2010

University of Michigan
Alcohol and Other Drug Policy and Program
Biennial Review
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Executive Summary

The 2010 Biennial Review Committee comprised of faculty, staff and students who met from June-August 2010 to conduct the federally required biennial review.

The committee determined that the University of Michigan is in compliance with federal requirements for the University of Michigan Alcohol and Other Drug Policy for Students, Faculty and Staff. The policy document is annually distributed electronically to every student, faculty and staff member and is also included in the Annual Security Report & Annual Fire Safety Report.

The committee unanimously endorsed inclusion of language addressing the Michigan Medical Marijuana Act and several other minor revisions to the Program Description section.

The committee also reviewed the Alcohol and Other Drug Prevention Program (AODPP) for program effectiveness and identified strengths and weaknesses in program components. The major strength identified is that the AODPP coordinates a comprehensive program that includes evidenced-based strategies that address individual, group, institution and community level issues. The major weaknesses identified are: the challenges of working in a decentralized environment and the continuing challenges of working towards culture change with at risk populations (Greeks, first year students, fan behavior, etc.).

Recommendations for continued improvement include:
1. Develop streamlined protocol for data collection (that includes faculty, staff and students).
   a. Research feasibility of utilizing new student incident database (Advocate by Symplicity) to track and review alcohol and other drug related violations from various campus departments.
   b. Meet with staff from Human Resources to develop tracking system for faculty and staff violations.
2. Support the adoption of a Standard Practice Guide (SPG) related to Alcohol and Other Drugs.
### 2010 Review Committee Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Department</th>
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<tbody>
<tr>
<td>Mary Jo Desprez</td>
<td>Chair, Alcohol and Other Drugs Policy and Prevention Administrator, HPCR, UHS</td>
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<td>Kirk Allen Lutz</td>
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<td>Kimberly A Broekhuizen</td>
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<td>Barb Hansen</td>
<td>Athletics</td>
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<td>Ken Magee</td>
<td>Department of Public Safety</td>
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<td>Christopher R Haughee</td>
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<td>Kathleen M Rychlinski</td>
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<td>Diane L Brown</td>
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<td>Laurence A Boxer</td>
<td>Medical School-SACUA Rep</td>
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<td>David Votruba</td>
<td>Office Student Conflict Resolution</td>
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<td>Laura Blake Jones</td>
<td>Dean of Students</td>
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<td>Karla Robinson</td>
<td>University Unions</td>
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<td>Mary Beth Seiler</td>
<td>Office of Greek Life</td>
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<td>Stacy Vander Velde</td>
<td>Residence Education Housing</td>
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<td>Maya Kobersy</td>
<td>Office of the General Counsel</td>
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<td>Katie O’Connor</td>
<td>Graduate Student</td>
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<td>James R Eddy</td>
<td>Office of Financial Aid</td>
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<td>Amanda Yu</td>
<td>Committee Assistant</td>
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<td>Rita Khan-undergraduate</td>
<td>MSA Representative</td>
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<td>Katherine Murkowski</td>
<td>Committee Assistant</td>
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Members in attendance: Rita Khan (MSA Representative), Kathleen Donohoe (University Human Resources), Kirk Lutz (Alumni Association), Diane Brown (Department of Public Safety), James Eddy (Office of Financial Aid), Katie O’Connor (Graduate Student), Laurence Boxer (Medical School SACUA Rep), Barbara Hansen (Athletics), Maya Kobersy (Office of the General Counsel), David Votruba (Office Student Conflict Resolution), Karla Robinson (University Unions), Mary Jo Desprez (Alcohol and Other Dugs Policy and Prevention Administrator), Amanda Yu (Committee Assistant), Amy Burandt (Sexual Assault Prevention and Awareness Center), Kathleen Rychlinski (Risk Management), Ken Magee (Department of Public Safety), Ann Zalucki (Facilities and Operations)

Members not present: Ann Hower (Office of New Student Operations), Christopher Haughee (Office of Greek Life), Stacy Vander Velde (Residence Education Housing), Katherine Edgren (HPCR, UHS), Kim Broekhuizen (Office of Public Affairs and Media Relations), Laura Blake Jones (Dean of Students), Mary Beth Seiler (Office of Greek Life)

1. Welcome/Introductions/Review agenda
   a. Committee introductions. Mary Jo went over agenda. Diane Brown highlighted the importance of the review by explaining that the Department of Education will review UM compliance to Clery Act next Tuesday and one of the things that they will be looking for is the completion of the institutional biennial review.

2. Overview of Drug Free Schools and Campuses Act
   a. Mary Jo reviewed the federal law and there were no further questions.

3. Review Objectives
   a. Review existing policy document and determine compliance to federal guidelines
      ◊ Please complete the yellow form using the compliance checklist (EDGAR Part 86) to review the UM policy
document for students and staff and return electronically or paper form to Mary Jo. Add comments as necessary and all results will be compiled.

b. Verify process for annual distribution to students, faculty and staff and document all other methods of notification and awareness
   ◊ Mary Jo went over the distribution guidelines and discussed the need to replace names with titles; there were no further comments.
   ◊ Mary Jo will assemble a list of all methods of distribution and dissemination of policy document for review by full committee.

c. AODPP Program effectiveness and consistency of enforcement.
   Mary Jo reviewed protocol to determine program effectiveness and consistency of enforcement.
   ◊ Committee members will complete the Supplemental Checklist to review AODPP Program effectiveness utilizing materials in file and other campus resources. (i.e. UM AODPP typology matrix Student Life Survey data, etc.)
   Objective is to focus on continuous improvement during review process.
   ◊ Sub-committee will assemble to complete consistency of enforcement review. (HR, Athletics, Housing, OSCR, DPS)

4. Expected Outcomes of Review Process

   a. Policy document compliance review and endorsements of modifications
   b. Clear protocol for annual distribution.
   c. Alcohol and Other Drug Prevention Program effectiveness review
   d. Consistency of enforcement review

5. Michigan Medical Marijuana Act

   a. Mary Jo went over the proposed language related to the 2008 Michigan Medical Marijuana Act. She discussed the process (consulting with peer institutions, general counsel, etc.) done in preparation for developing language proposal.
   b. Issue of possession was discussed— alcohol laws clearly state that your body is a container; marijuana is not detailed as clearly.
   c. Consequences? Violation would be similar to process for AOD violation for students. Possible recommendation— develop more robust prevention campaign to educate campus.
d. How will Smoke Free Act affect Medical Marijuana Act? Campus and city boundaries are blurred, but Smoke Free Initiative will help define what campus boundaries are.

e. Endorsement from committee to include the language will be requested.

6. Completion deadlines and next steps
Committee tasks:

◇ Complete yellow form (AOD policy compliance checklist)
◇ Supplemental Checklist to review AODPP program effectiveness (utilizing supporting materials, i.e. UM Typology matrix)
◇ Enforcement subcommittee will meet before 2nd week in July to gather information for committee review. (Human Resources, DPS, OSCR, Athletics, Housing). Mary Jo or Amanda will schedule meeting.
◇ Review and provide feedback for the proposed language related to the Michigan Medical Marijuana Act.
◇ Return all materials by June 28th (electronically or paper form) to Mary Jo. AODPP staff will consolidate all information and send it out prior to next meeting.
◇ Completion by August 8th, 2010 so updated/current policy can be included in the Campus Safety Handbook.

Next meeting will be scheduled for the 2nd week in July-Mary Jo or Amanda will send out doodle request to schedule.

Committee members not in attendance will be given a packet and a briefing on how to complete materials.
Committee Members in Attendance: Mary Jo Desprez, Amy Burandt, Ann Hower, Chris Haughee, Diane Brown, Katie O'Connor, Amanda Yu, Kirk Lutz, Rita Khan, Barb Hansen, Maya Kobersy, Laurence Boxer, Jim Eddy, Karla Robinson, Monita Thomson in place for Laura Blake Jones

Committee Members Absent: Ann Zalucki, David Votruba, Stacy Vander Velde, Kathleen Donohoe, Kathy Edgren, Kim Broekhuizen, Ken Magee, Kathleen Rychlinski, May Beth Seiler

1. Compliance Results
   a. The University of Michigan Alcohol and Other Drug Policy was determined to be in compliance with the Drug Free Schools and Campuses act compliance requirements. The compliance audit checklist results were distributed and reviewed.

2. AOD Policy Draft
   a. The revised draft of the UM AOD policy was distributed and reviewed.
   b. Changes include:
      i. #3 UM Alcohol and Other Drug Prevention Program – seven areas of strategic intervention were added and the section is more concise and brief. This section also better reflects the environmental strategies outlined in our prevention typology matrix.
      ii. #8 External sanctions section now included policy language addressing the MMMA.
   c. #11 Distribution of Policy suggestions – include UM Annual Security Report or URL to Campus Safety Handbook to .
   d. Take abbreviated “copd” out and make the words lowercase.
   e. IMPORTANT Please review the revised draft and send your email endorsement of the updated version upon receipt.

3. AOD Program Effectiveness Review
   a. Mary Jo distributed the consolidated results of committee member feedback from the Department of Education’s Drug Free Schools and Campuses Act Supplemental Checklist.
   b. Barb Hansen recommended that we include previous year recommendations and action taken to address them as part of the formal review process. Committee members present endorsed this idea.
c. Suggestions – include alcohol and other drug policy review with student organization registration protocol.

d. Mary Jo handed out the updated Typology Matrix and explained changes (in bold blue font)
   i. Change “theater troop” in “health protection” to UMETC for consistency

e. The Distribution Protocol was handed out and Mary Jo clarified that the protocol is written for the policy, not the Biennial Review.
   i. Suggestions – in first sentence, write out UMAOD policy instead of just policy.

4. Consistency of Enforcement Review
   a. Subcommittee (Housing, OSCR, Athletics, Human Resources, Office of General Counsel and DPS) will develop recommendations for consistent data collection and policy enforcement protocol. The subcommittee discussed the challenges involved in capturing this data in a large decentralized institution and agreed that we would use the policy violation numbers reflected in our Clery data with the range of appropriate enforcement options. This subcommittee also discussed the question about whether to include the UMHS policy violations as part of future review processes. Mary Jo will consult further with Human Resources, Dr. Robert Winfield and OGC to inform this decision.

5. Next Steps/Priorities
   a. Policy
      i. Committee email endorsement of final copy of policy – Amanda or Mary Jo will email committee the final draft, please respond to the email ASAP. The final Biennial Report will also be emailed to committee once it is finalized.

   b. Biennial Review Report will include:
      i. Committee Roster
      ii. Meeting Agenda and Minutes
      iii. Compliance Audit
      iv. Revised Policy document
         a. MMMA language
      v. Program Effectiveness Review
         a. UM Typology Matrix
      vi. Consistency of Enforcement Review
      vii. Distribution Protocol
Compliance Audit
Compliance Checklist - 2010 Biennial Review
University of Michigan Alcohol and Other Drug Policy for Students, Faculty and Staff

Does the institution provide annually to each employee and each student, who is taking one or more classes for any type of academic credit except for continuing education units, written materials that adequately describe and contain the following?

Standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its activities

Students: Yes (21)  No
Staff and Faculty: Yes (21)  No
Comments: Refer to UM’s policies on alcohol on campus in the Student Organization section to make clear policies apply to student orgs. Assume it is covered under section 2 of current policy but didn’t see specific reference to “standards of conduct”.

A description of the health risks associated with the use of illicit drugs and the abuse of alcohol

Students: Yes (20)  No (1)
Staff and Faculty: Yes (20)  No (1)
Comments: may want to review descriptions to ensure parallel format.

A description of applicable legal sanctions under local, state, or federal law

Students: Yes (21)  No
Staff and Faculty: Yes (21)  No
Comments: would be helpful to note re: alcohol that Michigan has adopted mandatory suspension of driving privileges and imprisonment, at least with 2nd or subsequent offenses.

A description of applicable counseling, treatment, or rehabilitation or re-entry programs

Students: Yes (21)  No
Staff and Faculty: Yes (21)  No
Comments: add campus options for folks who want treatment to be unaffiliated with UM, lists programs but does not specifically describe each (necessary?)

A clear statement of the disciplinary sanctions the institution will impose on students and employees, and a description of those sanctions
Students: Yes (20) No (1)
Staff and Faculty: Yes (20) No (1)
Comments: what “may” happen, because of the diversity of students/schools/staff, this is not as clear other than some type of sanction will happen. Reads more as “institution CAN impose” rather than “institution WILL impose”.

One thing to consider might be a description of the ACR-for-AOD program and similar restorative justice-based programs in Residence Education.
1. INTRODUCTION
The University of Michigan-Ann Arbor is committed to providing a safe, healthy community for all its members. The University recognizes that the improper and excessive use of alcohol and other drugs may interfere with the University's mission by negatively affecting the health and safety of students, faculty and staff. It is due to the harm caused by excessive and illegal use that the University has a vested interest in establishing polices to prohibit unlawful behavior and sanctions to address policy violations by members of the U-M community.

Under the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act Amendments of 1991, the University is required to have an alcohol and other drug policy and distribute this policy annually to all employees and students. This policy must outline the University's prevention, education and intervention efforts, and consequences that may be applied by both the University and external authorities for policy violations. The law also requires that individuals be notified of possible health risks associated with the use and abuse of alcohol and other drugs, and sources of assistance for problems that may arise as a result of use.

2. U-M ALCOHOL AND OTHER DRUGS POLICY
Michigan law prohibits the dispensing, selling or supplying of drugs or alcoholic beverages to a person under 21 years old. Employees, students, faculty and campus visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs or controlled substances on University property, while driving a University vehicle or while otherwise engaged in University business. The only exception to this policy is that individuals of legal age may consume alcohol on University property in a manner consistent with University policy and State of Michigan law. University
property, as defined in this policy, includes all buildings and land owned, leased, or used by the University, and motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the University.

If alcohol is to be served at any event/meeting outside one of the licensed facilities on campus (Michigan League, Michigan Union, Pierpont Commons, Oxford Conference Center, Business Executive Residence, and Inglis House), the General Counsel’s frequently asked questions web page should be referenced for proper handling: http://www.ogc.umich.edu/faq_alcohol.html

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is not a safety risk to themselves and others while on University property, while driving a University or privately owned vehicle, or while otherwise engaged in University business.

For the purpose of this policy, the term "drug" includes:

a. controlled substances, as defined in 21 USC 802, which cannot be legally obtained

b. legally obtainable controlled substances which were not legally obtained, including:
   > Prescribed drugs when prescription is no longer valid;
   > Prescribed drugs used contrary to the prescription;
   > Prescribed drugs issued to another person.

All members of the campus community also are governed by laws, regulations and ordinances established by the state and local municipalities, and will be held accountable by law enforcement representatives of those entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

3. U-M ALCOHOL AND OTHER DRUG PREVENTION PROGRAM (UMAODPP)
The UMAODPP uses evidenced-based strategic interventions, collaboration, innovation and the incorporation of the wellness dimensions to reduce harmful consequences of alcohol and other drug use.

Areas of strategic intervention include:

1. Providing education and awareness activities
2. Offering substance-free social, extracurricular, and public service options.
3. Creating a health-promoting normative environment.
4. Restricting the marketing and promotion of alcohol and other drugs.
5. Limiting availability of alcohol and other drugs.
6. Developing and enforcing campus policies and enforce laws to address high-risk and illegal alcohol and other drug use.

For more information on the U-M Alcohol and Other Drug Prevention Program see http://www.uhs.umich.edu/umaodpp or contact 734-615-7694.

4. HEALTH RISKS
The use or abuse of alcohol and other drugs increases the risk for a number of health-related and other medical, behavioral and social problems. Below is a general description of the health risks associated with drug use.

ALCOHOL Loss of concentration and judgment; slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; risk of liver and heart damage, malnutrition, cancer and other illnesses; can be highly addictive to some persons.

AMPHETAMINES Can cause rushed, careless behavior and pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly; causes physical and psychological dependence; withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition and death.

CANNABIS Can cause permanent damage to lungs, reproductive organs and brain function; slows reflexes; increases forgetfulness; alters judgment of space and distance.

COCAINE Causes damage to respiratory and immune systems; induces malnutrition, seizures and loss of brain function. Some forms (such as “crack”) are highly addictive.

HALLUCINOGENS (PCP, LSD, ecstasy) Cause extreme distortions of what’s seen and heard; induces sudden changes in behavior, loss of concentration and memory; increases risk of birth defects in user’s children; overdose can cause psychosis, convulsions, coma and death. Frequent use can cause permanent loss of mental function.

INHALANTS (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons) Cause nausea, dizziness, fatigue, slurred speech, hallucinations or delusions; may lead to rapid and irregular heart rhythms, heart failure and death; long-term use may result in loss of feeling, hearing and vision; can result in permanent damage to the brain, heart, lungs, liver and kidneys.

NARCOTICS (heroin, morphine, opium, codeine) Highly addictive; tolerance increases rapidly; causes physical and psychological dependence; overdose can cause coma, convulsions, respiratory arrest and death; leads to malnutrition,
infection and hepatitis. Sharing needles is a leading cause of the spread of HIV and hepatitis.

SEDATIVES Tolerance increases rapidly; produces physical and psychological dependence; cause reduced reaction time and confusion; overdoses can cause coma, respiratory arrest, convulsions and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death.

TOBACCO (cigarettes, cigars, chewing tobacco) Causes diseases of the cardiovascular system, in particular smoking being a major risk factor for a myocardial infarction (heart attack), diseases of the respiratory tract such as chronic obstructive pulmonary disease and emphysema, and cancer, particularly lung cancer and cancers of the larynx and mouth.

5. COUNSELING AND TREATMENT PROGRAMS
The University of Michigan encourages individuals with alcohol- or other drug-related problems to seek assistance.

Emergency Services for Faculty, Staff and Students:
U-M Psychiatric Emergency Services. Level B1 of the Medical Center, adjacent to the Department of Emergency Medicine. Crisis hotline 734-996-4747; available 24 hours a day/7 days a week. Fee for service.

Non-Emergency Services for Individual Students:

University Health Service, Health Promotion and Community Relations, Alcohol and Other Drug Prevention Program. 207 Fletcher Street, 734-615-7694. Facilitates the Brief Alcohol Screening and Intervention for College Students (BASICS) and the Individual Marijuana Education Program (IMEP), as educational interventions for students who would like to explore their relationship with alcohol and/or marijuana use (two one-on-one sessions); free to enrolled U-M students.

Non-Emergency Services for Faculty and Staff:
Faculty and Staff Assistance Program (FASAP). 1009 Greene Street, 2076 Administrative Services Building, 734-936-8660.

UMHS Employee Assistance Program. 1500 E. Medical Center Drive, 734-763-5409.

6. U-M ALCOHOL AND OTHER DRUGS POLICY AND STUDENT ORGANIZATIONS

The University of Michigan expects each student organization to adopt a policy about the use of alcohol and other drugs that is consistent with this Policy; complies with federal, state and local laws; minimizes criminal and civil liability to the organization and its members; and helps assure the personal safety and welfare of members and guests. The Division of Student Affairs provides resources and references to assist student organizations with drafting policies and managing membership. Contact the Office of Student Activities and Leadership for assistance or more information:
Office of Student Activities and Leadership 2205 Michigan Union, 2nd floor, 734-763-5900.

The following guidelines are recommended:

I. It is illegal for student organizations to sell alcohol in the state of Michigan. Student organizations can significantly improve personal safety and reduce liability by not providing alcohol to any person.

II. If alcohol is to be present at an organization-sponsored activity, the organization can provide for the safety of its members and reduce its liability if:
   a. Alcohol is not the focus of the event;
   b. Attractive alternative beverages are provided;
   c. Procedures are in place to prevent service or sale to persons under the legal age of 21;
   d. Alcoholic beverages are not purchased with organization funds, nor with the contributions of individual members;
   e. Alcohol is not served from common or self-serve containers;
   f. Service complies with this Policy, as well as the rules of the facility;
   g. Designated non-drinking hosts are assigned to attend the event;
   h. Procedures are in place to assist any attendee who is intoxicated with finding alternative transportation home.

If alcohol is to be present at an event, the preferred methods of serving alcoholic beverages are to use a professional caterer or hold the event at a site provided by a vendor who is licensed to sell and serve alcohol. If these methods are not possible, request that guests of legal drinking age bring a reasonable amount of alcohol that only they will consume at the event. Schools, departments, units and administrative offices as appropriate are expected to encourage student organizations' compliance with these expectations and recommendations.

7. UNIVERSITY SANCTIONS - UM-ANN ARBOR CAMPUS

The use or abuse of alcohol and other drugs also increases the risks for behavioral and social problems such as negative effects on academic work performance; conflicts with co-workers, classmates, family, friends and others; conduct problems resulting in
disciplinary action, including loss of employment or dismissal from an academic program; and legal problems resulting in ticketing, fines and imprisonment.

The laws of the state of Michigan and University of Michigan’s policies prohibit the consumption or possession for personal consumption of alcoholic beverages by persons under the age of 21 years. Further, Michigan laws and University policies prohibit the sale, service or giving of alcoholic beverages to persons under the age of 21. University of Michigan’s policies, local ordinances and laws, state laws and federal laws also prohibit the unlawful possession, use and/or distribution of illicit drugs and alcohol.

Violation of University policies will be subject to campus disciplinary review and action, as follows:

STUDENTS: The University community has established expectations for non-academic student conduct under the Statement of Student Rights and Responsibilities (The Statement). The Statement specifically addresses the illicit use of alcohol and other drugs as follows:

"The following behaviors contradict the values of the University community and are subject to action under this Statement:

> Illegally possessing or using alcohol;
> Illegally distributing, manufacturing, or selling alcohol;
> Illegally possessing or using drugs;
> Illegally distributing, manufacturing, or selling drugs."

The Statement is administered by the Office of Student Conflict Resolution (OSCR). OSCR is charged with facilitating the resolution process used to determine responsibility. OSCR staff work with parties to determine appropriate educational measures. These measures cover a wide range of educational assignments and obligations, including but not limited to suspension and expulsion from the institution. OSCR may delegate portions of the Conduct Process to other units of the University who have a vested interest in the conduct of smaller student communities (e.g. University Housing, Athletic Department).

Academic units of the University also may have written or implied policies concerning management of alcohol use and their response to the illicit use of alcohol and other drugs in the academic setting. Students are expected to know and understand these additional policies and abide by them.

STUDENT ORGANIZATIONS: Policy violations by non-Greek-affiliated student organizations will be handled through the student organization judicial process administered through the Office of Student Activities and Leadership. Violations by Greek-affiliated student organizations will be adjudicated by the Greek Activities Review Panel (GARP).
STAFF AND FACULTY: Sanctions for violations by faculty and staff are
governed by policies within individual departments and any applicable guidelines
set by University regulations (Regents' Bylaw 5.09, Standard Practice Guide
201.12), appropriate collective bargaining agreements, and other applicable
policies or procedures. Appropriate sanctions may include: verbal or written
warnings, a mandated rehabilitation program, probation, suspension and
termination. In each case there are likely to be different circumstances that are
relevant for understanding the situation and determining the appropriate
sanction.

8. EXTERNAL SANCTIONS
Violations of laws and ordinances may result in misdemeanor or felony
convictions accompanied by the imposition of legal sanctions, which include, but
are not limited to, the following:
> Fines as determined under local, state, or federal laws;
> Imprisonment, including up to life imprisonment, for possession or trafficking
in drugs such as heroin and cocaine;
> Forfeiture of personal and real property;
> Denial of federal benefits such as grants, contracts and student loans;
> Loss of driving privileges;
> Required attendance at substance abuse education or treatment programs.
> A full description of federal sanctions for drug felonies can be found at:
http://www.usdoj.gov/dea/agency/penalties.htm

Alcohol
Under Michigan law, it is illegal for anyone under the age of 21 to purchase,
conserve or possess, or have any bodily content of alcohol. A first-time
conviction may result in a fine, substance abuse education and treatment,
community service and court-ordered drug screenings. There also is a provision
for possible imprisonment or probation for a second or subsequent offense. Use
of false identification by minors in obtaining alcohol is punishable with a fine, loss
of driver's license, probation and community service.

Individuals can be arrested and/or convicted of operating a vehicle while
intoxicated with a blood alcohol concentration (BAC) level at .08 or higher. If a
student is under 21, there is a "zero tolerance" law in the state of Michigan and
any blood alcohol level of .01 or higher can lead to a minor in possession (MIP)
citation as well as being cited for operating a vehicle while intoxicated, if
applicable. This is in addition to suspension of driving privileges in the state of
Michigan.

Marijuana
The laws regarding marijuana possession on campus differ from those in the city
of Ann Arbor. The property occupied by the University of Michigan is under the
jurisdiction of the laws of the state of Michigan. Under these laws, possession of
marijuana on U-M property is a misdemeanor, punishable by a fine up to $2,000
and/or imprisonment of up to one year. Persons convicted of possession of marijuana off U-M property but in the city limits of Ann Arbor will be charged with a civil infraction and required to pay a fine.

Michigan Law Governing Marijuana
The Michigan Medical Marijuana Act of 2008 (MMMA) permits qualified patients and their primary caregivers to use, possess and grow limited amounts of marijuana for treatment of certain debilitating medical conditions. However, the MMMA conflicts with federal criminal laws governing controlled substances, as well as federal laws requiring institutions receiving federal funds, by grant or contract, to maintain drug-free campuses and workplaces. The University of Michigan receives federal funding that would be in jeopardy if those federal laws did not take precedence over state law. Thus the use, possession or cultivation of marijuana in any form and for any purpose continues to violate the UM Alcohol and Other Drug Policy and is prohibited at the University of Michigan.

9. EMPLOYEE REPORTING REQUIREMENT
Under the Drug-Free Workplace Act of 1988, in addition to the other requirements of this policy, the University of Michigan requires all employees who work in any capacity under a federal grant or contract to notify his or her University supervisor or department head in writing of his or her conviction for a violation of any criminal drug statute occurring in the workplace or on work-related activities no later than five (5) calendar days after such conviction. The supervisor or department head will notify University Human Resources, who will consult with the appropriate staff in the Division of Research Development and Administration regarding satisfying the University’s reporting obligations.

10. ALCOHOL MARKETING STANDARDS
The University of Michigan will refuse advertising inconsistent with the fundamental missions of the University, or in conflict with the image the University seeks to project or the well-being of the University community. Examples of advertisements that will not be accepted include:
  > Alcoholic beverages
  > Tobacco products
  > Sex as a product
  > Gambling
  > Paraphernalia associated with illegal drugs
  > Dishonest, deceptive, or illegal advertising

A full description of the University’s marketing standards can be found at: http://www.logos.umich.edu/policyuse.html#advertising

11. DISTRIBUTION OF POLICY
A copy of this policy statement will be distributed to all faculty, staff and students annually via email at the beginning of fall semester. Additionally the policy is printed in the U-M Annual Security Report (ASR) and distributed by October 1
each year. Notification of the availability of the ASR is emailed to all students, faculty and staff, as well as noted in applications for prospective employees and students. The ASR can be found at http://police.umich.edu/docs/clery.pdf

12. REVIEW OF UNIVERSITY PREVENTION PROGRAM AND POLICY
Biennially the University shall review its "Alcohol and Other Drugs Prevention Program and Policy" to determine effectiveness and implement changes, if needed, and to ensure that the University's disciplinary sanctions are consistently enforced.

13. FOR MORE INFORMATION concerning this policy, contact the U-M Alcohol and Other Drugs Prevention Program in the Health Promotion and Community Relations Department, University Health Service, at 734-615-7694.
Program Effectiveness Review

The Alcohol and Other Drug Prevention Program (ADOPP) is student-centered and uses evidenced-based strategic interventions, collaboration, innovation and the incorporation of the wellness dimensions to reduce harmful consequences of alcohol and other drug use. The program goal is to support students in achieving their personal and academic potential.

Each committee member was given the Department Of Education Higher Education Center’s supplemental checklist and information related to AOD resources on campus to assess program effectiveness. Committee members were asked to assess existence of evidence-based program components, strengths and weaknesses as well as any recommendations and/or highlights. Evidence based areas of strategic intervention reviewed were*:

- Alcohol Free Options
- Normative Environment
- Alcohol Availability
- Marketing and Promotions
- Law/Policy Development and Enforcement

* Please refer to 2010 UM Alcohol and Other Drug Prevention Typology Matrix for comprehensive list.

Strengths:
- The number and variety of programs and partnerships across campus
- Partnership with community organizations and resources
- Alumni outreach and mentoring
- Orientation education
- Passionate and knowledgeable leadership
- Exec Officers’ commitment
- The AODPP is extremely well known and recognized by the student body.
- The program’s resources reach a very large population.
- The program is extremely accessible to students.
- Uses a variety of strategies to continue putting harm-reduction messages out to campus communities
- Strategies are evidence-based.
- Comprehensive
- Evidence-based
- Institutionalized/Systematic
- Includes student involvement and participation
- Existence of Campus/Community Coalition comprised of university and city representatives
- Many campus partners
- Students are familiar with policy and know the consequences.
- Information is plentiful and available in several manners.
• Student-centered
• Existence of an evidence-based early intervention program for alcohol (BASICS program)
• Community Matters required online course
• AODPP is well organized.
• Best practices are researched and used.
• Varied approaches are taken to address alcohol and other drug use.
• Strong recognition of Stay in the Blue campaign by students
• Providing non-alcohol related events
• Community Matters-giving students common language
• Clarity; broad-based approach
• Well-publicized alcohol free events/alternatives
• Diligent residence hall enforcement
• Consistent cooperative relationship between the Department of Public Safety and Ann Arbor Police Department
• Very broad and comprehensive
• Approaches solutions in a variety of methods with a variety of audiences
• Efforts to ensure parents are aware of the alcohol and other drug issues and policies help raise awareness of these issues right from the start
• MFt is an example of how a healthy lifestyle is encouraged for staff
• Administration has actively limited new liquor-licensed facilities on campus.

Weaknesses
• Main limitation is the decentralized nature of campus makes it difficult to keep faculty, staff and students up to date 100%.
• Although work is done to reach students in Greek Life and Housing, they are not always reached as well as other students on campus.
• Limited AOD education for faculty and staff.
• Limited social marketing for faculty and staff.
• Students are able to access alcohol given the number of liquor stores in close proximity to campus, at parties, and even through friends that are able to purchase alcohol legally
• The diversity, size of the campus, and the fact that campus sits in the middle of a city can be considered a weakness with regards to the availability of alcohol.

Highlights
• UM successfully challenged Anheuser-Busch Bud Light “College Pride” campaign in which we opposed the sale of Bud Light beer cans in UM colors (and the corresponding sale/promotion of t-shirts with the UM football schedule on the back).
• Community Matters online course (which includes alcohol education and sexual assault education modules) required for all new incoming first year and transfer students.
### UM Typology Matrix for Mapping
Campus and Community Prevention Efforts

#### Program and Policy Levels

<table>
<thead>
<tr>
<th>Knowledge attitudes, behaviors and intentions</th>
<th>Ann Arbor Campus/Community Coalition (A2C3)</th>
<th>AOD Typology Matrix AODPP Report Safe and Legal, Stay in the Blue (SIB) campaign AODCRMC, SAEN</th>
<th>Training for Housing, Greeks, Academic Advisors, OSCR Arbiters Class presentations</th>
<th>HPCR-AODPP website Community Matters-BASICS/IMEP New Student Orientation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Changes</td>
<td>Movies Concerts Museums Coffee shops Bookstores Parks Community Service</td>
<td>U MIX Service learning Sporting events Movies Lectures Res. Learn.Com.</td>
<td>Ginsberg-ASB Housing events/RHA Student Org events SAL-Leadershape</td>
<td>Service learning Student engagement (research, leadership, etc.) Club sports Rec and IM</td>
</tr>
<tr>
<td>Alcohol Free Options</td>
<td>Alumni outreach Neighborhood outreach A2C3 Stakeholder conversations</td>
<td>Stay in the Blue (SIB) ONSP-UM Etc Bystander MHealthy, Smoke-free campus</td>
<td>DOS/Athletics fan behavior letters Admissions</td>
<td>BASICS/IMEP e-CHUG Community Matters-required online course, SAPAC outreach</td>
</tr>
<tr>
<td>Normative Environment</td>
<td>Compliance checks &lt;21, Fake IDs</td>
<td>Trained servers for all licensed facilities</td>
<td>GARP Greek Life</td>
<td>Safe and Legal campaign</td>
</tr>
<tr>
<td>Alcohol Availability</td>
<td>A2C3</td>
<td>Marketing Standards Industry watch Campus Safety Handbook</td>
<td>Marketing Standards</td>
<td>Develop media literacy education</td>
</tr>
<tr>
<td>Marketing and Promotions</td>
<td>AAPD 15th District Court A2C3 Liquor license review recommendations</td>
<td>Alcohol SPG draft AOD Policy Review Statement-OSCR DPS, Housing sec. Facilities Use Policy</td>
<td>Housing Greeks Athletics OSCR/SAOR Consultation-Academic Units</td>
<td>New student orientation, parent orientation Community Matters Student Legal Services, OSCR</td>
</tr>
<tr>
<td>Law/Policy Development and Enforcement</td>
<td>Washtenaw County Health Organization-Access Service</td>
<td>UHS/PULSE Theatre troupe Safe and legal campaign, SIB, Bystander Students for Recovery (SFR)</td>
<td>UHS/SIB PULSE Theatre troupe Bystander Greek Life-SMT SFR</td>
<td>PULSE Alcohol screening training Bystander SFR Greek Life-SMT</td>
</tr>
<tr>
<td>Health Protection</td>
<td>Assessment/treatment Sobriety Court AA Meetings UMHS-UMATS</td>
<td>CAPS UHS-HPCR Hospital</td>
<td>Referral to BASICS/IMEP/CAPS/FASAP</td>
<td>CAPS BASICS/IMEP UHS, OSCR, FASAP</td>
</tr>
<tr>
<td>Intervention and Treatment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Revised: August 4, 2010
**Typology Matrix KEY**

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAPD</td>
<td>Ann Arbor Police Department</td>
</tr>
<tr>
<td>A2C3</td>
<td>Ann Arbor Campus Community Coalition</td>
</tr>
<tr>
<td>AOD</td>
<td>Alcohol and Other Drugs</td>
</tr>
<tr>
<td>AODCRMC</td>
<td>AOD Collaborative Risk Management Committee</td>
</tr>
<tr>
<td>AODPP</td>
<td>Alcohol and Other Drug Prevention Program</td>
</tr>
<tr>
<td>BASICS</td>
<td>Brief Alcohol Screening and Intervention for College Students</td>
</tr>
<tr>
<td>Biennial Review</td>
<td>Federal compliance requirement to review the institution’s alcohol and other drug policy as mandated by the DFSCA</td>
</tr>
<tr>
<td>CAPS</td>
<td>Counseling and Psychological Services</td>
</tr>
<tr>
<td>Community Matters</td>
<td>online education requirement - AlcoholEdu/Sexual AssaultEdu</td>
</tr>
<tr>
<td>DFSCA</td>
<td>Drug Free Schools and Campuses Act</td>
</tr>
<tr>
<td>DPS</td>
<td>Department of Public Safety</td>
</tr>
<tr>
<td>DUI</td>
<td>Driving Under the Influence</td>
</tr>
<tr>
<td>eChug</td>
<td>Online alcohol screening program that provides personalized normative feedback</td>
</tr>
<tr>
<td>GARP</td>
<td>The Greek Activities Review Panel (the judicial body for the Greek Community at Michigan)</td>
</tr>
<tr>
<td>HPCR</td>
<td>Health Promotion and Community Relations (a department of UHS)</td>
</tr>
<tr>
<td>IMEP</td>
<td>Individual Marijuana Education Program</td>
</tr>
<tr>
<td>MLCC</td>
<td>Michigan Liquor Control Commission</td>
</tr>
<tr>
<td>MIP</td>
<td>Minor in Possession law</td>
</tr>
<tr>
<td>ONSP</td>
<td>Office of New Student Programs</td>
</tr>
<tr>
<td>OSCR</td>
<td>Office of Student Conflict Resolution</td>
</tr>
<tr>
<td>RHA</td>
<td>Residence Hall Association</td>
</tr>
<tr>
<td>PULSE</td>
<td>Peers Utilizing Leadership Skills for Education (PULSE) is a student-run, UHS-sponsored organization promoting health in residential communities</td>
</tr>
<tr>
<td>SAEN</td>
<td>Substance Abuse Education Network is made up of university staff who provide programs and services on issues related to alcohol and other drugs</td>
</tr>
<tr>
<td>SAL</td>
<td>Student Activities and Leadership</td>
</tr>
<tr>
<td>SFR</td>
<td>Students for Recovery</td>
</tr>
<tr>
<td>SIB</td>
<td>Stay in the Blue Campaign (harm reduction campaign for those that choose to drink)</td>
</tr>
<tr>
<td>SMT</td>
<td>Sober Monitor Training</td>
</tr>
<tr>
<td>SOAR</td>
<td>Student Organization Advancement and Recognition (developed the Standards of Conduct for Registered Organizations)</td>
</tr>
<tr>
<td>UM Etc.</td>
<td>Educational theatre troupe that explores college transition issues for students at Orientation</td>
</tr>
<tr>
<td>UMIX</td>
<td>University Unions program that hosts late night alcohol free social options for UM students</td>
</tr>
<tr>
<td>UHS</td>
<td>University Health Service</td>
</tr>
</tbody>
</table>
Consistency of Enforcement Summary

At the University of Michigan, a caring community is a critical component to realizing the mission of the university. That means encouraging others to be responsible for the health and safety of the community and to discourage behavior that may cause harm. We also strive to build a respectful community, in which members exhibit integrity and consideration for others. Violating the University of Michigan’s Alcohol and Other Drug Policy can result in negative behavior that can significantly impact the entire community.

The University of Michigan has a philosophically sound and consistent enforcement policy regarding alcohol and other drug violations. Our approach is both restorative and educational and involves the cooperation of many departments. Members of the community who are found in violation can be held accountable to multiple constituencies: Human Resources, Office of Student Conflict Resolution, Athletics, Housing, and district courts. While this multi-faceted enforcement is essential to our restorative and educational system, its decentralized nature is also our biggest challenge.

Violations
Student Violations

<table>
<thead>
<tr>
<th>Offense</th>
<th>2007* On-Campus Property</th>
<th>2007* Non-Campus Property</th>
<th>2007* Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Reported to UM DPS</td>
<td>Reported to Other Police</td>
<td>Reported to Non-Police</td>
</tr>
<tr>
<td>Liquor Law Arrest/Citations</td>
<td>512</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Liquor Law Violations</td>
<td>0</td>
<td>N/A</td>
<td>440</td>
</tr>
<tr>
<td>Referred for Disciplinary Action</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>79</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Drug Law Violations</td>
<td>0</td>
<td>N/A</td>
<td>55</td>
</tr>
<tr>
<td>Referred for Disciplinary Action</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Source: 2007 Clery Statistics (DPS)

<table>
<thead>
<tr>
<th>Offense</th>
<th>2008* On-Campus Property</th>
<th>2008* Non-Campus Property</th>
<th>2008* Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Reported to UM DPS</td>
<td>Reported to Other Police</td>
<td>Reported to Non-Police</td>
</tr>
<tr>
<td>Liquor Law Arrest/Citations</td>
<td>508</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Liquor Law Violations</td>
<td>0</td>
<td>N/A</td>
<td>527</td>
</tr>
<tr>
<td>Referred for Disciplinary Action</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>56</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Drug Law Violations</td>
<td>0</td>
<td>N/A</td>
<td>57</td>
</tr>
<tr>
<td>Referred for Disciplinary Action</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Source: 2008 Clery Statistics (DPS)
The Office of Student Conflict Resolution (OSCR) offers education to students who are alleged to have been involved in alcohol and/or other drug-related incidents. The majority of these students agree to participate in OSCR's program, though some elect to contest the allegations through Formal Conflict Resolution (FCR) or are processed through FCR pathways on account of the nature of the allegations.

OSCR offered education to student participants in its Adaptable Conflict Resolution for Alcohol and Other Drugs (ACR-for-AOD) program in over 200 cases last year. ACR-for-AOD provides students involved in AOD-related incidents with an opportunity to resolve conflict outside of OSCR's FCR pathways. There were 209 cases at least partially managed within ACR-for-AOD pathways during the 2009-2010 school year, of which 192 were successfully resolved.

**Staff Violations**

According to Human Resources, between August 1, 2008 and July 9, 2010, there were three employees on campus who received 2-day disciplinary layoffs for substance abuse for a substance other than alcohol. No other information about staff violations is known at this time.

**Documentation of Violations**

When possible violations of the Statement of Student Rights and Responsibilities (Statement) or the Community Living Standards (CLS) are observed, they are generally documented by residents, staff members and/or Housing Security/DPS officers. The information report is submitted to the office of the Hall Director.

The resident's Area Coordinator (AC) or Hall Director (HD) reviews the report and decides how the case will be handled. (Residents will always be referred to their own AC or HD, regardless of where the report originated.) The AC or HD may decide to dismiss the case without further action, to direct the case further through the Housing Student Conflict Resolution Process or to refer the case to the Office of Student Conflict Resolution (OSCR). The following is the criteria that
Residence Education will use when considering whether to refer a case to the Office of Student Conflict Resolution:

1. The alleged behavior presents a potential threat of danger to persons or property.
2. The alleged behavior presents potential imminent danger to persons or property.
3. The alleged behavior is of a repetitive nature and the accused student is not responding to local process and/or restorative measures.
4. The alleged behavior involves harassment (racial, sexual or other) and indicates a potential impact on the campus-wide climate.
5. The alleged behavior indicates that the responding student may need to be put on notice that repetition could result in suspension or expulsion.
6. The alleged behavior occurs outside of the residence halls or the responding student is not a member of the residence hall community.

When appropriate, an alternative dispute resolution (ADR) may be offered as the first and fairest method to resolve many situations. Structured dialoguing, conflict coaching and community response may be used as the ADR process, but mediation is the most common. Mediation is an interactive problem-solving process in which an impartial person facilitates communication between parties to promote reconciliation, settlement or understanding among them. A successfully fulfilled ADR process will typically result in a written agreement, which will become a binding portion of the housing contract for those involved. It will also likely eliminate the need for further action within the HSCR Process. (Source: Community Living a Michigan)

**Methods of Enforcement**

Department of Public Safety officers enforce state law, and on campus, the following situations may arise:

1. Encounters with people (regardless of student status) who have been drinking and are under the age of 21 will result in a court summons.
2. Encounters with people who have been drinking and driving will result in consistent application of the laws pertaining to Operating (a motor vehicle) While Intoxicated (again, regardless of student status).
3. Encounters with people who have been drinking, are not driving, and are older than 21 may result in a wider variety of outcomes based on the observations of the officers and the actions of the individuals. These outcomes could include citations or arrests for a variety of violations of law and/or the University ordinance.

**Sanctions**

OSCR’s ACR-for-AOD program facilitates referrals to a variety of alcohol and/or other drug-related educational or clinical programs, including the University Health Service’s Brief Alcohol Screening and Intervention for College Students (BASICS) and Individualized Marijuana Education Program (IMEP) and Counseling and Psychological Services’ Assessment of Substance Abuse.
Patterns (ASAP) program. Students involved in 46% of cases also completed a restorative justice component within the University’s Residence Halls as an outcome of their ACR-for-AOD program.

The following table indicates sanctions utilized by Leadership Team members during the Housing Student Conflict Resolution (HSCR) and the OSCR processes. Multiple sanctions may be issued in any situation. LT members are encouraged to work with each student to determine how they might go about repairing the harm created by the incident.

<table>
<thead>
<tr>
<th>Sanctions Summary</th>
<th>By Housing</th>
<th>By OSCR</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sanctions Summary 08-09</td>
<td>1579</td>
<td>215</td>
<td>1794</td>
</tr>
<tr>
<td>Sanctions Summary 09-10</td>
<td>1570</td>
<td>412</td>
<td>1982</td>
</tr>
</tbody>
</table>
Distribution Protocol
By the end of September each year, the current University of Michigan Alcohol and Other Drug Policy is published in the Annual Security Report and Annual Fire Safety Report, which is also posted on the DPS web site (http://www.police.umich.edu/docs/clery.pdf) in compliance with the Clery Act, posted on the U-M Web site (http://umich.edu/~spolicy/studentalcoholdrug.html) and distributed via email to faculty and staff by Central and Health System Human Resources and to students by either the Dean of Students or the Vice President for Student Affairs.

By September 1\textsuperscript{st}, the Alcohol and Other Drug Policy and Prevention Administrator emails the Division of Student Affairs Communications Director and the University Human Resources (UHR) Communication Director to announce the compliance requirement.

The UHR Communications Director coordinates the distribution and gets final approval from the Associate Vice President of Human Resources, the Chief Human Resources Officer of UMHS and the HR executives who sign the email to faculty and staff.

The Communication Director for the Division of Student Affairs manages the student email distribution and gets approval from either VP Student Affairs and/or the Dean of Students. The Communications Directors have the authority to send out the mass distribution email. The two letters are similar but customized to each audience.

Email distribution is to be completed by the end of October.

*The UM Alcohol and Other Drug Policy also is linked in the mandatory online course required for all incoming first year and undergraduate transfer students, and is referenced in parent and student orientation materials.*
2010 Committee Recommendations

1. Utilize new student incident database (Advocate by Symplicity) to track and review alcohol and other drug related violations from various campus departments.
2. Meet with staff from Human Resources to develop tracking system for faculty and staff violations.
3. Support the adoption of a SPG related to Alcohol and Other Drugs.