

University of Utah
Drug-Free Schools and Campuses Regulations
Biennial Review 2004-06

Introduction

Early in 2004, the Alcohol and Drug Education Center, the office responsible for substance abuse prevention efforts on campus, changed its name to the Campus Wellness Connection (CWC). The name change was a result of a complete review and reorganization of campus prevention efforts and was made possible financially by the federally funded State Incentive Grant Enhancement (SIG-E) program awarded to all public institutions of higher education in Utah in 2003. This grant is managed on the state level by the Utah State Department of Substance Abuse and Mental Health.

The grant required, among other things, a complete evaluation of current practices and a needs assessment in terms of planning how to improve and change prevention efforts on the state's college and university campuses. Although many existing prevention practices have remained the same, this Biennial Review will detail changes to campus prevention efforts during the 2004-2006 period, many of which resulted from SIG-E funding.

1. Descriptions of AOD Program Elements

a. State Incentive Grant Enhancement Activities

SIG-E provided funds, focused on prevention efforts for the 18-25 year old student population, for three years (2003-2007). UU was awarded approximately \$75,000 per year. This money went primarily to: 1) the hiring of a prevention coordinator in CWC and 2) funding of what is known as the Environmental Management approach to prevention. The Environmental Management approach focuses on broad efforts on campus, including analyzing the effectiveness of campus alcohol and other drug policies, building awareness about substance abuse issues on campus, and providing opportunities for alcohol and drug-free involvement, among other things.

CWC, in fact, chose to focus its efforts on policy analysis, awareness building, and supporting alternative activities. Policy analysis has been conducted within the context of the Alcohol and Drug Abuse Prevention Panel (ADAPP), an advisory group created by CWC. ADAPP is a group of about 20 professionals on campus with interest in alcohol and drug abuse prevention. This panel came into existence as a result of SIG-E. The existence of such a panel is also recommended by the Drug-Free Schools and Campuses Regulations. For a review of the latest developments related to campus policy, refer to Section 7, *Measuring Enforcement Consistency*.

Awareness building was addressed, in large part, by changing The Alcohol & Drug Education Center's name to the Campus Wellness Connection. The Alcohol

& Drug Education Center did not seem to draw student interest. This was probably due to negative stigma associated with alcohol and drug use. Most students had contact with the office only as a consequence of sanctioned attendance at alcohol and drug education classes. The name change to the Campus Wellness Connection was based, in large part, on the need to make the office more appealing and inviting to students.

However, the more important reason for the name change relates to conclusions gained from analyzing survey data about alcohol and drug use among UU students. Data revealed that certain problems were and are highly correlated with increased alcohol or drug use/abuse. Poor academic performance, mental health problems, and poor social support and connection were major factors related to elevated rates of alcohol/drug use.

CWC's guiding rationale, therefore, is that the more we are able to help students access needed services, the more their problematic alcohol/drug use will decline. For example, students with mental health problems sometimes do not know they can access mental health services in at least three offices on campus. By making it easier for students to get help they need, their overall wellness increases, and by implication, alcohol or drug use that is related to particular problems decreases.

Finally, we focused on helping students engage in alcohol and drug-free involvement by funding alternative activities. Since UU is a 'dry' campus, all activities on campus are alcohol free. However, CWC wanted to provide extra opportunity for students to plan and participate in such activities, particularly late-night activities, during times when students might otherwise be at gatherings where alcohol or drugs are present.

We created an application process for accessing grant funds that sponsored and paid for student-planned activities. Student groups at Housing and Residential Education, in the Greek system, athletics, and many others have responded enthusiastically to the availability of this money.

Since the beginning of SIG-E funding in 2003, CWC has funded a total of 39 student-planned, small-group alternative activities, which have reached approximately 13,566 students, at a cost of \$15,666. We have also given Crimson Nights, an Associated Students of the University of Utah late-night activity program, \$21,000 for its programming. Crimson Nights is a hugely successful program, which has reached approximately 18,000-25,000 students/people each academic year, 2004-06.

b. Wellness Network

The University of Utah's (UU) Wellness Network (WN) is committed to promoting campus-wide awareness of wellness issues. This mission is accomplished through educational programming and events such as Wellness

Week, an annual week-long series of events, lectures and fairs, focused on increasing the sense of a healthy campus community.

The WN also encourages communication and collaboration on wellness issues among university departments and acts as a wellness resource for the campus community. Members of the Wellness Network generally meet quarterly to discuss upcoming events and coordinate resources. There are currently about 45 members of the WN.

c. Other Student Involvement

Internships

CWC has developed practicum and internship programs with UU's Department of Health Promotion and Education and the Department of Educational Psychology. Each year, 1-2 interns are chosen to work with CWC. Interns work on a variety of tasks such as coordinating alternative activities, presenting at workshops and presentations, and evaluating programs. Interns provide a valuable resource for CWC, while gaining knowledge and experience in health promotion strategies.

Student Athlete Mentors

The Student Athlete Mentors (SAMs) are a group of student athletes who serve as team mentors. Each team has an appointed representative who participates in trainings and bi-weekly meetings. The purpose of SAMs is to promote positive lifestyles among student athletes through mentoring and education. Mentors serve as exemplary role models and as spokespeople exhibiting the powerful influence that quality student athletes have on this university and community. The primary function is for the mentors to offer their experiences and knowledge to fellow student athletes in hopes that, ultimately, it will improve quality of life of all student athletes at UU. Mentors provide essential support, information and referrals for other team members.

Alternative Spring Break

Alternative Spring Break (ASB) sends teams of University of Utah students to various locations throughout the Western United States to engage in community service and experiential learning during an alcohol-free spring break. This program provides students with a healthy alternative to traditional spring break activities. Students leave behind the world of books and labs to enter communities grappling with issues such as urban and rural poverty, prejudice, hunger, HIV/AIDS, and environmental degradation. Host communities benefit from tangible assistance, while students gain a new perspective of the world in which they live. Alternative Spring Break is co-sponsored by CWC, the Bennion Community Service Center and the Office of Health Promotion.

Five trips were carried out in 2004, six in 2005, and seven in 2006. A total of 231 students went on these trips and provided approximately 4,650 hours of community service. A sample of locations and volunteer organizations follows:

- Seattle, WA Boomtown Café
- San Francisco, CA Glide Foundation
- Los Angeles, CA AIDS Project of Los Angeles
- Point Reyes, CA Point Reyes National Sea Shore
- Arcata, CA Friends of the Dunes

d. Workshops/Presentations/Class

Presentations are tailored to meet the needs of each request. Over the past two years, a variety of presentations and workshops have been done with academic departments and other campus groups and offices. CWC has also provided substance abuse related educational workshops to various groups in the greater Salt Lake City community (e.g. middle and high schools, as well as community-based substance abuse coalitions). This service continues upon request.

CWC also teaches an alcohol and drug education class, based on the Prime for Life program. This class is attended by students who are sanctioned for breaking University of Utah alcohol or drug use policies. The class is therefore primarily a course taken as a sanction, but is intended to be educational in nature and to increase students' motivation to make healthier choices regarding any alcohol and/or drug use. See Section 7, *Measuring Enforcement Consistency*, for more information about rates of alcohol/drug code violations on campus.

e. University Alcohol & Drug Policy Distribution

See information under **Section 4**.

f. Other Awareness Events

A variety of events have been held on campus in the past two years to create a greater awareness of alcohol and other drug issues. Some of these events were not focused specifically on AOD issues, but CWC maintained a presence at the events, distributing information, offering alcohol screenings, and/or engaging in other awareness activities. CWC participated in the following awareness events during the past 2 years:

- New Student Orientation
- Plaza Fest
- First Week Panic Free
- Wellness Fair
- Wellness Week
- Student Advocacy Office Alcohol Awareness Week

- National Alcohol Screening Day
- Greek 101 Seminar
- Alcohol Awareness Day
- Center for Ethnic Student Affairs Orientation
- World AIDS Day
- Great American Smoke Out
- Preview Day

2. AOD Program Goals and Goal Achievement

Program goals and achievements relate directly to the preceding Program Elements section: each program element is essentially an ongoing goal/activity. CWC maintains a complete record of its activities. In academic years 2004-06, a total of 868 outreach events were performed, reaching a total of approximately 9277 people.

Major grant-related goals have been achieved with great success. Policy development is proceeding steadily, awareness has increased (based on a number of indicators, including unique visits to CWC's new web site), and students have responded to alternative activities with enthusiasm.

3. Summary of AOD Program Strengths and Weaknesses

Strengths

- CWC maintains what is known as the Environmental Management approach to prevention work. This approach focuses on enhancing wellness in the general campus population as a direct means of reducing problem alcohol/drug use.
- CWC engages in a wide variety of prevention activities that reach a broad range of student populations on campus.
- CWC began a biannual survey in 2003 aimed at collecting substance use data that will help us plan and evaluate our prevention activities and programming.
- CWC is highly collaborative with other service providing offices on campus. CWC co-founded the Wellness Network in 2000, which has remained a stable functioning group ever since. The group, comprised of most service delivery offices on campus, meets regularly, collaborates on events, shares resources, and coordinates long-range wellness initiatives.
- CWC has spearheaded innovative programs on campus, such as the Alternative Spring Break program. Programs like these tend to be planned and managed in such a way as to be highly successful and long-lived, as opposed to one-time events or activities.
- As indicated in the Outreach reports, CWC is highly active and involved in many networking opportunities on campus. CWC responds to requests for services in a timely and thorough manner, as well as proactively making people more aware of available services.

Weaknesses

- Sustainability: SIG-E grant funding will end September, 2007. Inability to fund alternative activities will be the biggest issue that impacts students directly. Therefore, reduced funds for prevention looms as one of our biggest anticipated weaknesses. However, we intend to begin speaking about this funding change with ADAPP to find other sources of funding, so that alternative activities can continue. We also intend to apply to other grant programs for additional support.
- Better Campus Coordination: Despite the Dean's Office purchase of a software system for tracking various judicial matters, including substance abuse policy violations, there is room for improvement in terms of how various offices handle and report policy violations. Please refer to Section 7, *Measuring Enforcement Consistency*, for more information.
- Improved Administrative Support: There may be room for campus administrators to lend more support to substance abuse initiatives and efforts. For example, CWC's ongoing budget could be enhanced by the university as one way of maintaining successful prevention activities. More administrative messages regarding substance problems and issues could also help bring a higher degree of awareness and visibility to the issue on campus.

4. Procedures for Distributing AOD Policy

Distribution of Policy

UU policy on alcohol and other drugs can currently be found in the Policy and Procedures Manual. The manual can be easily accessed via the internet at www.admin.utah.edu/ppmanual. The policy, along with other information concerning alcohol and other drugs, can also be found on the CWC website at www.CWC.utah.edu.

CWC distributes UU policy annually by taking out a full-page ad in the 'Openings' edition of the Utah Daily Chronicle. This edition is sent out the last week of July to all students registered for Fall semester.

During the last two academic years, CWC has also begun sending email notices to all registered students. In 2006, the Office of Financial Aid and Scholarships also joined in this task by sending out email notices to all students, staff, and faculty, as required by the Higher Education Act.

5. Copy of Policy Statements Distributed to Students and Employees

University of Utah Alcohol & Drug Policy

The federal Drug-Free Schools and Campuses Act requires institutions of higher education to have written policy which describes: 1) legal sanctions under federal, state, and local law for the unlawful use, possession, or distribution of illicit drugs and alcohol;

2) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; 3) a description of any drug and alcohol programs that are available to employees or students; and 4) a clear statement that the school will impose disciplinary sanctions on students and employees for violations of the standards of conduct.

The University of Utah is dedicated to providing a safe and healthy environment for its students, faculty, and staff. The following document provides the information required by the Drug-Free Schools and Campuses Act. Please contact the Campus Wellness Connection at (801) 581-7776 for additional information and resources.

Legal Sanctions: Federal, State, Local Law

Federal and Utah State laws prohibit the use of illicit drugs and actions related to the abuse of alcohol. The University of Utah has policies in place for disciplinary action of faculty, staff, and students who violate alcohol and drug policies. Listed below are the general federal, state, and university policies or links to these policies.

Federal

For federal drug trafficking penalties go to: www.usdoj.gov/dea: (and see table below)

In 1984, the National Minimum Drinking Age Act (Public Law 98-363) was passed. For more information go to:

http://www.nhtsa.dot.gov/people/injury/alcohol/Community%20Guides%20HTML/PDFs/Public_App7.pdf

Table of Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 – 4999 gms mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$2 million if an individual, \$5 million if not an individual Second Offense: Not less than 10 yrs, and not more	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$4 million if an individual, \$10 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death
Cocaine Base (Schedule II)	5-49 gms mixture		50 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 - 9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture		50 gms or more pure or 500 gms or more mixture	

PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture	than life. If death or serious injury, life imprisonment. Fine of not more than \$4 million if an individual, \$10 million if not an individual	100 gm or more pure or 1 kg or more mixture	or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$20 million if not an individual. 2 or More Prior Offenses: Life imprisonment
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PENALTIES		
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.
Flunitrazepam (Schedule IV)	1 gm or more	Second Offense: Not more than 30 yrs. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual
Other Schedule III drugs	Any amount	First Offense: Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
Flunitrazepam (Schedule IV)	30 to 999 mgs	Second Offense: Not more 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual
All other Schedule IV drugs	Any amount	First Offense: Not more than 3 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
Flunitrazepam (Schedule IV)	Less than 30 mgs	Second Offense: Not more than 6 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more

		<p>than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 2 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>
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Federal Trafficking Penalties - Marijuana

DRUG	QUANTITY	1 st OFFENSE	2 nd OFFENSE
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, not less than 20 years, not more than life • Fine not more than \$4 million if an individual, \$10 million if other than an individual 	<ul style="list-style-type: none"> • Not less than 20 years, not more than life • If death or serious injury, mandatory life • Fine not more than \$8 million if an individual, \$20 million if other than an individual
Marijuana	100 kg to 999 kg mixture; or 100 to 999 plants	<ul style="list-style-type: none"> • Not less than 5 years, not more than 40 years • If death or serious injury, not less than 20 years, not more than life • Fine not more than \$2 million if an individual, \$5 million if other than an individual 	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, mandatory life • Fine not more than \$4 million if an individual, \$10 million if other than an individual
Marijuana	more than 10 kgs hashish; 50 to 99 kg mixture more than 1 kg of hashish oil; 50 to 99 plants	<ul style="list-style-type: none"> • Not more than 20 years • If death or serious injury, not less than 20 years, not more than life • Fine \$1 million if an individual, \$5 million if other than an individual 	<ul style="list-style-type: none"> • Not more than 30 years • If death or serious injury, mandatory life • Fine \$2 million if an individual, \$10 million if other than individual
Marijuana	1 to 49 plants; less than 50 kg mixture	<ul style="list-style-type: none"> • Not more than 5 years • Fine not more than \$250,000, \$1 million other than individual 	<ul style="list-style-type: none"> • Not more than 10 years • Fine \$500,000 if an individual, \$2 million if other than individual
Hashish	10 kg or less		
Hashish Oil	1 kg or less		

State

Article XXI of the United States Constitution, which repealed prohibition, grants states the right to regulate alcohol distribution and sale. State laws are unique, but each allows local communities to regulate youth access to alcohol through local ordinances and law enforcement. For general information on Utah State laws go to www.le.state.ut.us

Driving Under the influence:

http://www.le.state.ut.us/~code/TITLE41/htm/41_04045.htm

Minor in possession:

<http://www.le.state.ut.us/~code/TITLE32A/htm/32A0D015.htm>

Health Risks

The use of any illicit drug or abuse of alcohol is potentially hazardous to your health. Faculty, staff, and students should evaluate the health risks associated with use of illicit drugs or abuse of alcohol. Synthetically produced drugs may contain impurities and the true amounts and ingredients are rarely known. The effects of a drug may be significantly different with each use.

The U.S. Drug Enforcement Administration states: "The illegal importation, manufacture, distribution, and possession and improper use of controlled substances have a substantial and detrimental effect on the health and general welfare of the American people."

According to Ralph W. Hingson, SC.D., Professor of Social Behavioral Sciences and Associate Dean for Research at Boston University School of Public Health, "The harm that college students do to themselves and others as a result of excessive drinking exceeds what many would have expected." (

<http://www.collegedrinkingprevention.gov/Media/pressrelease.aspx>)

The National Institute of Alcohol Abuse & Alcoholism (NIAAA) provides comprehensive information and resources associated with alcohol abuse. Some of the major health risks of alcohol abuse include alcohol dependence, lasting effects on the brain, sexual assault, and suicide. Visit www.niaaa.nih.gov for more information. For college students in particular, visit www.collegedrinkingprevention.gov.

Health risks associated with other drugs are indicated in the following table:
(Visit <http://www.usdoj.gov/dea/> for more specific drug information)

Drugs	Physical Dependence	Psychological Dependence	Possible Effects⁽¹⁾, Overdose⁽²⁾ and Withdrawal⁽³⁾
Heroin	High	High	⁽¹⁾ Euphoria, drowsiness, respiratory depression, constricted pupils, nausea ⁽²⁾ Slow and shallow breathing, clammy skin, convulsions, coma, possible death ⁽³⁾ Yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, runny nose, chills and sweating, watery eyes
Morphine	High		
Codeine	Moderate	Moderate	
Methadone	High	High	
Other Narcotics - Percodan, Darvon, Talwin, Percocet, Opium, Demerol	High-Low	High-Low	

Barbiturates - Amytal, Nembutal, Phenobarbital, Pentobarbital	High-Moderate	High-Moderate	(1) Slurred speech, disorientation, drunken behavior without odor of alcohol (2) Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death (3) Anxiety, insomnia, tremors, delirium, convulsions, possible death
Benzodiazepines - Ativan, Diazepam, Librium, Xanax, Valium, Tranxene, Versed, Halcion	Low	Low	
Methaqualone	Moderate	Moderate	
GHB			
Rohypnol			
Other Depressants	Moderate	Moderate	
Cocaine	Possible	High	(1) Increased alertness, increased pulse rate and blood pressure, loss of appetite, euphoria, excitation, insomnia (2) Agitation, increased body temperature, hallucinations, convulsions, possible death (3) Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamine	Possible	High	
Methamphetamine	Possible	High	
Ritalin	Possible	High	
Other Stimulants	Possible	High	
Marijuana	Unknown	Moderate	(1) Euphoria, relaxed inhibitions, increased appetite, disorientation (2) Fatigue, paranoia, possible psychosis (3) Occasional reports of insomnia, hyperactivity, decreased appetite
THC, Marinol	Unknown	Moderate	
Hashish	Unknown	Moderate	
Hashish Oil	Unknown	Moderate	
LSD	None	Unknown	(1) Illusions and hallucinations, altered perception of time and distance (2) Longer, more intense "trip" episodes, psychosis, possible death (3) Unknown
Mescaline & Peyote	None	Unknown	
Psilocybin mushrooms	None	Unknown	
Ecstasy (MDMA)	Unknown	Unknown	
Phencyclidine (PCP)	Unknown	High	
Ketamine			
Other hallucinogens	None	Unknown	
Testosterone	Unknown	Unknown	(1) Virilization, Testicular atrophy, acne, edema, gynecomastia, aggressive behavior (2) Unknown (3) Possible depression
Nandrolone	Unknown	Unknown	
Oxymethalone	Unknown	Unknown	

Drug and Alcohol Programs Available at the University of Utah

The University of Utah offers faculty, staff, and students a variety of alcohol and drug treatment options. Faculty and staff can contact the university's Employee Assistance Program (EAP) for information and referrals for treatment. Call the EAP at 587-9391. In addition to the EAP, individual and group drug and alcohol abuse treatment are available for faculty, staff, and students through the University Counseling Center. Call the University Counseling Center at 581-6826. There are also numerous treatment options available in the community. Contact the Alcohol & Drug Education Center at 581-7776, or visit its website at <http://www.CWC.utah.edu> for more information.

University of Utah Policy: Student Code of Conduct

The University of Utah complies with federal and Utah state laws and penalties regarding the misuse of legal drugs (alcohol and tobacco) and use of illegal drugs.

The following information on student code can be found at:

<http://www.admin.utah.edu/ppmanual/8/8-10.html>

Policy 8-10 Rev 5

Subject: **UNIVERSITY REGULATIONS- Chapter X**

CODE OF STUDENT RIGHTS AND RESPONSIBILITIES (“STUDENT CODE”)
SECTION III: STUDENT BEHAVIOR

A. Standards of Behavior

In order to promote personal development, to protect the University community, and to maintain order and stability on campus, students who engage in any of the following acts of behavioral misconduct may be subject to behavioral sanctions:

8. Use, possession or distribution of any narcotic or other controlled substance on University premises, at University activities, or on premises over which the University has supervisory responsibility pursuant to state statute or local ordinance, except as permitted by law and University regulations.

9. Use, possession or distribution of alcoholic beverages of any type on University premises except as permitted by law and University regulations.

11. Violation of federal, state or local civil or criminal laws on University premises, while participating in University activities, or on premises over which the University has supervisory responsibility pursuant to state statute or local

Violation of the student code may result in one or more of the following sanctions:

- Compliance with federal and/or state laws as appropriate to the law violated, and/or
- Review of violation by University of Utah Student Behavior committee with possible sanctions that may include suspension or expulsion dependent upon the nature of the offense, circumstances, and previous violations.

In addition to these sanctions, students who violate the Standards of Behavior should expect to be involved in processes indicated by the matrix below.

Since a variety of factors must be considered when sanctioning, sanctions may be increased or decreased at the discretion of university personnel responsible for administering the Student Code. Factors affecting the imposition of sanctions include such issues as the severity of the incident, impact upon other individuals or the community, and other prior judicial history. The matrix below represents examples of actions that could be or are typically taken with students who violate the student code regarding alcohol and drug use on campus. Local, state, and federal laws may also apply to alcohol and drug violations.

1st Violation	2nd Violation	3rd Violation
<ul style="list-style-type: none">• University unit/organization-specific disciplinary action (e.g. Athletics, Greek system, Office of Housing and	<ul style="list-style-type: none">• Meeting with Dean of Students• Clinical assessment• Parental notification• Legal	<ul style="list-style-type: none">• Meeting with Dean of Students• Parental notification• Suspension/expulsion from university

Residential Education) <ul style="list-style-type: none"> • Meeting with Dean of Students • Alcohol & Drug Education Class (with fee) • Parental notification • Legal consequences 	consequences	<ul style="list-style-type: none"> • Legal consequences
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Relevant Sections of the Staff/Faculty Code of Conduct

The University of Utah complies with federal and Utah state laws and penalties regarding the misuse of legal drugs (alcohol and tobacco) and use of illegal drugs. The following information on staff/faculty code can be found at:

<http://www.admin.utah.edu/ppmanual/8/8-12-4.html>

Subject: UNIVERSITY REGULATIONS - Chapter XII CODE OF FACULTY RIGHTS AND RESPONSIBILITIES - PART IV

D. Obligations to the University

8. Faculty members may also be subject to discipline for violation of the Drug-Free Workplace Policy and the Field Trip Policy in accordance with the procedures described in those policies.

Drug Free workplace

<http://www.admin.utah.edu/ppmanual/2/2-12.html>

The Policy and Procedure Manual (2-12) states that the university maintains a drug-free workplace. It shall be a violation of this policy for employees to engage in the unlawful manufacture, distribution, dispensation, possession and/or use of a controlled substance or alcohol at a university workplace, or while engaged in university business off campus. Any person accepting employment with the university agrees to abide by the terms of this policy. Employees assigned to a federal contract or grant should be aware of special conditions of employment regarding violations of drug statutes. Other violations include: smoking in violation of the Utah Indoor Clean Air Act and possession and/or consumption of alcohol on University premises.

Any employee of the university who violates this policy may be required to participate in a drug or alcohol abuse assistance or rehabilitation program approved by the director of human resources in accordance with federal law; and/or disciplinary action and sanctions imposed may include a written reprimand, fine, probation, suspension without pay or partial pay, and/or dismissal. Employees must notify their supervisor of any criminal drug statute conviction occurring in the workplace within five days of the conviction. Whenever permitted by university regulations, rehabilitation is preferred to discipline for violations of this section.

6. Recommendations for Revising AOD Programs

Revisions to existing programs and approaches follow directly from the 'Weaknesses' category. Suggestions for revising programs are included under program 'Weaknesses' in Section 3.

7. Measuring Enforcement Consistency

Introduction

The University of Utah is a major teaching and research university in the heart of the Rocky Mountains. Enrollment for the University of Utah is approximately 28,619 students from all 50 states and more than 100 foreign countries. Over 2300 students reside in campus apartments and residence halls.

Dean of Student Office - Level of Expertise

The University of Utah Office of the Dean of Students consists of three, full-time professionals; the Dean of Students, the Associate Dean and the Assistant Dean. The Dean of Students has a doctorate degree in social work and the Associate and Assistant Dean are PhD candidates; one is pursuing her PhD in social work and the Assistant Dean in completing her PhD in educational leadership and policy. All three of these professionals are hearing officers and administrate violations of the student code of conduct that occur on the main campus, fraternity and sorority housing, and more egregious violations that occur in student housing.

Dean of Students Office - Level of Effort

On average, 20-30% of the work of the Office of the Dean of Students is in relation to student behavior issues. In 2005-2006, the Dean of Students administrated over 70 student behavior cases, 32 of which involved the use of drugs or alcohol. This amounted to 43% of the total caseload. Nearly 62% of these alcohol and drug offenses occurred on the main campus and 75% of the incidents occurred during fall semester 2005.

Housing and Residential Education- Level of Expertise

With the new addition and renovation of the Fort Douglas area for the 2002 Winter Olympics, the number of students in residential housing dramatically increased. Currently, there are 1442 undergraduate student living in the residence halls and 528 undergraduate students living in student apartments for a total of 1,970 students. The new expansion of campus housing includes four new residence halls, one apartment complex, and nine specialty houses devoted to students' academic and extracurricular interests. Another 400 undergraduate and graduate students and their families reside in university student apartments south of the campus.

The Director and Assistant Director of Housing and Residential Education are both masters' level professionals with over 30 years of combined experience in campus residential communities. Three Residential Education Coordinators, two with master degrees in campus personnel administration, and one with a juris doctorate, oversee seven Assistant Residential Coordinators, all of who are currently graduate assistants pursuing master's degrees in educational leadership and policy. The Assistant Director, all three Resident Educational Coordinators and seven Assistant Residential Coordinators are hearing officers that administer violations of the student code of conduct that occur in the undergraduate residential housing.

Housing and Residential Living – Level of Effort

Housing professional spend approximately 50% of their time dealing with violations of the student code of conduct. Last year, there were 1890 violations of the student code of conduct and/or residential living policies and procedures. Of these violations, 965 or 51% of the incidents involved alcohol or drugs. Included in these violations are approximately 40 liquor law citations and/or arrests and 1 drug arrest.

Enforcement Consistency

Residential Housing and Education enforces a progressive disciplinary policy with all alcohol and drug violations. A first-time minor alcohol offense will most likely result in a \$50 fine which includes payment for a six-hour alcohol and drug class, as well as a warning that future violations may include suspension or dismissal from housing and potentially the institution. Typically, parents of student under 21 are notified. A second violation will typically include a referral for an alcohol or drug assessment completed by professionals from the Campus Wellness Connection, an educational paper on the student's use of alcohol or drugs, and a referral to the office of the Dean of Students. Students with a second violation may also lose their privileges of remaining in campus housing. A third violation may likely result in a student's suspension or dismissal from the university.

The jurisdiction of the office of the Dean of Students includes alcohol and drug violations occurring on the main campus and sorority and fraternity housing. Typically, a first-time, minor alcohol violation that occurs in sorority or fraternity house results in a \$50.00 fine paid by the sorority or fraternity member as well as a \$100 fine paid by the sorority or fraternity to the Greek Council Office. Typically, the office of the Dean of Students has not utilized the alcohol and drug education course. Again, most parents of students who are under 21 are contacted by one of the deans. A second alcohol violation will typically result in a referral for an alcohol and drug assessment and include probation for the student. Most often, parents of students with second violations are notified. With a second

violation, a student must complete an alcohol and drug assessment and report back to the office of the Dean of Students. These students are also at risk for suspension or dismissal from the University. A third alcohol or drug violation will likely result in the student's suspension or dismissal from the University.

Please note that drug violations occur much less frequently on campus and usually result in a student's probation or suspension from campus regardless of where the violation occurred.

Plans for Enforcement Consistency

With the rapid expansion of the undergraduate housing on campus, consistency is an issue of concern. Currently, 95% of campus discipline is administered by staff in Housing and Residential Education. It is imperative for hearing officers in the office of the Dean of Students and Housing and Residential to ensure that alcohol and drug violations, regardless of where they occur, are handled consistently and appropriately. The office of the Dean of Students is attempting to complete the following tasks to better ensure enforcement consistency:

- 1) The purchase of a web-based, student behavior software management system to allow all hearing officers to have information on a student's current and past violations as well as disciplinary sanctions;
- 2) Meeting more frequently with Housing and Residential Education staff to discuss current alcohol and drug trends as well as disciplinary protocols and procedures;
- 3) Tracking students with similar violations through processes that involve either Housing and Residential Education or the office of the Dean of Students to ensure consistent and relevant enforcement;
- 4) Better coordination with the Campus Wellness Connection to review violations as well as sanction and treatment information.