

**Biennial Review of Drug and Alcohol Policies and Programs
Virginia Tech
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Biennial Review of Drug and Alcohol Programs and Policies

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1.0 Introduction

In response to the 1989 Drug Free Schools and Communities Act, Virginia Polytechnic Institute and State University, henceforth referred to as Virginia Tech, has implemented a diverse cross-section of programs focusing on providing education, prevention, and treatment concerning alcohol and other drug prevention, use and abuse for students, staff, and faculty. A Review Committee was formed and charged with determining the effectiveness and implementing changes as needed to our current programming models.

A review of these initiatives is conducted every other year by contacting each entity involved in the process to update the information, explore possible future endeavors, evaluate goal attainment, and recognize each program's strengths and limitations to ascertain further improvement. Through this endeavor we believe that our alcohol and drug prevention programs continue to be robust and also effective.

The university's efforts include the following components:

- Annual written notification of alcohol and other drug (AOD) programs, policies, laws, sanctions, and statistics
- Awareness, education, and other prevention oriented activities
- Early intervention and lower risk alcohol and other drug abuse (AOD) assessment and treatment intervention
- Referrals for higher risk (AOD) treatment, when indicated
- Environmental change efforts aimed at preventing substance abuse and encouraging healthier alternatives

Virginia Tech supports the core values of the campus community by providing information to students, staff, and faculty that promotes healthy lifestyle choices, professional development, plus personal and academic growth.

2.0 Statement of Alcohol and Other Drug (AOD) Program Goals

Hokie Wellness in the Division of Student Affairs takes the lead role in AOD programming for students. This office was established in fall 2016 by combining three other entities on campus: Health Education, the Campus Alcohol Abuse Prevention Center (CAAPC), and Employee Wellness. As part of its mission, Hokie Wellness provides leadership in the development of health education and alcohol abuse prevention efforts on the Virginia Tech campus and the evaluation of those programs. Hokie Wellness also provides support and partners with local government and businesses, as well as state officials, to improve and update policies that promote better public health practices.

Hokie Wellness AOD Goals:

- Design, pilot, and seek to institutionalize innovative, research-based programming and prevention efforts for the student community.

- Coordinate the strategic planning and implementation of alcohol abuse prevention efforts in order to maintain consistency in the prevention messages promoted by offices and departments at Virginia Tech.
- Monitor and report to the university community, on a bi-annual basis, the alcohol use behaviors of Virginia Tech students and the status of alcohol abuse prevention efforts.
- Serve as a consultant, provide support, and act as a clearinghouse for campus-wide and Commonwealth efforts to prevent alcohol abuse among college students.
- Seek local, state, and federal grants to support the development, evaluation, and dissemination of alcohol abuse prevention programs for students.

Hokie Wellness programs are intended to a) engage students, faculty, and staff in alcohol-related issues and concerns; b) increase knowledge and skills related to appropriate (and legal) consumption of alcohol using a harm-reduction approach; c) encourage students to be accountable for outcomes related to their alcohol use decisions; and d) guide students in the exploration of core values, decision making, and personal and professional goals as they relate to personal alcohol consumption.

In the last Biennial review, we reported that Virginia Tech stated its commitment to the health and welfare of the university community and has demonstrated this commitment by providing significant resources to establish a university wellness program for employees. Since that report, the employee wellness program was established and is now a part of Virginia Tech’s spectrum of health care for campus. We are proud of the continued dedication that our university demonstrates in making Virginia Tech one of the healthiest campuses in America.

3.0 Description of AOD Program Elements, Key Offices, and Accomplishments

There are a number of university offices that work to assure compliance with the Higher Education Act and Virginia Tech’s drug and alcohol policies. The following departments contributed to the review: Hokie Wellness, Human Resources, Housing and Residence Life, Fraternity and Sorority Life, Athletics, Schiffert Health Center, Thomas Cook Counseling Center, Student Conduct, Campus Police, Women’s Center and the Office of Institutional Research and Effectiveness.

3.1 Programs and Services for Students

3.1.1 The Task Force for a Healthier Virginia Tech Community

In the fall of 2013, Vice President for Student Affairs, Dr. Patty Perillo gave the charge for the Task Force for a Healthier Virginia Tech Community which will continue to pay attention to alcohol matters, but it also will seek to deal with dimensions of health and wellness, including those that pertain to academic, occupational, physical, emotional, cultural, environmental, social and spiritual health. Naturally the proper use of alcohol and legal drugs is directly related to progress in each of those dimensions for healthy living. This task force, which is composed of a broad body of faculty, staff, and students, committed to the content of the title—A Healthier Virginia Tech Community, finalized their work in spring 2016 and presented their findings to upper administration and the Board of Visitors. The merging of the three wellness departments on

campus was one of the recommendations of the Task Force which pertains to alcohol and other drug programs.

3.1.2 Hokie Wellness

The educational philosophy of Hokie Wellness is based on the presumption that students can make informed health decisions based on personal values and current research. Two decisions that college-age students may be experimenting with are whether or not to use alcohol and other drugs and/or how to use alcohol and other drugs. Regarding this topic, we strive to provide excellence in education, prevention, and outreach programming as well as supportive, non-judgmental, and effective interventions. Hokie Wellness supports compliance with the laws of the Commonwealth as well as university regulations, and underlines the conviction that intoxication cannot excuse inappropriate or wrongful acts. For those who choose to drink, the office recommends and supports doing so in a legal, appropriate, and low-risk manner. Students are expected to take responsibility for their substance-related behaviors and to respect the choices of those who do not wish to use substances. In addition, students are encouraged to hold other students accountable through positive peer influence.

Specific services include:

- *Moderation Training:* Hokie Wellness offers educational sessions, psycho-educational groups, and individual consultations for students who want to moderate their alcohol consumption. These Programs meet requirements that may be imposed on offenders by state courts. Many of these sessions tend to be interactive, and thus they are not only well intentioned but tend to reach students.
- *Outreach:* Hokie Wellness staff members provide educational programs to students, faculty and staff, including department meetings, classroom and residence hall programs, presentations to athletic and club sport teams, Greek-life organizations, and other student organizations. Programs are interactive and tailored to meet the needs of each particular group.
- *Education Campaigns:* Hokie Wellness creates, delivers, and evaluates educational programs, including social norms marketing activities, alcohol overdose, laws and policies, low-risk consumption of alcohol, and secondary negative outcomes.
- *Media Campaigns:* Hokie Wellness creates, delivers and evaluates social marketing campaigns, including both traditional media (posters, table cards, marketing TVs, and media events) and social media (Facebook and Twitter).
- *Alternative Social Activities:* Hokie Wellness partners with other departments and student organizations to provide alcohol-free activities.
- *Training:* Hokie Wellness staff members customize, deliver, and/or evaluate alcohol-related training sessions principally for members of the Virginia Tech community. Office members also deal with other issues that can be influenced by alcohol use, such as campus violence, sexual assault and drug use.
- *Evaluation:* Hokie Wellness administers the National Collegiate Health Assessment through the National College Health Association every two years which evaluates student alcohol use, perceptions, and related outcomes in addition to other health-related topics. In addition, Hokie Wellness conducts follow-up surveys to evaluate specific program components.
- *Consultation:* Hokie Wellness staff members provide free consulting services on program

development and evaluation to the Virginia Tech community.

Overview of Hokie Wellness Accomplishments and Activities

Alcohol or other Drug Remediation Classes

Students who are found responsible by the Office of Student Conduct for violations of the university alcohol and other drugs policy are referred to one of three programs: a) Party Positive for lower level violations of the alcohol policy; b) Making Positive Choices for alcohol violations where students experience negative outcomes; c) individual consultations for alcohol violations that put the student or others at risk, and d) individual consultations for violations of the drug policy. Hokie Wellness also accepted enrolled students who are referred from courts that do not refer students to the Office of Student Conduct (those courts outside of Montgomery County), from Corps of Cadets, and from extended campus locations. Students who participate in these programs are assessed a mandatory but reasonable fee.

Party Positive

Using a harm reduction approach, this class addresses: a) alcohol consumption patterns of students at Virginia Tech b) The Commonwealth of Virginia's and Virginia Tech's alcohol laws and policies c) defines and demonstrates how to calculate a standard drink, d) tolerance, and f) bystander intervention. The class explores "positive drinking", including choosing not to drink, lowering risk, and adopting specific consumption guidelines and protective/preventive behaviors. The program consists of a 2-hour session, a post-class and 30-day follow-up online assessment, and personalized feedback. Peer educators, under the supervision of Hokie Wellness staff, facilitate a class of 10 to 12 students. There were 44 classes offered in 2014-15 which reached 431 students and 53 classes in 2015-16 which reached 464 students.

Making Positive Choices (MPC)

This class of six to eight students meets for two, 90-minute sessions. It includes an online assessment and personalized feedback between the two sessions and a 30-day check-up survey to evaluate where the student is regarding their alcohol consumption. The course covers all of the material from Party Positive, amplifies discrepancies between a student's values and behaviors, and reviews self-management strategies for monitoring and controlling consumption. Professional staff from Hokie Wellness facilitate the course. There were 30 classes offered in 2014-15 which reached 194 students. There were 27 classes offered in 2015-16 that reached 168 students.

Individual Alcohol and Drug Consultations (BASICS/CASICS)

Referred students meet one-on-one with a Master's level Intervention Specialist from Hokie Wellness for two to six 50-minute sessions. These one-on-one consultations provide students the opportunity to discuss personal values and reflect on their behaviors. The first two consultations use a variation of the BASICS (Brief Alcohol Screening and Intervention for College Students) model and motivational interviewing techniques. We use the CASICS (Cannabis Screening and Brief Intervention for College Students) model to discuss cannabis or other drug use. These sessions provide the student with an opportunity to self-reflect and examine personal decision-making. The students gain an understanding

of how to change their habits and make wise decisions when confronted with situations that involve alcohol. Hokie Wellness reached 545 students during the reporting period for alcohol violations and 125 for cannabis or other drug violations.

First-Year Students

AlcoholEdu

All incoming first-year students are required to complete AlcoholEdu (web-based alcohol intervention). During the past biennium the completion rate surpassed 98% of all incoming students.

Alcohol and Academic Success Infographic

The infographic was placed in each student's room when they moved into their residence hall. The infographic provides information on the relation between alcohol use/abuse and academic success, the short-term effects on sleep, memory, concentration, and steps that can be taken to optimize academic success.

"Hokie Wellness for Party Positive" Facebook Page

Continue to provide information to inform students about alcohol, other drugs, navigating college life, and moderating alcohol consumption. Posts also support the Division of Student Affairs "Aspirations for Student Learning". The page is administered by Hokie Wellness staff and peer educators.

Campus-Wide Programming

Residence and Dining Hall Programs

The Department offers the "Party Positive Bar" and other interactive activities that are facilitated by staff and peer educators. This outreach seeks to teach students how to calculate a standard drink so they can track consumption and how to maintain a blood alcohol level that results in fewer negative outcomes, if they choose to drink. Additional outreach initiatives target social norming and general alcohol policy/law related information.

Curriculum Infusion

The "While You're Away" program encouraged faculty to invite Hokie Wellness to make presentations to academic classes. The focus of Hokie Wellness programs is to provide presentations tailored to the specific academic discipline. In 2014-16, a number of these offerings were presented, reaching hundreds of students.

"Party Positive" Campaign

For the past biennium Hokie Wellness used a media/outreach campaign called "Party Positive." This campaign is designed to increase the use of protective/preventive behaviors. Campaign messaging includes: a) "Do You Party Positive?" b) "HYDRATE or Hangover" c) "EAT B 4 U Drink," d) "DESIGNATE a Nondrinking Driver" e) "PACE It's Not a Race" f) "TRACK Number of Standard Drinks" g) "CHOOSE If, When, and What U Drink". Each campaign uses table cards in dining facilities, posters placed around campus

and distributed to all resident assistants, advertisements on marketing televisions in the workout spaces of recreational sports facilities, posts on the Facebook page, and giveaways. Events are held for each campaign, in or around dining centers, in the student union, or other well-traveled areas on campus and in the community. In Fall 2015- Spring 2016, Hokie Wellness conducted 53 campus and community outreach events reaching approximately 5,400 students.

21st Birthday Project (pilot)

Hokie Wellness has joined with campus partners and local businesses to pilot this targeted student outreach. It aims to reduce the harm by enticing students into a brief 5-10 minute intervention with coupons for free food, non-alcohol based activities, and a free ride home that need to be used during the week of the student's 21st birthday. The student is invited to participate by email and the intervention is delivered by staff or trained peer educators. We had 200 participants during the two-month pilot period. Initial evaluation of the program was positive and will continue in the 2016-2017 academic year. We also had a parent call our office and thank us for offering this intervention. She was blown away by the amount of concern we have for our students.

Off-Campus Programming

"Meet Your Neighbor"

This program is a joint program with the Neighborhood Services, Department of the Town of Blacksburg, and Hokie Wellness. Materials are distributed to approximately 2,000 residents during the last weekend of August in five neighborhoods who have reported problems with alcohol-related behaviors.

Student Leadership

The IMPACT peer education and prevention team consists of approximately 15 students who receive approximately 40 hours of training on alcohol-related issues and facilitation skills over the course of the year. Each year, this team implements dozens of programs and facilitates scores of classes for students referred through the student conduct system. The group also implements programs in the residence halls.

Programs for High-Risk Groups

Additional efforts were made with high-risk students including Athletes and Greeks in social fraternities and sororities. In this period, Hokie Wellness and the Assistant Vice President for Student Affairs facilitated several presentations. These presentations used a harm-reduction approach to alcohol abuse prevention with the goal of increasing knowledge concerning alcohol, improving decision-making, and reducing negative outcomes. In 2015-16, the Hokie Wellness staff and IMPACT peers facilitated 12 workshops to sororities, fraternities, and sport clubs reaching approximately 632 students. Staff from Hokie Wellness also attended the NCAA Apple Conference in January of 2016 which focuses on helping student-athletes use bystander intervention techniques to reduce negative outcomes from alcohol and drug use.

3.1.3 Department of Housing and Residence Life

This department strives to address and reduce problems and transgressions related to alcohol and other drugs in residence hall facilities. Both para-professional staff (resident advisors, "RAs") and

full-time professional staff provide oversight and preventative efforts in this regard. By way of illustration, in university housing, RAs submit student conduct referrals about residents who are involved with alcohol and drug infractions; staff members refer those who may be reliant on alcohol or other drugs to counseling services; and health-oriented programming, which underscores problems associated with the misuse or abuse of alcohol and other drugs is offered periodically in residence halls. Over the past two years, the Office of Housing and Residence Life, in conjunction with the Student Conduct Office, have sought new ways to underline the importance of compliance with university rules and legal statutes that apply to drugs and alcohol. For example, it has helped to assign community service and reflection papers to enhance and reinforce the impact of conduct or legal sanctions. Responses also include the approach called “Orange Obligation and Maroon Mindset” which emphasizes conscious and ethical choices related to alcohol use and abuse.

3.1.4 Office of Fraternity and Sorority Affairs

The Fraternity and Sorority Affairs Office (FSL) addresses issues of alcohol and/or drug misuse primarily through risk management education. Through the 2014-16 period the annual one-day Risk Management Institute took place, which brings together invited chapter officers to manage their events in such a way as to reduce risk, adhere to university policies, and align fraternity/sorority values with courageous leadership.

In response to sanctions from the Student Conduct office, FSL staff will provide risk management advising, workshops, and reviews for the sake of helping chapters strengthen their practices.

Fraternities and sororities residing in the Oak Lane residential community will register all events that include alcohol consumption with staff for the sake of furthering risk management coaching and education.

3.1.5 Varsity Athletics

Virginia Tech and the Department of Athletics believe that alcohol and drugs have no place in intercollegiate athletics participation. The Department of Athletics has developed the Substance Abuse Program, which is designed to promote the physical and mental health of its student-athletes while protecting their individual rights to privacy. The program is administered by the Substance Abuse Committee, which is composed of representatives from the Cook Counseling Center and athletic department personnel.

The comprehensive year round program consists of random testing as well as testing for improper drug use on the basis of reasonable suspicion or in response to a voluntary request from a student-athlete or request by the coach. In addition, the program emphasizes education and preventative programs and counseling. The entirety of the Substance Abuse Program administered by the Athletics Department can be found within the Student-Athlete Handbook located at: <http://www.hokiesports.com/sahandbook/>.

3.1.6 Schiffert Health Center and Cook Counseling Center

During the 2007-09 period, the Schiffert Health Center conducted a program of practical research in which it tracked injuries and made confidential inquiries if such had been related to alcohol use

and misuse. The correlation was positive, which confirmed a hypothesis of the center. This information was then shared with students to help illustrate negative effects of the misuse or abuse of alcohol. The Center plans to repeat this study in upcoming biennium as part of its quality improvement efforts. The Director also inquires about alcohol and drug use as part of the compilation of social history for the students she sees to help individuals deal better with personal risks or challenges.

The Thomas E. Cook Counseling Center offers substance abuse treatment for students at Virginia Tech. All students complete initial intake forms and assessment which include an assessment and evaluation of substance use and abuse. Approximately 7% of students seen at the Cook Counseling Center meet diagnostic criteria for a substance abuse disorder with alcohol abuse and cannabis use the most frequent substances of abuse, followed by much smaller numbers where hallucinogen abuse, amphetamine and cocaine abuse are diagnosed. Counselors have noted that substance abuse is a significant issue for an additional 7% of the students evaluated by a staff member. Students seen for substance abuse may be treated in individual counseling, group counseling, and psychopharmacologic treatment. The Center has a number of staff members with significant experience in treating substance abuse and the leader of the substance abuse group recently received certification as a substance abuse specialist. The Center works collaboratively with Hokie Wellness to refer students to appropriate treatment and educational evaluations

3.1.7 Office of Student Conduct

Students and student organizations will be considered for disciplinary action whenever violations are committed on university property. For the purposes of disciplinary action only, a student is defined as any individual who has accepted an offer of admission as an undergraduate, graduate, or professional student and who has not yet graduated or officially transferred to another institution.

For violations that do not occur on university property, action will be considered if university officials decide that university interests are involved. Disciplinary action may be taken by the University for any act constituting a violation of the law when the act is contrary to the university's interests as an academic community. The university is especially concerned about high-risk behavior which threatens the lives, health, safety, and academic success of our students and has deemed off-campus violations to be actionable in the university Student Conduct system. Behaviors deemed high-risk include, but are not limited to, major alcohol violations, illegal drug violations, hazing violations, major theft, abusive conduct, and gender-based violence.

The Office of Student Conduct is a purposeful partner of Health Education/ Hokie Wellness. Student Conduct refers students to Health Education/ Hokie Wellness for education, resources, and coaching services as a result of our meetings with students.

Parents/guardians of students under age 21 will be notified if their student is found responsible for a violation of the alcoholic beverage or illegal drug policies. This occurs even if the offense is a minor or first-time incident.

The majority of conduct matters are resolved through the Agreed Resolution process. The Agreed Resolution meeting provides the conduct officer and the student an opportunity to resolve the

conduct matter through a mutually agreeable outcome. Through a collaborative sanctioning model, a conduct officer and student jointly determine if a policy violation exists and an appropriate outcome is proposed. The student has the opportunity to agree with and accept the outcome or decline the resolution. If the student accepts the resolution, the case is considered resolved. If the student declines that resolution, they may request a formal hearing, and the hearing officer prepares them for a formal hearing.

If a student violates a university policy, Student Conduct issues a wide variety of status, educational/ restorative, and privilege sanctions that are aimed to engage the student in reflection/ learning, restoring harm and impact on others, and reinforcing the university's expectations of community member behavior.

3.2 Programs for Employees

Because there are few drug and alcohol related incidents involving campus employees, the university's approach to AOD programming for employees is focused on the individual. Human Resources makes supervisors and employees aware of the programs and services available to provide coaching, counseling, and referrals. This is accomplished through programs such as new employee orientation, the annual mailings described in section 5.0, the Hokie Wellness program, the annual employee benefits and wellness fair, supervisory training, and the Employee Assistance Program. Offices at Virginia Tech available to assist employees and supervisors in accessing appropriate resources within the university and the community include Employee Relations, Hokie Wellness, and University ADA and Accessibility Services.

If a mandatory referral to the Employee Assistance Program is pursued, there is an effective follow up for referrals involving alcohol/drug related issues. The State's Employee Assistance Programs will work jointly with the employee and manager throughout the referral process to advise of employee attendance and at the conclusion of counseling to inquire how the employee is performing/behaving in the work setting. Employee Relations follows up with the supervisor to check on employee progress. Employee Relations follows up with the EAP as needed.

3.3 Other Institutional Programming Areas

3.3.1 Campus Police

Alcohol and substance abuse play a role in crime and crime prevention. Police Department presentations devote a significant amount of time devoted to such topics. During the 2014-15 and 2015-16 academic years, the department provided 85 and 96 presentations respectively.

3.3.2 Women's Center

The Women's Center, as a part of its programmatic offerings, addresses the statistical connection between alcohol (and other drugs) and the perpetration of violence (physical and sexual) against women in particular, as well as people of all genders. Programs also acknowledge the use of alcohol and other drugs as a facilitative tool used by perpetrators and address alcohol's impact on the ability of an individual to give consent.

4.0 Alcohol and Other Drug Policies

The commitment to promote the health and wellness of the university community is further supported by university policies for students and employees.

University Policy 1015, Alcohol Policy, defines restrictions relating to the serving of alcoholic beverages on university property. Possession and use of alcoholic beverages is prohibited on all university properties except in certain facilities.

University Policy 1020, Drug-Free Workplace Policy, states that the use of illegal drugs or abuse of controlled substances is incompatible with the goals of an academic community. The policy prohibits the use, possession, or manufacturing of any unlawful drug or controlled substance.

University Policy 1036, Student-Athlete Substance Abuse Policy, articulates the Athletics Department's prohibition of substance abuse by student athletes, describes substance abuse education and counseling programs, describes the drug testing program, and describes sanctions.

University Policy 8300, Hokie Handbook, provides expectations, regulations, and suggestions that guide student behavior and interaction as members of the campus community, and are rooted in concerns about safety, security, and the welfare of the community. Violations of the regulations can result in intervention by professional staff from the Division of Student Affairs, conduct referrals, and educational and/or punitive sanctions.

University Policy 4061, Drug, Alcohol, and Medical Testing Guidelines for Commercial Driver's License Holders and Other Identified Positions, outlines drug and alcohol testing guidelines for those who operate commercial vehicles requiring a Commercial Driver's License (CDL), work in covered positions within the Virginia Tech Police Department, function as pilots, or other designated positions. Employees in these positions are subject to pre-employment, random, reasonable suspicion, and post-accident drug and alcohol testing.

University Policy 4345, Employee Assistance Program, describes the Employee Assistance Program that provides confidential short-term intervention, assessment, and referral services for employees who may be experiencing a broad range of problems such as depression, anxiety, stress or other emotional problems; alcohol and/or drug abuse; and other concerns that may affect an employee's job performance.

Virginia Tech Faculty Handbook provides policies applicable to all faculty employees and provides the basis for sanctions and Employee Assistance Program referrals.

Virginia Tech Staff Employee Handbook provides information about benefits, programs, and policies that apply to full-time, salaried staff employees at Virginia Tech. It summarizes University Policy 1020, Drug-Free University and the possible penalties for violations of the policy.

Virginia Department of Human Resources policy 1.60, Standards of Conduct references Virginia Department of Human Resources policy 1.05, Alcohol and Other Drugs and guides management in the disciplinary process.

5.0 Procedures for Distributing Information

5.1 Student Notifications

Students are exposed to these requirements through a variety of methods described below.

- It is discussed in the Summer Orientation Program which takes place for all new students in 12 sessions each summer.
- It is supported by mailings sent by the Office of Undergraduate Admissions.
- Pertinent material is posted in residence halls.
- It is underscored by the online prevention class, AlcoholEDU, that all students are required to take as part of their acceptance to the university.
- It is reinforced by remedial classes.
- It is explained in the Hokie Handbook or the University Policies for Student Life (U.P.S.L.)
- It is intermittently addressed in town hall meetings, such as in a town hall session on marijuana use and penalties.
- It is explained by a variety of campus officials in residence halls and a multitude of other student forums.
- It is included in the “Annual Notice” to all students.

5.2 Employee Notifications

The Department of Human Resources maintains an awareness program for employees.

- All new salaried faculty and staff receive the following information during orientation sessions conducted by Human Resources - Alcohol and Drug Policy Summary
- University’s Statement of Business Conduct Standards, which includes information about the university’s drug and alcohol policies
- Annual Notice on Rights and Responsibilities, including the following:
 - Specific acts subject to disciplinary action
 - Information regarding counseling, treatment, and rehabilitation programs offered by the university and available in the community
 - Links to attachments covering: Controlled Substances Uses and Effects; Federal Trafficking Penalties; Virginia Drug Penalties
- Wellness and employee assistance programs (<http://www.hr.vt.edu/benefits/wellness/eap/index.html>)
- Relevant handbooks (Staff handbook and Faculty handbooks)
- The Departmental Checklist for New Wage Employees references the drug and alcohol policies.
- Orientation for new wage (non-salaried) employees, which is the responsibility of the hiring department, is guided by a checklist of topics to be covered by the supervisor, including drug and alcohol policies.
- All employees, including student workers, receive the “Annual Notice on Rights and Responsibilities of the Virginia Tech Community”. The annual notice is provided to employees electronically, and a paper notice is provided to departments to distribute to employees who

do not have access to electronically distributed materials. The notice includes information regarding the university's policies on alcohol and drugs, and complies with the requirements of federal and state drug and alcohol regulations. Specific acts subject to disciplinary action. Information regarding counseling, treatment, and rehabilitation programs offered by the university and available in the community. Links to attachments covering: Controlled Substances Uses and Effects; Federal Trafficking Penalties; Virginia Drug Penalties

- The Hokie Wellness website provides information about substance abuse care and advises employees as to how to seek assistance with these problems. In addition, the Hokie Wellness staff provides training regarding drug and alcohol use/abuse to supervisors and employees upon request.
- The annual Hokie Wellness Health and Benefits Fair for employees includes representatives from the Employee Assistance Programs.

5.3 Annual Campus Security and Fire Safety Report

The Virginia Tech Police Department's annual Clery report articulates the university's policies regarding alcohol and controlled substances. The report also includes the university's crime statistics for violations referred and arrests for drug and alcohol law violations. It is published on the department's website and available on request (http://police.vt.edu/content/dam/police_vt_edu/clery-reports/2015-clery-act-annual-campus-security-fire-safety-report.pdf). Where applicable, these reports also provide information about fire statistics in Virginia Tech residence halls.

5.4 HEOA Disclosures and Student Consumer Information

The Office of Institutional Research & Effectiveness has coordinated the collection of Student Consumer Information to comply with the disclosure requirements of the Higher Education Act and the Higher Education Opportunity Act. This office maintains a website (<http://ir.vt.edu/index/heoa.html>) that includes a summary of each disclosure requirement and the university's dissemination methods.

6.0 Analysis of Alcohol and Other Drugs Programs

6.1 Student Surveys and Assessment

The Division of Student Affairs continues to conduct surveys to assess the effectiveness of alcohol and drug awareness programs. The results have been gratifying. A heavy majority of students learn from the programs and intend to make at least some positive changes.

6.1.1 Party Positive Class for Conduct Referrals

Surveys conducted over the 2014-2016 review period show that the majority of students believe (somewhat to strongly agreeing) that the class has an impact on their drinking behavior, ranging from intentions to lower their peak blood alcohol levels, count and reduce the number of standard drinks they consume when they choose to drink, and reduce the frequency of alcohol consumption. The majority of students also decide to cut back on drinking, follow the recommended low-risk guidelines, or not drink as a result of the class. Only a small minority believe the course was not very helpful. In addition, the majority of participants indicated that they had a better understanding of blood alcohol levels, tolerance, the number of standard drinks they can consume, and what they can do to reduce

negative outcomes. Finally, students found the facilitators to be non-judgmental, knowledgeable, and well prepared.

6.1.2 Making Positive Choices Course for Conduct Referrals

Survey data conducted in fall 2014 and spring 2016 shows that the majority of students agree or strongly agree that the class changes their way of thinking about how often they should drink and how much they should drink on any one occasion. The vast majority of students find the class to be moderately to very helpful. The majority of students also agree or strongly agree that the facilitators were non-judgmental, knowledgeable, well-prepared, and that they responded well to questions.

6.2 Student Conduct Data

At Virginia Tech, members of the university community recognize that the possession and consumption of alcoholic beverages by those under the age of 21 and the illegal possession and use of controlled substances by any member of the university community violate laws of the Commonwealth of Virginia and university policy. Further, members of the university community recognize that the misuse or illegal use and possession of alcoholic beverages or controlled substances may pose serious health and safety risks to those engaged in such behavior. Members of the university community are accountable for their decisions regarding use of alcohol and the behavior that occurs as a result of those decisions. This can be noted from the following data:

- During the 2014-15 academic year, Student Conduct received 1093 conduct referrals that resulted in meeting with 1394 students by Student Conduct staff, Housing and Residence Life colleagues, and other university hearing officers to discuss community expectations and conduct code violations. Those meetings resulted in 1578 total conduct code violations.
 - As a result of those meetings, 68 suspensions, 3 dismissals, and 1 withholding of degree occurred. For comparison, there were 81 suspensions, 0 dismissals, and 3 degree withholdings degree during the 2013 – 14 academic year.
 - The most commonly violated policy was the Alcohol Beverage policy. Of those violations, 929 were related to the alcoholic beverage policy. This represented an increase of 10.9% from the year before.
 - During the 2015-16 academic year, 111 students violated the Illegal Drug policy (e.g. possession of paraphilia, use/ possession of marijuana, use/ possession of other drugs, and sale distribution of marijuana or other drugs). This represented an increase of 19.4% from the year before.
- During the 2015-16 academic year, Student Conduct managed 1087 conduct referrals that involved 1965 students. That resulted in a total of 1,185 administrative action notices (103) and conduct meeting (1082) with students by Student Conduct staff, Housing and Residence Life colleagues, and other university hearing officers to discuss community expectations and conduct code violations. Those meetings resulted in 1961 total conduct code violations.

- As a result of those meetings, there were 140 separations during the 2015–16 academic year. This represents an 84.2% increase from last year. The breakdown of these separations for this year include; 125 suspensions, 6 dismissals, and 9 withholding of degree (Deferred Dismissal).
- The most commonly violated policy was the Alcohol Beverage policy. Of all of the policies that were violated (1961), 975 were related to the alcoholic beverage policy. That represents a 4.95% increase from the year before.
- During the 2015-16 academic year, 165 students violated the Illegal Drug policy (e.g. possession of paraphilia, use/ possession of marijuana, use/ possession of other drugs, and sale distribution of marijuana or other drugs).

In addition to the status sanctions that were issued (i.e. probation, suspension, etc.), students were assigned educational, reflective, and experiential outcomes to reinforce the educational nature of the student conduct process.

6.3 Assessment of Employee Programs

6.3.1 Data on Employee Referrals and Sanctions

An analysis of employee referral statistics for drug and alcohol related issues for the reporting period provided the following:

Zero disciplinary actions with mandatory EAP referral (staff), four mandatory EAP referrals without disciplinary action (staff), no related terminations, and two employees exhibiting effects of prescriptions drugs at work, no disciplinary action (staff). Human Resources ensures that sanctions are consistently enforced through its consultations with legal counsel and employees' supervisors, and the application of the relevant employee disciplinary policies for the different categories of employees.

The number of employees who have been cited for violations of university and state policies concerning the use of drugs and/or alcohol at work is virtually the same as the number cited in the previous report (2014-2016). Given an employee population of approximately 8,500 faculty, salaried staff and wage staff, the percentage of individuals represented here is so small that analysis is not possible.

6.4 Drug and Alcohol-Related Violations and Fatalities

As required by the Higher Education Act, the biennial review must determine the number of drug and alcohol-related violations and fatalities that occur on the institution's campus, or as part of the institution's activities, and that are reported to campus officials. The reports and statistics are published on the Virginia Tech Police Department website (http://police.vt.edu/content/dam/police_vt_edu/clery-reports/2015-clery-act-annual-campus-security-fire-safety-report.pdf). Statistics are provided for each of the Virginia Tech campuses, including all reported crimes that occurred on-campus, in certain off-campus buildings, property owned or controlled by Virginia Tech, and public property within or immediately adjacent to and accessible from each respective campus. The report includes crime statistics for the two campuses where drug and alcohol-related violations were reported. There were no reported drug or alcohol-

related fatalities on campus or associated with the institution's activities. The university is also required to determine the number and type of sanctions that are imposed 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.

7.0 Summary and Recommendations

Virginia Tech offers a complex and diverse set of high quality programs to address issues related to alcohol and other drugs. The university is mindful of the importance of preventive education as well as sanctioning when necessary. It is rigorous but is not draconian in its policies and practices. Further, the university engages in intensive research on these matters. The review of policy and programmatic materials notes the following:

- There are drug and alcohol policies in place directed towards the prevention of illicit drugs and the misuse of alcohol and drugs by students and employees.
- Alcohol and drug policy information is distributed to all employees and students via email each fall semester. Paper copies are provided to departments to distribute to employees who do not have regular access to email.
- Student-related efforts: In the last biennial report, Campus Alcohol Abuse Prevention Center (now Hokie Wellness) volunteered to do assessments for all students involved in alcohol infractions so that the course to which they will be assigned will accurately reflect their level of involvement and/or dependency. In addition, Hokie Wellness volunteered to step up work in the area of marijuana use, since it seemed to be an area of emerging concern. Hokie Wellness did perform the assessments and will be increasing its preventive and treatment work related to marijuana. In the upcoming two years, it would be beneficial to push a bit further, that is, beyond alcohol and marijuana and to look at misuse of "legal" drugs, which sometimes can be used illegally (such as with stimulants and some opiates).

7.1 Recommendations

In the future the completion of this report will be handled by the AVP of Health and Wellness in the Division of Student Affairs along with the assistance of the Director of Hokie Wellness and Associate Director of Finance and Administration. These individuals will continue to partner with the following departments at Virginia Tech:

- Human Resources
- Hokie Wellness
- Housing and Residence Life
- Fraternity and Sorority Life
- Athletics
- Schiffert Health Center
- Thomas Cook Counseling Center
- Student Conduct
- Campus Police
- Women's Center
- Office of Institutional Research and Effectiveness

Future programming recommendations offered by Hokie Wellness include:

- Complete a more thorough, timely, and consistent evaluation of all AOD programming
- Continue to develop the Recovery Community, outreach and resources available for the campus community
- Further AOD involvement with regional and state-wide prevention partners (VaCALC)
- Revision of current community-outreach programming to provide appropriately engaging and active learning opportunities
- Peer-Education partnerships with academic classes
- Residence Life AOD Training and more programs for high-risk drinking populations (Greek and Athletes)