year. This choice to not use is super important when traveling out of the state or country.*
- *Some of you will travel to new environments. Take time to know your surroundings. It's important to know what your options are in case you need to act. If you're traveling out of the country, here's a handout of important information.*
- *If you're leaving town, be sure to secure your belongings and unplug appliances not in use. It's also a good idea to let a trusted friend or neighbor know when you plan to be gone.*

- *If you stay on campus and have concerns or need immediate support, text MSU Department of Police and Public Safety at 274637 or call 517-355-2221. In the case of an emergency, call or text 911.*
- *If you stay in East Lansing and live off campus, contact the East Lansing Police Department at 517-351-4220 for non-emergencies. In the case of an emergency, call or text 911.*
- *Take care of yourself! Fuel your body with plenty of food and water, get some rest and build physical activity into your day. If you're anxious, try some relaxation, like deep breathing, meditation or yoga.*
- *Vote before you leave town! Michigan's presidential primary election is Feb. 27. Early voting is available now on campus.*

*Spartans, take this time to rest, unplug and rejuvenate! Have a relaxing, peaceful and joyful break.*

*Go Green!*

*Vennie Gore*

*Senior Vice President for Student Life & Engagement*

#### *F6. Fraternity and Sorority Life (FSL)*

Fraternities and sororities have been an active part of the MSU community since 1872. [FSL](#) currently consists of 55 chapters and four governing councils: Interfraternity Council, Multicultural Greek Council, the National Pan-Hellenic Council, and the Panhellenic Council.<sup>89</sup> FSL leadership has continued to emphasize and address the importance of safe and preventative substance use among its members.

- ❖ Programming: Presentations, Being Plaid, Generation RX, Sober Monitor Training, Walkthroughs

The Health Promotion team has partnered with leadership in the Interfraternity Council and the Panhellenic Council to provide interactive presentations for all new members entering FSL through NMO. NMO sessions related to AOD use began as a 15 to 20-minute presentation and, between 2018 and 2020, increased to a 75-minute presentation that covers the neurobiology of the disease of addiction, AOD myths and facts, “Know Your Solo” program, normative behaviors, harm reduction techniques, protective

<sup>89</sup> <https://greeklife.msu.edu/>

behaviors, medical amnesty, and bystander interventions. Content for these presentations is developed through FSL input and during 2 to 4 planning meetings each academic year with the AOD Program Coordinator. Fraternity and Sorority-specific NCHA data has also been added, as well as information on the harms and risks associated with vaping. The intersection between AOD and mental health, academic performance, and sexual activity is also discussed.

In addition to NMOs, the AOD Program Coordinator facilitates in-house programs with FSL chapters when requested, as well as leadership retreats. Each chapter has different requirements related to AOD programming and education from their national chapters and specific councils. Therefore, it is difficult to track the AOD risk and harm reduction education that FSL members receive across councils. An example of AOD programming under one of the four councils is included in Appendix F.

**Being Plaid:** Starting spring 2025, FSL will partner with a learning management system, “[Being Plaid: Fraternal](https://beingplaid.com/fraternal/),” to provide online educational programs on leadership, campus safety, cultural competency, and harm reduction.<sup>90</sup>

**Generation RX Program:** FSL partners with [Generation RX](https://generationrx.org/toolkits/university/) to provide a variety of information and resources focused on preventing prescription drug misuse on college campuses. This program has a section specifically designed for Greek Life and includes presentation materials, activity guides, and handouts/flyers.<sup>91</sup>

**Walkthroughs:** Previously, residential staff at fraternity and sorority housing would complete walkthroughs of student rooms to ensure compliance with AOD policies. Walkthroughs stopped during spring 2023 due to safety concerns for students conducting the walkthroughs and no change in student behavior.

#### ❖ Goals and Progress

Starting fall 2024, FSL will be implementing a set of new member education modules for new FSL members. They will each go through a 40-minute course that includes content on AOD, healthy relationships, and mental health. This will allow for students who cannot attend the new member orientation to still receive AOD education materials. Additionally, they have begun to offer Naloxone training at the chapters’ request. As of spring 2024, these trainings have been largely well received and highly requested by students.

<sup>90</sup> <https://beingplaid.com/fraternal/>

<sup>91</sup> <https://generationrx.org/toolkits/university/>

### *F7. MSU Department of Police and Public Safety (MSU DPPS)*

The mission of [MSU DPPS](https://dpps.msu.edu/about/strategic-plan) is to “to enforce laws and provide public safety services in an inclusive and accessible manner through outreach, engagement and care to support the Spartan community.”<sup>92</sup> MSU DPPS partners with organizations and departments across campus to provide education around safe substance use and the law. In regards to AOD, their main objective is to provide education around safe substance use and the law, and promote campus community prevention and intervention programs. Between 2022 and 2024, MSU DPPS participated in events that reached MSU students, faculty, staff, and parents, including:

- 2022: 6 programs related to drugs and 11 programs related to alcohol
- 2023: 10 programs related to drugs and 10 programs related to alcohol

#### ❖ Goals and Progress

MSU DPPS remains dedicated to promoting safety within the Spartan community by advancing a community-focused engagement approach. In fall 2022, DPPS hired its first Police Social Worker, followed by a second, to assist with community outreach and provide support and resources to those in need. In fall 2023, DPPS expanded its efforts by hiring a team of Community Liaison Coordinators. These coordinators, whose mission aligns with that of MSU DPPS, are tasked with engaging members of the Spartan community. Formerly uniformed officers, these liaisons are now non-sworn officers assigned to residential areas, serving as a vital link between MSU DPPS and REHS for programming and reporting purposes.

To streamline communication between campus partners regarding policy violations, MSU DPPS has implemented a new process in which social workers and detectives with specialized training in threat assessment coordinate referrals with OSSA. As part of this initiative, a detective has been assigned to OSSA and now works part-time out of their office under an MOU agreement. This detective also serves as a member of the newly formed CAIT (see section *D11*).

### *F8. New Student Orientation (NSO)*

During NSO, incoming students at MSU engage in an orientation process intended to guide their transition as new students.<sup>93</sup> The NSO program assigns an undergraduate Spartan Leader (SL) to a group of incoming students to ease their transition to campus and to orient them to campus, available resources, and their academic college. New students usually have several questions, so

<sup>92</sup> <https://dpps.msu.edu/about/strategic-plan>

<sup>93</sup> <https://undergrad.msu.edu/programs/nso>



Spartan Leaders play an imperative role in effectively and honestly providing answers on behalf of the university. The NSO office provides SLs with a document that outlines how to give answers on difficult topics. Below are the suggestions given to them for AOD-related conversations:

**General Message (Alcohol)** - Underage drinking is not allowed at the university. Similar to other universities, underage drinking can happen. However, this does not reflect the majority of our student population. MSU encourages students to make choices that will keep them safe, healthy, and academically eligible. Underage drinking can result in disciplinary action and the consequences can affect future opportunities.

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

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

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

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

#### *F9. Prevention, Outreach & Education (POE)*

The [POE Department](https://poe.msu.edu/) “provides relationship violence and sexual misconduct education that is focused on engaging the campus community in prevention.”<sup>94</sup> While this report is not intended to contain a complete inventory of MSU’s initiatives on sexual violence and bystander intervention,<sup>95</sup> several of them deserve mention here for their wide reach on campus and because they, even if briefly, address collegiate AOD use within the context of sexual violence situations for both students and faculty/staff.<sup>96</sup> Their programming incorporates AOD-related topics such as incapacitation caused by alcohol and other drugs, ways in which alcohol and other drugs can be

<sup>94</sup> <https://poe.msu.edu/>

<sup>95</sup> <https://poe.msu.edu/programs/index.html>

<sup>96</sup> <https://poe.msu.edu/poe-faculty-staff>



used to make someone more vulnerable, and medical amnesty. To receive a more in-depth view of their work, [access their Annual Reports](#).<sup>97</sup>

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

**Peer Educators:** Peer Educators are undergraduate students who are trained to facilitate workshops on a variety of topics including sexual harassment, how to be a bystander, and violence prevention.<sup>98</sup> Students who are trained to be peer educators strengthen their skills in five key areas including education, communication, cultural competency, leadership, and workplace development. They help facilitate SARV prevention workshops, bystander network workshops, It's on Us Week of Action, and other training and events hosted by POE. As of fall 2023, POE had 30 peer educators.

**Sexual Assault & Relationship Violence (SARV) Prevention Program:** “The [SARV Prevention Program](#)<sup>99</sup> promotes safety and improves quality of life by educating students on sexual assault and relationship violence, eliminating violence on campus, empowering students to become advocates for a non-violent community and positively effecting social change. This is done through mandatory workshops for incoming first-year students.”<sup>100</sup> SARV is a two-hour workshop facilitated by trained peer educators and is required for all new undergraduate students (including transfer students). SARV also offers two specialized workshops for members of the LGBTQ and international student communities, who may face unique circumstances in sexual violence situations.

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

Table F9-A. Number of SARV workshops and students who completed them

	2022-2023:	2023-2024:
<b>Students</b>	11,909	11,160
<b>Workshops</b>	392	394

<sup>97</sup> <https://poe.msu.edu/about-poe/annual-reports#annual-report-2022-2023>

<sup>98</sup> <https://poe.msu.edu/students/peer-ed-program>

<sup>99</sup> <https://poe.msu.edu/students/sav>

<sup>100</sup> <https://poe.msu.edu/students/sarv-prevention>

**Spartans Against Violence (SAV) Athlete Workshops:** According to their [website](#)<sup>101</sup>, The mission of the program is “to educate and empower Spartan student-athletes and athletics department staff to prevent sexual misconduct, relationship violence, and stalking. All MSU student-athletes are required to attend two, 90-minute sessions each year. Athletics department staff are required to attend a one-hour training session each year.”<sup>102</sup>

During the 2022-2024 biennium, all student athletes (approximately 750 athletes each school year) attended the Spartans Against Violence (SAV) workshop. During the 2022-2023 school year, 35 faculty/staff completed the SAV training program. During the 2023-2024 school year, 710 athletics staff (including coaching, administrative, and other staff) completed the staff training program.

**Greeks Take the Lead (GTTL):** GTTL is a mandatory workshop series for all fraternity and sorority chapters at MSU. Issues related to alcohol or drugs are addressed in the workshops for new chapter presidents, risk managers, and many of those for general Greek members. The program “serves as a way to help fraternity and sorority students feel empowered by providing further education on how they can intervene and end gender-based violence.”<sup>103</sup> 3,599 students completed the workshop from 2022-2023 and 4,816 completed it from 2023-2024.

**Bystander Network Workshop:** Second-year students are required to complete [this](#) one-hour workshop that discusses “ways that we can challenge, interrupt and prevent gender-based violence by being active bystanders.”<sup>104</sup> The training is hosted in a live virtual format where students can interact with peer educators and explore intervention options for various topics and scenarios related to bystander interventions. Ways in which students can support survivors and hold each other accountable are also covered in depth during this workshop. 8,778 students completed this training during 2022-2023 and 9,683 completed it during 2023-2024.

**Online Education Program:** Once undergraduate students begin their third year on campus, they are asked to complete an [online education program](#) that covers topics such as relationship violence, sexual harassment, and campus community and resources.<sup>105</sup> The program builds off of previous sexual assault prevention training and strengthens

<sup>101</sup> <https://poe.msu.edu/students/sav>

<sup>102</sup> <https://poe.msu.edu/programs/athletics.html>

<sup>103</sup> <https://poe.msu.edu/-/media/assets/poe/docs/annual-report/2022-2023-poe-annual-report.pdf?rev=1ee9d383629f4959a5c6ed0ac614fbc5&hash=640D321B494D415CE13BE105C95267D1>

<sup>104</sup> <https://poe.msu.edu/students/bystander-network>

<sup>105</sup> <https://poe.msu.edu/students/online-ed-programs>

their ability to intervene when friends engage in unsafe or unhealthy behavior. This program is also offered to graduate students, faculty, and staff. In the past two years, 17,307 students (2022-2023) and 15,266 students (2023-2024) participated in the online modules.

**Student Voices for Prevention Initiatives (SVPI):** A student advisory council to POE, SVPI was founded in Spring of 2021 and consists of undergraduate students who review POE's current programming and initiatives. They provide feedback and engage in conversations regarding other gender-based violence prevention initiatives at MSU.

#### *F10. Residence Education and Housing Services (REHS)*

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

1. **Proactive education** - Through its programming, REHS aims to meet with students and provide them with the resources necessary to prevent AOD-related challenges.
  2. **Reactive education** - REHS is involved in responding to in-hall student conduct issues through the Tiered Intervention Strategy.
  3. **Care and follow-up** - While this was already an essential aspect of REHS programming, further efforts began in Fall of 2022 with the implementation of the new Medical Amnesty Policy (see section *D12*). With this update, students going through the conduct process will now go through a more support and education-based process. REHS also supports students who experience traumatic events (e.g., hospital transports), whether AOD-related or not. The Residential Student Care Coordinator will attempt to meet with each student who has been transported.
  4. **Crisis Response** - All staff are trained on how to recognize when substances are involved in an incident, especially when there is a medical emergency. REHS partners with MSU DPPS and the AOD Program Coordinator to conduct these training sessions.
- ❖ Programming: Spartan Compass and Navigator, On-Duty Protocol, Residential Learning Model (RLM), and Tier 1 Intervention Conduct Meetings

**Spartan Compass and Navigator:** Spartan Compass (first-years) and Spartan Navigator (second-years) are programs dedicated to helping students acclimate to and connect with the on-campus community, as well as foster a sense of belonging. There is an emphasis on implementing programs around the same time as campus events that commonly involve substance use (e.g., Halloween and St. Patrick’s Day), in order to encourage non-substance related activities. AOD programs have also partnered with both the Navigator and Compass programs in initiatives such as “Know Your Solo” in-hall programming and “Duck Days.”

**Duty Response Protocol:** All levels of staff, including Assistant Directors (ADs), Community Directors (CDs), Residence Directors (RDs), Assistant Community Directors (ACDs), and Resident Assistants (RAs), are required to be on-call, which means they must respond to incidents in residence halls such as alleged policy violations. Hall staff receive training for AOD response including the signs to look for when a student may be in danger from use of substances. These lecture-style trainings occur during duty response training, which is typically 1-3 hours depending on the individual’s level prior to the start of the Fall semester. Staff who are hired after Fall training are trained before they serve on duty.

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

During the August training for all staff, the AOD Program Coordinator in University Health and Wellness (UHW) conducts a 1-hour training session for all RAs, ACDs, RDs, and CDs. The session focuses on AOD trends on campus, education about symptoms and signs of use, and resources on campus to support students.

**Residential Learning Model (RLM):** The RLM requires educational initiatives to occur in the residence halls throughout the academic year. There is discretion by each full-time staff member (CDs, ACDs, and RDs) to adjust placement of events based on community need. In future reviews, the RLM will be referred to as the newly launched RLE.

- Community Meetings - Community Meetings are hosted at the start of each fall semester and include a review of all policies related to Alcohol and Drug use.
- Educational Initiatives - An educational initiative is an “active” or “passive” initiative that focuses on a topic area or theme. These initiatives are facilitated by the hall staff leadership team with the assistance of RAs. Hall staff should explore

collaborations with campus partners for new and already existing initiatives. The frequency of educational initiatives is at the discretion of the CD and should utilize information about their communities (i.e. trends, resident interests, etc.) to inform planning. At least two topic areas from each Neighborhood Living Learning Collaborative (NLLC) pathway (with respect to the community population) should be addressed throughout the academic year. The list below is not exhaustive and is meant to offer a foundation for ideas.

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

Figure F10-A. Possible Topics to be Included in the RLM's Educational Initiatives

- Wellness Initiatives (including AOD) - There is a requirement that at least two wellness-focused educational initiatives occur each semester, which includes programming related to AOD. Examples of programs from this biennium include: RiverTrail + MASP Neighborhood Fall Fest, South Neighborhood Duck Days, and Spartan Compass Spring Kickoff.
- Rez Chats - The RLM also requires that “Rez Chats” are completed 4 times throughout the academic year. Rez Chats are one-on-one conversations between the RA staff and their residents. These chats serve as check-ins for support and resources. While the given questions do not directly address AOD, they are focused on support for students transitioning to college.<sup>106</sup> For more information, visit their [website](https://liveon.msu.edu/).<sup>107</sup>

**Tiers 1a and 1b Intervention Conduct Meetings:** REHS follows a Tiered Intervention Strategy when responding to student conduct situations regarding AOD use in residence halls (see section *D13*). The purpose of the strategy is to communicate University expectations regarding substance use and the consequences sanctioned for any violations, to provide consistent education to improve students’ decision-making regarding substance use, and to identify students who are suffering from substance use disorders and help connect them to services and treatment.

<sup>106</sup> <https://liveon.msu.edu/>

<sup>107</sup> <https://liveon.msu.edu/>

For in-hall conduct meetings with students, educational conversations around AOD are listed as an expectation for Tiers 1a and 1b Alcohol and Marijuana use/possession meetings. Educational conversations occur via reflective questions, focusing on restorative justice, and by outlining likely actions if behavior occurs again (see Appendix J).

An optional anonymous feedback survey is offered to all students who go through the in-hall conduct process, although the questions do not necessarily ask about AOD (see Appendix K). Data indicate that after attending their conduct meeting, most students agreed they were able to explain how their behavior impacts others in the community, that they gained a greater understanding of the impact and consequences of their behavior on themselves and others, and that their conduct meeting prompted them to make changes in their life/behaviors. These data illuminate the strength and importance of the conduct process in student behavior across university/housing policy and specifically around AOD use and intervention. An intentional conduct process with an opportunity for students to reflect on the incident, talking through AOD use and questions, could serve as an important prevention and/or intervention tool whether the students are found in violation of AOD policy or not.

Conduct officers have three levels of training before hearing Tier 1 cases on their own:

- The first is a two-hour lecture-style training that reviews the REHS conduct and documentation processes. This training is done in July/August prior to the start of the semester. Staff that are hired after the August date go through one-on-one training to cover the same material.
- The second is a conduct meeting simulation, also completed in July/August. In this simulation, MSU staff partners act as students participating in a mock conduct meeting. New staff members lead the meeting, with experienced staff present to provide support. At the conclusion of the simulation, all participants engage in a debrief to discuss the scenario and reflect on the experience.
- The third is training via shadowing. Conduct officers shadow a minimum of one conduct meeting with a trained officer and then are shadowed by a trained conduct officer before hearing cases on their own. Depending on the staff's comfort and success during the first shadowing opportunities, more are scheduled as needed.

#### ❖ Goals and Progress

During the last biennium, REHS has focused on expanding from alcohol-free to substance-free language, updating their Residential Learning Model and process for substance-free housing assignments, and modifying the Tiered Intervention Strategy.

REHS offers substance-free housing to students, formerly known as 'alcohol-free' housing, and has recently updated its assignment procedures. Instead of relying solely on student interest, applicants must now complete a detailed interest form and agree to the community expectations before being considered for placement.

Previously the RLM, REHS has started updating their goals and learning outcomes in the newly named Residential Learning Experience (RLE), which launched in Fall 2024. The RLE has a stronger emphasis on assessment and will continue to be developed in the coming years.

As mentioned previously (see section *D13*), REHS collaborated with OSSA and UHW to add Tier 1b to the Tiered Intervention Strategy.

## **Employee Programs**

### *F11. Employee Assistance Program (EAP)*

The [EAP](#) is a free and confidential counseling and referral service for MSU faculty, staff, retirees, graduate student employees, and their families.<sup>108</sup>

- ❖ Programming: Individual Sessions, Last Chance Agreements (LCA, see section *E9*)

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

Table F11-A. Number of clients, sessions, and referrals related to AOD in EAP

	<i>2022-2024</i>
<b>Total AOD Clients</b>	18
<b>Total Sessions</b>	45
<b>Average Number of Sessions</b>	2.5

<sup>108</sup> <https://eap.msu.edu/>

<i>Outcomes</i>	
<b>Referral to Community Provider</b>	1
<b>Referral to Treatment Facility</b>	0
<b>Referral Not Necessary/Unable to Determine</b>	17

- Note: There is no longer a substance-use in-patient treatment facility in the community. The nearest facility is at least one hour away from campus. While there is no overnight facility in East Lansing, there is a local organization that has a partial-day substance-use program.

#### ❖ Goals and Progress

Previously, when someone agreed to a LCA, they would relinquish their bargaining rights under their union and lose their ability to apply for other positions within the organization. EAP has now worked to provide some flexibility in applying for other positions within the organization, especially if their current position is contributing to their substance use.



## G. FINDINGS AND DISCUSSION



The purpose of the Biennial Review is “to determine program effectiveness and consistency of policy enforcement and to identify and implement any changes needed to either.”<sup>109</sup> The findings of this review demonstrate that MSU possesses a thorough network of student and employee services and resources for AOD prevention and risk reduction, as well as clear student conduct policies and enforcement guidelines. Several campus partners within the Spartan community are committed to ensuring the consistent implementation and enforcement of AOD regulations. Below are descriptions of areas in which MSU has made progress in the past two years on AOD-related issues, potential areas of improvement to increase the Program’s effectiveness, and important contextual factors to be considered related to the Biennial Review.

### *G1. Areas of Progress*

#### ❖ AOD Policy and Enforcement

**Launching a medical amnesty policy:** The Medical Amnesty Policy implemented during fall 2022 and aims to contribute to improved student safety by encouraging individuals to seek medical assistance without fear of disciplinary action. By exempting students from discipline for drug- or alcohol-use violations when seeking help for themselves or others during emergencies, the policy aims to foster a more supportive environment when dealing with substance-related violations, promoting student well-being and accountability.

**Updating the Tiered Intervention Strategy:** MSU has implemented an update to its conduct procedures by introducing Tier 1.5 to the Tiered Intervention Strategy. This new tier provides a more balanced and context-sensitive approach to student sanctioning. Previously, a second violation involving alcohol or drugs would result in an automatic Tier 2 sanction, regardless of the nature of the student's first offense. With Tier 1.5, students facing their first alcohol or drug-related violation, even if it’s their second overall, can now receive a more appropriate sanction. This adjustment emphasizes MSU's commitment to supporting students' growth and learning, focusing on their needs rather than punitive measures. By recognizing individual circumstances, the addition of Tier 1.5 helps preserve student dignity and reinforces the idea that these procedures are meant to assist students.

#### ❖ AOD Resources and Programming

<sup>109</sup> DFSCA Handbook, page 13.

**Using recovery-inclusive language:** Many campus departments have made significant progress in adopting supportive language in the context of recovery. For example, the AOD Annual Notification sent to students and staff replaced the term "abuse" with "disorder," reflecting a shift toward more neutral and compassionate language. This change is crucial for reducing stigma and bias surrounding addiction and substance use challenges, which in turn helps to minimize harm to individuals and communities affected. MSU should continue ensuring that all relevant offices and departments with public-facing messages related to AOD use neutral, non-stigmatizing language that respects both the individual and the condition.<sup>110</sup>

**Emphasizing a community-based and harm-reduction approach:** MSU is committed to promoting safety and wellbeing in addressing AOD challenges through harm-reduction principles. Examples of this ongoing commitment include the implementation of the medical amnesty policy, adding gender inclusive language to blood-alcohol content education materials, and the hiring of social workers and community liaisons by MSU DPPS. These initiatives reflect a proactive stance on ensuring that community members receive the support they need in times of crisis, rather than reliance on only disciplinary measures. It is crucial for MSU to continue these efforts and further integrate harm-reduction principles into their AOD programming, fostering an environment where students feel safe, supported, and empowered to seek help.

**Increased collaboration among units, departments, and offices:** Previous recommendations highlighted that enhanced collaboration among units, departments, and offices can lead to more effective AOD programming. During this review, several campus stakeholders expressed their desire to collaborate with other units and departments on AOD initiatives, demonstrating a commitment to fostering a coordinated approach. For instance, MSU DPPS has hired community liaisons and social workers to work alongside SLE and OSSA in addressing policy enforcement and support. Additionally, existing partnerships, such as those that HPE has with NSO and FSL have continued to develop. These collaborative efforts are essential, as they create a more unified strategy for tackling AOD issues, leveraging diverse expertise, and ensuring that all aspects of student health and wellbeing are effectively addressed.

**Increasing the number of sober opportunities for all Spartans (on and off-campus):** In the 2020-2022 biennial review, several departments recognized the need for more opportunities for students to engage in sober spaces, especially during events traditionally associated with heavy drinking. In response, the SASE Committee, in collaboration with

<sup>110</sup> <https://nida.nih.gov/nidamed-medical-health-professionals/health-professions-education/words-matter-terms-to-use-avoid-when-talking-about-addiction>

other campus departments, drafted a proposal for "State after Dark," a grant program that provides stipends to campus organizations for creating late-night, substance-free programming. This proposal was accepted in the summer of 2024 and will be implemented in the fall of 2024. Additionally, the CRC is working to establish more substance-free spaces for staff and faculty, including a proposal for alcohol-free spaces in stadiums on game days. Several campus departments are actively involved in these efforts, and these initiatives are just examples of the broader work being done to support substance-free environments across campus.

#### ❖ Biennial Review

**Making the biennial review more accessible:** Based on a suggestion from the previous review, the current version of the review now has a permanent home on the “Alcohol and Other Drugs” page of the UHW website. This enhancement is important because it improves accessibility and ensures that students, staff, and faculty can easily access and share relevant data and updates. By centralizing this information, the university promotes transparency, supports informed decision-making, and fosters a collaborative approach to addressing substance use on campus.

#### ❖ Campus-wide

**Restructuring to better meet campus-wide goals:** Over the past year, 11 units across campus, including Health Promotion, were unified under the new University Health and Wellbeing. This restructuring aligns with the university's broader goal of creating a more holistic approach to wellbeing for all Spartans—including staff and students. By centralizing these units, the university aims to streamline services, reduce gaps in care, and ensure that all aspects of health and wellbeing are addressed in a cohesive, comprehensive manner across campus. This restructuring aims to enhance collaboration between units and departments, potentially leading to improvements in AOD programming. It addresses previous recommendations for increased university-wide cooperation in tackling AOD issues, while enhancing the continuum of care for Spartans.

**Investing in AOD programming:** In a significant step toward promoting student health and well-being, MSU has committed to use a portion of alcohol sales profits from the stadium to support critical student programs. Moving forward, 20% of the profit from these sales will be earmarked for AOD programming, strengthening health promotion initiatives and expanding recovery support for students. This funding will help enhance recovery housing options and other essential resources, directly benefiting the student recovery community. By reinvesting these profits, MSU demonstrates its commitment to creating a healthier campus environment and supporting student wellness.

## *G2. Areas for Enhancement*

### ❖ AOD Policy and Enforcement

#### **Reinforcing student understanding of federal, state, local, and institutional policies:**

Some students can be confused about the AOD policies that apply to them, often knowing state laws but not realizing that, because MSU receives federal funding, it is also subject to federal regulations.<sup>111</sup> A clear understanding of these policies empowers students to make informed decisions regarding their behaviors and responsibilities. By continuing to educate students on the differences and implications of various policies, MSU can promote a safer campus environment, reduce potential legal issues, and enhance compliance with regulations, ultimately fostering a culture of accountability and informed decision-making.

### ❖ AOD Resources and Programming

**Continuing to prioritize prevention:** Upstream intervention strategies should continue to be emphasized in AOD programming, focusing on preventative measures rather than reactive responses. By implementing initiatives that educate and engage students before issues arise, the university can foster a culture of wellness and resilience. This approach emphasizes early intervention and skill-building, equipping students with the knowledge and resources they need to make informed choices about substance use. A model focused on prevention can significantly reduce the incidence of AOD-related challenges and contribute to a healthier campus environment.

**Collaborating with local organizations:** The AOD Program may benefit from engaging with local health organizations, treatment facilities, and community resources to provide students with additional resources beyond those available on campus. For instance, MSU does not currently have any full-time clinical staff specifically dedicated to supporting the needs of campus AOD issues. By leveraging new partnerships, the university can enhance the continuum of care, offering students access to specialized services and support tailored to their unique needs. Collaborating with local partners may not only streamline referral processes for timely interventions but also facilitate joint educational initiatives and workshops that address specific substance use challenges. This approach fosters a more comprehensive support system that empowers students to seek help and promotes overall well-being within the campus community, while collaborations with external professionals may help extend the reach and effectiveness of support services.

<sup>111</sup> <https://www.campusdrugprevention.gov/content/cannabis-campus-not-allowed>

**Continuous monitoring and evaluation:** Consistent with the recommendation made during the past biennial review, MSU should continue to make strides toward the evaluation of its programs, focusing on their efficacy and improving health outcomes for students. Some departments, such as HPE, the CRC, and RCCE, already collect feedback on various programs and resources to assess their relevance. Evaluation activities should be prioritized and systematically implemented for both existing and new initiatives. Given that programming and policy implementation require considerable resources, evaluating campus-wide efforts is essential to ensure efficacy and identify necessary changes for improvement. This is particularly important for programs that aim to be “evidence-based,” as evaluations can reveal the characteristics that contribute to their success and can be replicated in future initiatives.

#### ❖ Biennial Review

**Establishing a dedicated AOD implementation team:** Several campus departments have emphasized the need for a specialized team, possibly within SASE, to champion the recommendations outlined in the biennial review and any additional recommendations made by campus partners throughout the biennium. This team would focus on identifying and addressing explicit gaps in programming and policy enforcement, ensuring that necessary actions are taken in a timely and efficient manner. The team should include representatives from various campus departments to promote collaboration and increase buy-in for AOD initiatives. Additionally, a mechanism for regular assessment of progress should be implemented throughout the biennium, allowing for ongoing evaluation and adjustment of strategies as needed. By creating this team, MSU can enhance accountability, foster a culture of continuous improvement, and better align its efforts with the goals of promoting student health and wellbeing.

**Incorporating staff and student feedback:** Future reviews may consider gathering input from students and staff to gain valuable insights into AOD programming and policy effectiveness, as they are the primary recipients of these initiatives. Assessing Spartan opinions and values, through methods like interviews and surveys, can help provide a deeper understanding of their experiences, needs, and perspectives, ultimately informing more effective and relevant AOD strategies. This collaborative approach can enhance the responsiveness of programs and policies, ensuring they align with the lived experiences of the campus community.

#### ❖ Campus-wide

Fostering campus-wide collaboration through the biennial review: While the primary goal of the biennial review is to evaluate MSU's AOD Program, the process also provides valuable insights into the needs and opinions of various departments across campus. This presents an opportunity to foster cross-campus collaborations by promoting connections between departments based on expressed needs and shared interests. By aligning resources and expertise, departments can work together more effectively to address student well-being and enhance program outcomes. These collaborations not only strengthen the AOD Program but also create a more cohesive and supportive campus community, where departments can meet each other's needs and drive collective progress. The AOD Program may similarly benefit from a centralized system for data and resource sharing, where departments can collaborate, exchange information, and access opportunities for joint initiatives. This system would enhance transparency, reduce duplication of efforts, and allow departments to leverage each other's expertise in order to meet their goals more effectively. This initiative aligns with the importance of the AOD committee meetings, where various campus partners come together to discuss AOD-related issues. By creating a central platform for resource sharing, the university can support and strengthen the work of the AOD committee, fostering greater cross-departmental collaboration and ensuring that departments are equipped with the necessary tools to address campus-wide challenges, promote student well-being, and drive collective progress.

**Professional development and training opportunities:** The university should continue to expand its campus-wide education of AOD prevention and intervention for faculty, staff, supervisors, and student leaders. Educational training is essential for recognizing the signs and symptoms of AOD-related issues and ensuring appropriate response. Programs like TIPS (Training for Intervention Procedures), which HPE has already begun using to train their own staff, equip participants with the skills needed to identify at-risk students and connect them to appropriate resources. By broadening these efforts, MSU can foster a supportive campus culture where all members are empowered to actively contribute to student well-being.

### *G3. Additional Contextual Points to Consider*

#### ❖ MSU's Ongoing Organizational Restructuring

MSU has restructured certain departments since 2020, which has involved changes in some university leadership and a shift in responsibilities and titles across various departments. This restructuring has initiated a comprehensive reevaluation of how departments operate and collaborate, leading to adjustments in their roles and functions. As a result, many departments, offices, and individuals are still navigating these changes in their scopes of responsibility, including those related to AOD programming. It is

essential to monitor and assess the implications of this restructuring on AOD services and support. The AOD-related impacts of the university-wide restructuring should be addressed in the subsequent biennial review, once these changes have been fully implemented within the next biennium. This will allow for a thorough evaluation of how the restructuring has influenced AOD initiatives and ensure that any necessary adjustments are made to promote effective and coordinated support for students and staff.

❖ PHEG's Status as an External Reviewer

The consultants from PHEG, LLC who authored the 2022-2024 biennial review are not affiliated with MSU outside the scope of this review. As external reviewers, their goal was to provide an objective assessment of all AOD programming at MSU. To achieve this, they familiarized themselves with the university's culture, systems, and current initiatives through meetings with the Health Promotion team, public-facing information available on MSU's websites, and key informant interviews conducted for this review. However, there may be aspects of campus culture that the reviewers overlooked due to their lack of official affiliation with MSU.

## References

House of Congress. (1998-1990). *Drug-Free Schools and Communities Act*.  
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<https://www.samhsa.gov/find-help/harm-reduction>.



## **Appendix A. Acronyms (In Alphabetical Order)**

**ACD:** Assistant Community Director

**AD:** Assistant Director

**AOD:** Alcohol and Other Drugs

**ASMSU:** Associated Students of MSU

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

**CAIT:** Care and Intervention Team

**CAPS:** Counseling and Psychiatric Services

**CD:** Community Director

**CDL:** Commercial Driver's License

**CRC:** Collegiate Recovery Community

**DAAPP:** Drug and Alcohol Prevention Program

**DFSCA:** Drug-Free Schools and Community Act

**LCA:** Last Chance Agreement

**EA:** Education Abroad

**EAP:** Employee Assistance Program

**EHS:** Office of Environmental Health and Safety

**FASA:** Office for Faculty and Academic Staff Affairs

**FSL:** Fraternity and Sorority Life

**GLCVB:** Greater Lansing Convention and Visitors Bureau

**GS:** Office of Global Health, Safety, and Security “Global Safety”

**GTTL:** Greeks Take the Lead

**H4U:** Health4U

**HERD:** Healthy Employee Risk Database

**HPE:** Health Promotion and Engagement

**HPEAA:** Health Promotion, Engagement, Accessibility and Accommodations

**ISAP:** Ingham Substance Awareness and Prevention Coalition

**ISR:** Investigation, Support, and Resolution

**MIP:** Minor in Possession

**MLBA:** Michigan Licensed Beverage Association

**MLCC:** State of Michigan Liquor Control Commission

**MSU:** Michigan State University

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

**NIAAA:** National Institute of Alcohol Abuse and Alcoholism

**NIC:** National Interfraternity Council

**NLLC:** Neighborhood Living Learning Collaborative

**NMO:** New Member Orientation

**NSNC:** National Social Norms Center

**NSO:** New Student Orientation

**OCAT:** Office of Cultural and Academic Transitions

**OER:** Office of Employee Relations

**OL:** Student Orientation Leader

**OSSA:** Office of Student Support and Accountability

**POE:** Prevention, Outreach and Education

**RA:** Residential Assistant

**RCCE:** Residential Care and Community Expectations

**RD:** Residence Director

**REHS:** Residence Education and Housing Services

**RLE:** Residential Learning Experience

**RLM:** Residential Learning Model

**SARV:** Sexual Assault and Relationship Violence

**SASE:** Spartans, Awareness, Safety and Engagement

**SAV:** Spartans Against Violence

**SEM:** Social ecological model

**SLE:** Division of Student Life and Engagement

**SOAR:** Spartans' Organization for All Recovery

**SVRC:** Student Veterans Resource Center

**TAM:** Techniques of Alcohol Management

**TIPS:** Training for Intervention Procedures

## Appendix B. Federal Trafficking Penalties

### Drug Enforcement Administration Federal Trafficking Penalties<sup>112</sup>

Drug (Schedule)	Lower Quantity	Higher Quantity
Cocaine (II)	500-4999g mixture	5kg+ mixture
Cocaine Base (II)	28-279g mixture	280g+ mixture
Fentanyl (II)	40-399g mixture	400g+ mixture
Fentanyl Analogue (I)	10-99g mixture	100g+ mixture
Heroin (I)	100-999g mixture	1kg+ mixture
LSD (I)	1-9g mixture	10g+ mixture
Methamphetamine (II)	5-49g pure or 50-499g mixture	50g+ pure
PCP (II)	10-99g pure or 100-999g mixture	100g+ pure or 1kg+ mixture

#### Penalties for Lower Quantities:

First Offense: 5-40 years; if death/serious injury, 20 years to life. Fine up to \$5M individual/\$25M non-individual.

Second Offense: 10 years to life; if death/serious injury, life. Fine up to \$8M individual/\$50M non-individual.

#### Penalties for Higher Quantities:

First Offense: 10 years to life; if death/serious injury, 20 years to life. Fine up to \$10M individual/\$50M non-individual.

Second Offense: 20 years to life; if death/serious injury, life. Fine up to \$20M individual/\$75M non-individual.

2+ Prior Offenses: Life imprisonment. Fine up to \$20M individual/\$75M non-individual.

#### Other Controlled Substances:

Substance	Quantity
Other Schedule I & II drugs (incl. GHB)	Any amount
Flunitrazepam (IV)	1 gram
Other Schedule III drugs	Any amount
All other Schedule IV drugs	Any amount
Flunitrazepam (IV)	Other than 1g+
All Schedule V drugs	Any amount

<sup>112</sup> [https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20\\_0.pdf](https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf)

**Other Substance Penalties:** 1-30 years imprisonment and fines \$100,000-\$10M based on schedule, offense number, and presence of death/serious injury.

Quantity	1st Offense	2nd Offense
1,000+ kg marijuana mixture or 1,000+ plants	Not less than 10 years or more than life; if death/serious injury, not less than 20 years. Fine up to \$10M individual/\$50M other	Not less than 20 years or life; if death/serious injury, life imprisonment. Fine up to \$20M individual/\$75M other
100-999 kg marijuana mixture or 100-999 plants	Not less than 5 years or more than 40 years; if death/serious injury, not less than 20 years. Fine up to \$5M individual/\$25M other	Not less than 10 years or life; if death/serious injury, life imprisonment. Fine up to \$20M individual/\$75M other
More than 10 kg hashish; 50-99 kg marijuana mixture; More than 1 kg hashish oil; 50-99 plants	Up to 20 years; if death/serious injury, not less than 20 years. Fine \$1M individual/\$5M other	Up to 30 years; if death/serious injury, life. Fine \$2M individual/\$10M other
Less than 50 kg marijuana or 1-49 plants; Hashish (10 kg or less); Hashish Oil (1 kg or less)	Up to 5 years. Fine up to \$250,000 individual/\$1M other	Up to 10 years. Fine \$500,000 individual/\$2M other

\*Note: The minimum sentence for a violation after two or more prior convictions for a felony drug offense is mandatory life imprisonment without release and a fine up to \$20M if an individual and \$75M if other than an individual.

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

### ALCOHOL- General Use and/or Possession/Party

Table D9-A. Staff Calling Responsibilities for the General Use or Possession of Alcohol in an On-Campus Residence.

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

#### General Protocol:

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

#### ❖ ALCOHOL- Medical Emergency/EMS Transport

Table D9-B. Staff Calling Responsibilities in the Case of a Medical Emergency Due to Alcohol Use in an On-Campus Residence.

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

General Protocol:

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

❖ ALCOHOL- Life Threatening

Table D9-C. Staff Calling Responsibilities in the Case of a Life Threatening Event Due to Alcohol Use in an On-Campus Residence.

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

General Protocol:

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

❖ ALCOHOL- Distribution/Production

Table D9-D Staff Calling Responsibilities in the Case of Alcohol Distribution or Production in an On-Campus Residence.

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

General Protocol:

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



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

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

Table D9-E. Staff Calling Responsibilities for Possession or Use of All Drugs That Are Not Marijuana or Alcohol in an On-Campus Residence.

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

General Protocol:

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

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

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

Table D9-F. Staff Calling Responsibilities for the Smell, General Use, or Possession of Marijuana in an On-Campus Residence.

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

General Protocol:

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

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

❖ MARIJUANA- Medical Emergency/ EMS Transport

Table D9-G. Staff Calling Responsibilities for a Medical Emergency Due to Marijuana Use in an On-Campus Residence.

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

General Protocol:

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

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

❖ MARIJUANA- Life Threatening

Table D9-H. Staff Calling Responsibilities for a Life-Threatening Emergency Due to Marijuana Use in an On-Campus Residence.

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

General Protocol:

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

❖ MARIJUANA- Distribution/Production

Table D9-I. Staff Calling Responsibilities in the Event of Distribution or Production of Marijuana in an On-Campus Residence.

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

General Protocol:

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

## Appendix D. MSU Medical Amnesty Policy



### University Policy

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**POLICY NAME: Medical Amnesty Policy**

**POLICY NUMBER: UW-01-01**

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

### I. POLICY STATEMENT

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

## II. SCOPE

This policy applies to all Michigan State University students.

## III. DEFINITIONS

For purposes of this policy:

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

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

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

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

Signs of Substance Overdose Include:

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

## IV. POLICY

In instances where a student seeks medical assistance for themselves or another individual, the University will not pursue disciplinary action through the university

student conduct process for violations of the University's alcohol and drug use and/or possession policies for the eligible students.

Students who are eligible for Medical Amnesty:

1. A student who contacts emergency services (Calls 911) or speaks with a University Official (e.g., Resident Assistant or Community Director) in order to obtain medical assistance for themselves or another individual experiencing an alcohol or drug medical-related emergency; and, if applicable:
  - a. The student stays with the individual requiring aid;
  - b. The student meets with the appropriate University Staff after the incident;
    - i. The student will be contacted via MSU email for next steps
  - c. The student cooperates with any University investigation related to the incident; and
  - d. The student completes any educational requirement determined by the University.
2. A student who receives medical assistance for an alcohol- or drug-related emergency as the result of another student calling for such assistance.
3. A student who reports a potential violation of the [Relationship Violence and Sexual Misconduct \(RVSM\) policy](#) or participates in an Investigation, Support and Resolution (ISR) investigation. Prohibited conduct will not be disciplined by the University for a violation of the University's drug and alcohol possession or consumption policies that may have occurred in connection with the reported incident.

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

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

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



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

## **V. POLICY PROCEDURES**

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

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

1. Eligible students are required to meet with a staff member in the Office of Student Support & Accountability (“OSSA”) or Residence Education and Housing Services (“REHS”) or their designee.
2. A meeting will be scheduled with a staff member. The University will notify and schedule a meeting with the student through their MSU email account.
3. During the meeting, the staff member will determine appropriate educational supports for the student per the University’s Alcohol and Other Drug Tiered Intervention. There will be no cost associated with any educational supports assigned.
4. The student must complete the required educational support(s). Educational support may include, but is not limited to:
  - a. Spartan Smart: an alcohol and other drug workshop
  - b. A confidential one-to-one meeting with an alcohol and other drug specialist

Serious or repeated incidents will prompt a higher degree of concern for the safety of the student and may prompt additional educational requirements to address that concern.

5. Students must complete the requirements in their entirety. If a student fails to complete the requirements in their entirety, they may be subject to additional requirements or may be subject to the formal student conduct process outlined in the Student Rights and Responsibilities.
6. During the required meeting, any student who brings their own use, addiction, or dependency to the attention of the staff member will be supported. MSU is committed to supporting students navigating substance use issues. A formal support plan will be developed in partnership with the student and will be used to track engagement by the student. If a student fails to complete the requirements in their entirety, they may be subject to additional requirements

or may be subject to the formal student conduct process outlined in the Student Rights and Responsibilities.

## VI. VIOLATIONS

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

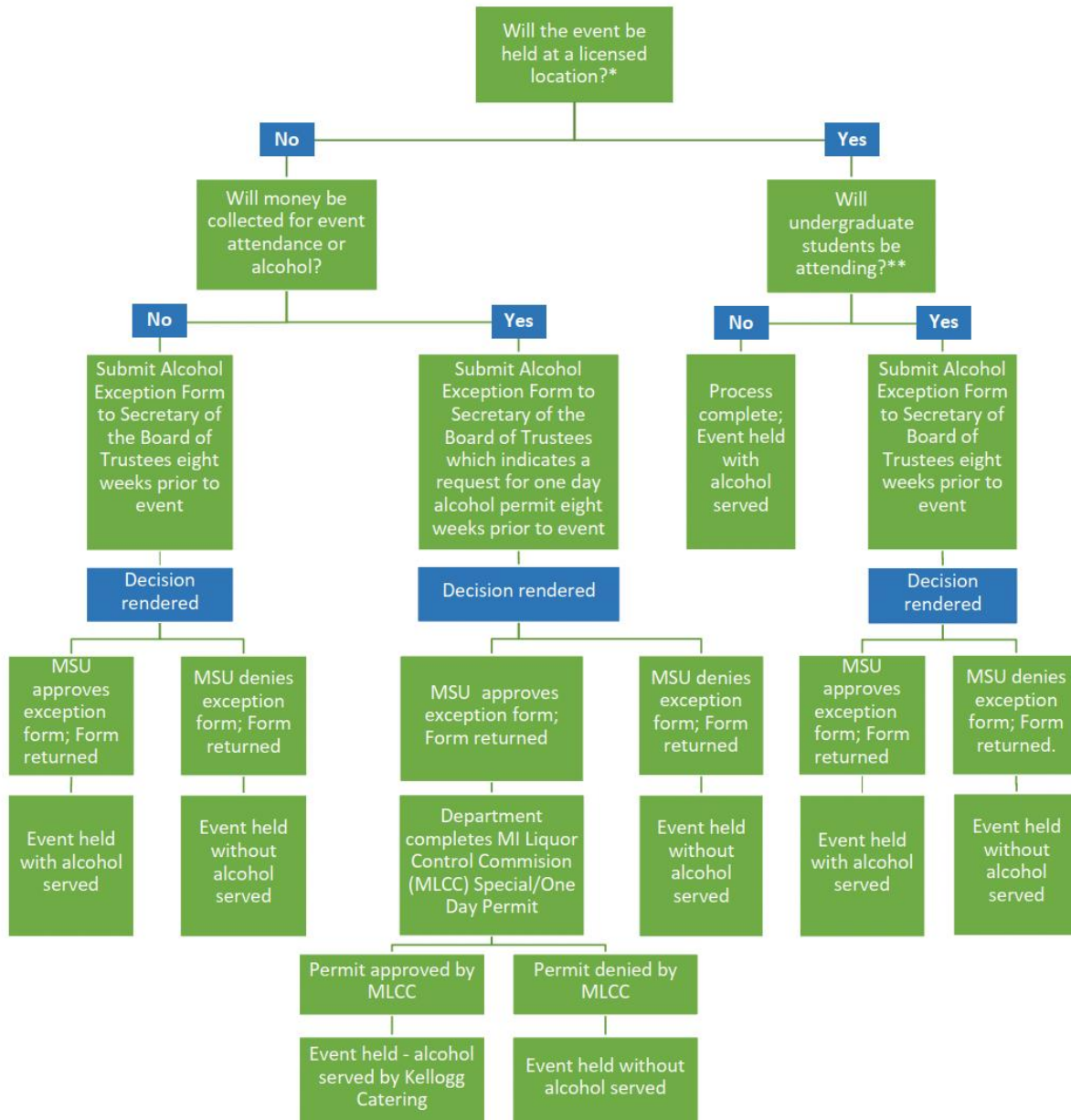
## VII. RELATED INFORMATION AND ATTACHMENTS

- [Student Rights and Responsibilities](#)
- [Relationship Violence and Sexual Misconduct \(RVSM\) policy](#)
- [Case Study Examples](#) (pages 6-8 of this policy)
- [Frequently Asked Questions](#) (pages 9-13 of this policy)

## VIII. HISTORY

Action	Description
Issued:	1. Office of Audit, Risk and Compliance [July 29, 2022]
Approved by:	1. Senior Vice President for Student Life and Engagement Vennie Gore [July 29, 2022]
Revised:	1. Minor revisions to reflect change from OIE to new name of ISR; designee language added; minor changes to align with updated Student Rights and Responsibilities [August 19, 2024]

## Appendix E. Alcohol Exception Flowchart



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

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

## **Appendix F. Panhellenic Council AOD-Related Chapter Events**

### ***Council Programming***

- Sober monitor training
- FSL Retreat
- New Member Orientation

### ***New Member Orientation***

- Social etiquette
- Risk policies
- “All about socials” presentation
- Anti hazing and alcohol presentation

### ***Chapter Programming***

- Alpha Chi Omega
  - Fall 2022: Chapter meeting at the union about alcohol and drugs.
  - Spring 2023: N/A
  - Fall 2023: N/A
  - Spring 2024: Mocktail event and had conversations about alcohol and drugs to be more educated on the topic.
- Alpha Omicron Pi
  - Fall 2022: N/A
  - Spring 2023: N/A
  - Fall 2023: N/A
  - Spring 2024: N/A
  - Talks about alcohol/drugs and risk management strategies/narcan before every major event.
- Alpha Phi
  - Fall 2022: N/A
  - Spring 2023: N/A
  - Fall 2023: N/A
  - Spring 2024: N/A
- Alpha Xi Delta
  - Fall 2022: Talked about alcohol and drug safety.
  - Spring 2023: N/A
  - Fall 2023: N/A
  - Spring 2024: N/A
- Chi Omega
  - Fall 2022: N/A
  - Spring 2023: N/A
  - Fall 2023: N/A
  - Spring 2024: N/A
- Delta Gamma

- Fall 2022: N/A
- Spring 2023: Brought in a police officer to talk about the dangers of drunk driving. Brought in an alumna from the Executive Offices to hold a Mock Trial at our chapter to talk about if a sister was caught drinking and the consequences
- Fall 2023: Brought in a greek life advisor from Eastern Michigan to talk about BAC, dangers of over drinking, and mixing it with other substances.
- Spring 2024: Risk chair and president held a meeting for the live-ins about alcoholism.
- Gamma Phi Beta
  - Fall 2022: MSU/EL police came in and talked about alcohol and drug safety.
  - Spring 2023: MSU/EL police came in and talked about alcohol and drug safety.
  - Fall 2023: MSU/EL police came in and talked about alcohol and drug safety. Alcohol online lesson through internationals that every member had to complete.
  - Spring 2024: MSU/EL police came in and talked about alcohol and drug safety.
- Kappa Alpha Theta
  - Fall 2022: Had AOD programming but no details.
  - Spring 2023: Had AOD programming but no details.
  - Fall 2023: N/A
  - Spring 2024: Had AOD programming but no details.
- Kappa Delta
  - Fall 2022: N/A
  - Spring 2023: MSU POE talked to the chapter about the effects and safety regarding drugs and alcohol.
  - Fall 2023: N/A
  - Spring 2024: MSU and EL police talked to the chapter about drug and alcohol safety among bars, events, and socials.
- Kappa Kappa Gamma
  - Fall 2022: Talked about general risk prevention and drinking safely/responsibly.
  - Spring 2023: Talked about general risk prevention and drinking safely/responsibly.
  - Fall 2023: Talked about general risk prevention and drinking safely/responsibly.
  - Spring 2024: Talked about general risk prevention and drinking safely/responsibly.
- Pi Beta Phi
  - Fall 2022: Possible alcohol and Drug related presentation through a third party person to present on the risk of alcohol and drugs.
  - Spring 2023: Possible alcohol and Drug related presentation through a third party person to present on the risk of alcohol and drugs.
  - Fall 2023: Chapter goes through a third party presenter that comes in and explains the effects of alcohol and drugs and how our bodies can be affected by it. Then goes on and explains how we can help other people who are too intoxicated and what necessary steps we should take to make sure people are safe. It keeps the chapter engaged and is a 90 minute presentation.

- Spring 2024: Chapter goes through a third party presenter that comes in and explains the effects of alcohol and drugs and how our bodies can be affected by it. It then goes on and explains how we can help other people who are too intoxicated and what necessary steps we should take to make sure people are safe. It keeps the chapter engaged and is a 90 minute presentation. Risk chair and president set it up and talked to the presenter before the presentation about any subjects they wanted emphasis on. They wanted to talk about safe drinking and how to look out for yourself and friends.
- Sigma Delta Tau
  - Fall 2022: N/A
  - Spring 2023: N/A
  - Fall 2023: Through a national partnership with ZBT, a representative from nationals came in and spoke to the chapters about safe and smart dating in general with a section related to alcohol and drug use.
  - Spring 2024: Panhel risk spoke to chapter about alcohol and drug safety.
- Sigma Kappa
  - Fall 2022: Sober monitor review, responsible drinking and when to stop yourself or a sister, risk management overview and who to reach out to if you need help.
  - Spring 2023: N/A
  - Fall 2023: Review of risk management and its purpose, understanding types of risks and situations that can put sisters at risk, general safety regarding Halloween and UofM game, general etiquette and legality behind some of the chapter's more strict rules (no open alcohol, etc), what to do if you see someone who is not ok.
  - Spring 2024: Went over general safety, responsible drinking (in preparation for St. Patrick's day), what to do when a sister is not okay, sober monitor review.
- Zeta Tau Alpha
  - Fall 2022: Risk chair educated new members about drugs and alcohol, how to help each other, and recognizing signs of overdose.
  - Spring 2023: N/A
  - Fall 2023: Risk chair spoke to the chapter about drugs and alcohol, how to help each other, and recognizing signs of overdose.
  - Spring 2024: Risk seminar for new members that goes over safety when using alcohol and drugs and what to look out for in signs of overdose.

## Appendix G. Stakeholder Interview Questions

Michigan State University  
Biennial Review 2022-2024  
July - August 2024

### Stakeholder Meetings: Interview Guide

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

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

## Appendix H. Content and Outcomes for 1:1 Substance Use Assessments

### Session I

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

### Session II

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

### Session III

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



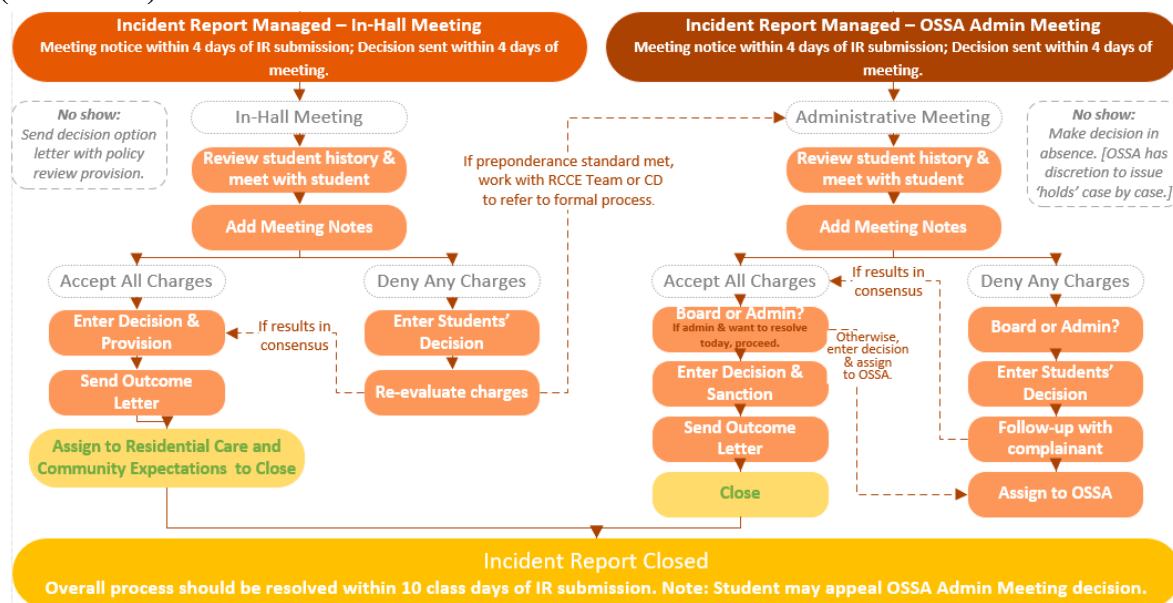
## Appendix I. Collegiate Recovery Community Evaluation Survey and Results

1. How would you rate your overall health? (n=12)
  - a. Very Good - 16.7%
  - b. Good - 75%**
  - c. Fair - 8.3%
2. Have you ever been treated for mental health? (n=12)
  - a. Yes - 100%**
3. Have you ever been diagnosed with a mental health disorder? (n=12)
  - a. Yes - 75%**
  - b. No - 25%
4. Have you been treated for mental health within the past year? (n=12)
  - a. Yes - 75%**
  - b. No - 25%
5. Are you currently taking medications for a mental health disorder? (n=12)
  - a. Yes - 58.3%**
  - b. No - 41.7%
6. Rate your level of stress over the past six months on a scale from 1 to 10: (n=12)
  - a. Average: 6.5, Median: 6.5**
7. Do you smoke cigarettes (or use e-cigarettes, vaporizers, hookah, chewing tobacco, etc)? (n=12)
  - a. Yes - %
  - b. No - %**
8. Are you interested in smoking cessation products/services offered through Student Health Services? (n=4)
  - a. Yes - 0%
  - b. Maybe - 75%**
  - c. No - 25%
9. Do you identify as in recovery? (n=12)
  - a. Yes - 83.3%**
  - b. No - 16.7%
10. Select all that you consider yourself in recovery from: (n=12)
  - a. Other drug use disorder - 66.7%**
  - b. Alcohol use disorder - 50%
  - c. Self-injury - 25%
  - d. Eating disorder - 16.7%
  - e. Not selected:
    - i. Exercise addiction
    - ii. Sex/love addiction

- iii. Internet addiction (other than for sex, gambling, gaming, or shopping)) - 0%
  - iv. Compulsive shopping
  - v. Gambling addiction
  - vi. Gaming addiction
  - vii. Other
11. How long have you been abstinent from drugs and alcohol? (n=10)
- a. **0 - 30 days - 20%**
  - b. **31 - 60 days - 20%**
  - c. 3 - 6 months - 10%
  - d. 1 year - 10%
  - e. 3 years - 10%
  - f. 4 years - 10%
  - g. 5 years - 10%
  - h. 10+ years - 10%
12. Have you engaged in any of the following behavioral addictions in the past 90 days?  
(Select all that apply)
- a. Eating disorder (n = 2)
  - b. Internet addiction (other than for sex, gambling, gaming, or shopping)) (n = 2)
  - c. Compulsive shopping (n = 2)
  - d. Sex/love addiction (n = 1)
  - e. Other (please describe) - (n = 1, “streaming services”)
  - f. Not selected:
    - i. Self-injury
    - ii. Gaming addiction
    - iii. Exercise addiction
    - iv. Gambling addiction
13. When did you initiate involvement with MSU's Collegiate Recovery Community? (n=12)
- a. Before starting school - 25%
  - b. When starting school - 16.7%
  - c. **After starting school - 58.3%**
14. How important was the presence of on-campus recovery supports in your decision to attend or return to college? (n=5)
- a. **Extremely important - 40%**
  - b. **Very important - 40%**
  - c. Not important at all - 20%
15. How did you first hear about MSU's Collegiate Recovery Community? (n=12)
- a. **Word of mouth - 33.3%**
  - b. Online search - 25%
  - c. Treatment program - 8.3%

- d. 12-step or recovery support meeting - 8.3%
  - e. MSU Counseling and Psychiatric Services - 8.3%
  - f. Other academic institution personnel - 8.3%
  - g. Program informational materials - 8.3%
  - h. Other - 8.3%
16. Overall, how helpful do you feel the CRC has been for you? (n=12)
- a. Extremely helpful - 75%**
  - b. Quite a bit helpful - 16.7%
  - c. A little helpful - 8.3%
17. What are some of the most challenging aspects of being a student in recovery at MSU? (n=12)
- a. Balancing my recovery and other things - 20%**
  - b. Finding ways to manage stress - 20%**
  - c. Other - 20%**
    - i. “All of the above”
    - ii. “Navigating academics”
  - d. Sober dating - 10%
  - e. Lack of sober activities - 10%
  - f. Feeling like I am missing out on the college experience - 10%
  - g. Peer pressure from students - 10%

## Appendix J. Residence Education and Housing Services In-Hall Conduct Meeting Guide (2024-2025)



### Pre-Meeting

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

### Meeting

- **Introductions**
  - **Virtual meeting reminder:**
    - This meeting is a private, professional meeting. As such, it is expected that you treat your Zoom meeting like an in-person meeting. It is expected that your full attention is dedicated to the meeting and you be in a private setting. These meetings are not to be recorded by anyone participating in the meeting.
  - If group meeting (for CDs/RDs only), ask if all agree to have the meeting together
    - If yes, have them all complete FERPA waiver form
    - If no, reschedule individual meetings
- **Build rapport**
  - Student Information:
    - Academics: major, class schedule, study habits, use of resources
    - Housing: relationship with roommate, environment on the floor
    - Involvement: student organizations, work
    - Family/personal life: feeling connected on campus, connection with family
    - Goals: next semester, after graduation
- **Review Meeting Goals**
  - Student rights and responsibilities (see Spartan Life On-Line)

- Informal (today) and formal (hearing) resolution options
  - Provide an overview of the conduct processes
- Potential outcomes (provisions), if responsible
- **Review Student Rights**
  - Privacy (FERPA)
  - Receive allegation details and respond to them
  - OSSA Process
    - Formal Hearing (ask questions, be heard by peers, present witnesses, have an advisor)
    - If formal process, right to appeal any formal decisions made [1st to the USAB, then to DOS) (suspension or dismissal only)] - within 5 days of the decision notice
- **Review Student Responsibilities**
  - Support the search for truth
  - Allow others to exercise all their rights and responsibilities
  - Know and understand University policies
  - Make your own decisions, and accept consequences of those decisions
- **Meeting Protocol**
  - Discuss the incident
    - What happened?
    - What were you thinking at the time?
    - What have you thought about since?
  - Reflect on the incident (RJ questions and [RLM-focused questions](#))
    - Who was affected by your actions, and how? Needs of those affected
    - What can you do to repair the harm?
    - Review any prior misconduct
    - Student's support needs
  - Ask student to read the cited regulations/policies
    - Seek clarity and understanding of each
  - Invite student to Admit or Deny each regulation cited
    - IF ADMIT TO ALL ... determine appropriate provisions that student agrees to
    - IF DENY ANY ... assess the policies
      - If consensus – remove denied policies and move discuss provisioning (if responsible for any)
      - If no consensus but preponderance standard met, explain the OSSA/formal process to the student
- **Wrap up**
  - Outline likely actions if similar behavior occurs again (i.e. pattern of behavior to OSSA)
  - Explain that the student will receive an outcome letter
  - If transport involved, initiate CARE Process (share resources, check in with student)
  - Answer questions and discuss timeline (follow up letter)

### **Post-Meeting (within 4 business days of meeting)**

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

## Appendix K. Residence Education and Housing Services Reflection Survey (2022-2024)

2022 - 2023 (n = 52)

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

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

	#1	#2	#3	#4	#5	#6	#7	#8	#9
<i>Strongly Agree</i>	47	46	48	48	43	42	41	44	46
<i>Somewhat Agree</i>	2	5	3	1	4	6	8	4	2
<i>Neither agree nor disagree</i>	1	0	0	2	2	2	2	2	2
<i>Somewhat disagree</i>	0	0	0	0	1	1	0	0	1
<i>Strongly disagree</i>	2	1	1	1	2	1	1	1	0
<i>No response</i>	0	0	0	0	0	0	0	1	1

10. Has this prompted you to make change(s) in your life/behaviors? (n = 51)

- a. Yes - 44 (86.3%)
- b. No - 5 (9.8%)
- c. No response - 2 (3.9%)

**2023 - 2024** (n = 54)

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

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

	#1	#2	#3	#4	#5	#6	#7	#8	#9
<i>Strongly Agree</i>	47	44	45	47	36	38	40	41	39
<i>Somewhat Agree</i>	3	2	5	1	9	9	8	8	7
<i>Neither agree nor disagree</i>	1	1	2	3	5	3	1	2	5
<i>Somewhat disagree</i>	1	4	0	1	1	0	1	1	0
<i>Strongly disagree</i>	1	1	0	0	1	2	1	0	1
<i>No response</i>	1	1	1	1	1	1	2	1	1



10. Has this prompted you to make change(s) in your life/behaviors? (n = 53)
- a. **Yes - 44 (83%)**
  - b. No - 8 (15.1%)
  - c. No response - 1 (1.9%)