



Biennial Review of Park University

Alcohol and Drug Programs:

July 2020 - June 2022

Prepared by the Biennial AOD Review Committee

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INTRODUCTION

Part 86 of the Drug-Free Schools and Campuses Regulations requires that, as a condition of receiving funds or financial assistance, an Institution of Higher Education (IHE) must develop and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. In order to certify its compliance with regulations, an IHE must adopt and implement a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities. The program must include annual notification of the following: standards of conduct; a description of sanctions for violating federal, state, and local law and campus policy; a description of health risks associated with AOD use; a description of treatment options; and a biennial review of the program's effectiveness and the consistency of the enforcement sanctions.

Creating a program that complies with the regulations requires an IHE to do the following:

1. Prepare a written policy on alcohol and other drugs.
2. Develop a sound method for distributing annual notification information to every student and staff member each year.
3. Prepare a biennial review report on the effectiveness of its Alcohol and Other Drug ("AOD") programs and the consistency of policy enforcement.
4. Maintain its biennial review report on file, so that, if requested to do so by the U. S. Department of Education, the campus can provide the report.

The law further requires that the institution conduct a biennial review of its program with the following objectives:

1. To determine the effectiveness of the policy and implement changes to the alcohol and other drug programs if they are needed.
2. To ensure that the sanctions developed are enforced consistently.

The biennial review must also include a determination as to:

1. The number of alcohol and drug related violations and fatalities occurring on the campus or as part of the activities that are reported to campus officials.
2. The number and types of sanctions the IHEs impose on students or employees as a result of such violations or fatalities.

Park University acknowledges its legal obligation to conduct a biennial review of compliance with the Drug- Free Schools and Communities Act. It has authorized an administrative review to determine if Park fulfills the requirements of the federal regulation requirements. The biennial review will include the following: a description of the AOD program elements, a summary of AOD program strengths and weaknesses, procedures for distributing annual AOD notification to students and employees, copies of the policies to students and employees, and recommendations for revising AOD programs in the future.

SCOPE AND REVIEW PROCESS

The scope of the Biennial AOD Review includes all campus centers for Park University, but most of the AOD programming is focused on the Parkville and Gilbert campuses. This is due to the fact that they are the only two campuses that have residential students, student athletes, and international students. Both campuses plan regular student programming focused on engagement and education.

Park is committed to providing a safe, healthy learning environment for all members and reducing the harm associated with AOD use by students, faculty, and staff. Park believes in encouraging and supporting all appropriate norms regarding the use of AOD and health alternatives.

The abuse and illicit use of alcohol and other drugs interferes with the Park's mission by exacting a significant cost due to the disruption of academic achievement that often follows, and the associated violence, vandalism, accidents, injuries, and health related problems. It also interferes with the academic pursuits and the high- performance institutional culture of the majority who do not abuse alcohol or use illicit drugs. In addition, it can lead to conflict, legal problems, and an unsafe environment.

The Park University Behavioral Intervention Team acts as the overseeing AOD Program Committee. The primary purpose is to conduct a meaningful review of campus-wide components already in place. Based on the review's results, additional review and revision may be needed.

The Biennial Review Committee's mission and responsibilities include the following:

- Review and make recommendations to determine Park's statement regarding policy and standards
- Monitor campus conditions and evaluate prevention efforts
- Prepare biennial review as required by federal law
- Review policy-enforcement sanctions one time per semester at a Behavior Intervention Team (BIT) meeting
- Make recommendations about alcohol-related policies and procedures

Park's Drug and Alcohol Use Policy is available at: <https://www.park.edu/about-park/campus-safety/drug-alcohol-use-policy/>

The following individuals convened for this specific period.

- Dr. Jayme Uden, Associate Vice President and Dean of Students
- Ben Zibers, Associate Vice President of Gilbert Campus
- Tonya Wessel, Director of Residence Life
- Amanda Bryant, Director of Student Life
- Kasey Ashcraft, Director of Counseling Center

COMMUNICATION TO STUDENTS AND EMPLOYEES

Compliance

Park University strives to remain in compliance with the requirements of the Drug-Free Schools and Communities Act. Park has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as part of any of Park's activities. Park has a written AOD policy that is distributed to students through the Student Handbook, and Park's website. It is distributed to employees through the Employee Handbook, new hire orientation, and Park's website. Available at: <https://www.park.edu/about-park/campus-safety/drug-alcohol-use-policy/>

The written materials annually distributed contain the following:

1. Standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol in its property or as part of its activities.
2. A clear statement of disciplinary actions and sanctions that Park will impose on students and employees for policy violations.
3. A description of the applicable legal sanctions under local, state, and federal law.
4. A description of the health risks associated with the use of illicit drugs and abuse of alcohol.
5. A list of prevention, counseling, treatment, and resources available.

Distribution of Policy

Although Park's federally mandated AOD policy has been in effect and available in both the Student and Employee Handbooks and on Park's website, a more concerted effort will be made to ensure that students and employees have read and understand the policy as written. Furthermore, Park's AOD policy was revised in October 2022 to specifically include information on cannabis as state laws are changing.

Distribution of the revised policy will be fulfilled through:

- Email communication sent out to all faculty, staff, and students with both an attached copy of the policy and a link to the policy on Park's website
- Distribution during the *All Halls Meeting* in Park's residence halls to target residential students
- The Department of Athletics will conduct a mandatory Drug Education Program at the beginning of each semester
- The Department of Athletics distributes the Drug Testing Education Policy and Procedures through the Park Athletics website. Available at: https://parkathletics.com/documents/2023/1/23/Drug_testing_policy.pdf

ENFORCEMENT

The primary sources on campus that enforce the alcohol and drug policies for students are the Campus Safety Staff, Residence Life Staff, Student Life Staff, and Dean of Students Staff on the Parkville Campus. For the Gilbert campus, the staff in charge of enforcement are the Residence Life Staff and the Associate Vice President. The Director of Student Life serves as Park's Chief Judicial Officer for all campuses. The CJO primarily utilizes administrative hearings to assess infractions and determine sanctions. A campus judicial board could be utilized if the hearing officer believes the case has had a great impact on the larger community and a judicial board process will be perceived more positively and with less bias than an administrative hearing. The Director of Residence Life serves as the judicial officer for any infraction occurring inside the Parkville residence halls. The Associate Vice President serves as the judicial officer for infractions occurring inside the subleased apartments in Gilbert. The only exception would be if the temporary suspension or expulsion is a possible sanction due to repeat offenses or due to the seriousness of the first offense. In that instance, the Director of Student Life would be the judicial officer. The Dean of Students is the appeal officer for all conduct cases unless they are academic in nature.

Drug and Alcohol Student Incident Reports: Academic Years 2020-21 and 2021-22.

This includes only responsible findings.

Academic Year	Alcohol Violations	Drug Violations	Repeat Offenses	Expulsions from Drug or Alcohol violations	Fatalities Related to Drug or Alcohol
2020-21	8	6	0	0	0
2021-22	5	5	0	0	0

Drug and Alcohol Employee Incident Reports: Academic Years 2020-21 and 2021-22. This includes only responsible findings.

Academic Year	Alcohol Violations	Drug Violations	Repeat Offenses	Expulsions from Drug or Alcohol violations	Fatalities Related to Drug or Alcohol
2020-21	0	0	0	0	0
2021-22	0	0	0	0	0

DESCRIPTION OF THE ALCOHOL AND DRUG PROGRAM ELEMENTS

Park strives to create programming that complements, educates, and provides awareness to the implications of AOD policy violations on the individual, community, and Park itself. Below is the description of the AOD specific program conducted between July 2020 through June 2022:

- Facilitated Resident Assistant Training regarding AOD elements specific to residential students
- Facilitated First-Year Experience Mentor Training regarding AOD elements specific to first-year students
- Conducted Student Organization Officer Training focused on AOD elements specific to student organization
- Conducted mandatory athlete orientation regarding AOD elements and NAIA standards of conduct
- Conducted International Student Services and Admissions extended orientation regarding AOD elements focused on culture, use, and policies
- Coordinated Counseling Center availability for student support and information regarding AOD elements
- Facilitated distribution and implementation of Park University’s online magazine (Student Health 101) until May 2021 which provided information regarding AOD education and support resources. Starting August 2021 ongoing distribution of posters with tips for maintaining a healthy lifestyle including AOD education and resources.
- Facilitated on-campus events focused on AOD education and prevention

Date	Activity	Audience	Responsibility
8/3/20 - 8/14/20 8/2/21 - 8/5/21	Resident Assistant Training	Resident Assistants	Office of Residence Life and Education
8/12/20 - 8/13/20; 8/9/21 - 8/12/21	FYE Training	First Year Experience Mentors	Office of Student Leadership and Engagement
8/14/20; 8/13/21	International Education Extended Orientation	All Parkville International Students	International Education
8/6/20; 8/9/21	Parent Orientation	Parents of All Park Students	Dean of Students
8/15/20; 8/14/21	New Student Orientation	New Parkville Freshman Students	Department of Student Life
8/15/20; 8/14/21	New Transfer Student Orientation	New Parkville Transfer Students	Department of Student Life
Ongoing	Online Orientation	All Kansas City Area Students	Department of Student Life
8/16/20; 8/14/21	Athletics' Mandatory Orientation	Student Athletes at Park University	Department of Athletics
8/14/20; 8/13/21	Residence Life and Education First Floor Meeting	All Residential Students	Office of Residence Life and Education
8/21/20; 8/20/21; 1/14/22	Park University Activities Fair	All Kansas City Area Students	Office of Student Leadership and Engagement

8/26/20; 1/21/21; 8/23/21; 8/24/21; 1/20/22	Student Organization Leadership Retreat	All Kansas City Area Students	Office of Student Leadership and Engagement
12/2/21	All University Health Fair	All Kansas City Area Students	Department of Nursing
Open University Hours	Counseling Center	All Kansas City Area Students	Counseling Center
Monthly releases during academic calendar (fall and spring semesters of 2020/2021)	Park University Online magazine, Student Health 101, provides healthy and safe alternatives regarding AOD consumption and provides valuable resources regarding addiction help.	All Kansas City Area Students	Department of Student Life
Monthly releases during academic calendar (fall and spring semesters of 2021/2022)	Distribution of posters with tips for maintaining a healthy lifestyle including AOD education and resources.	All Parkville Students	Department of Student Life
8/11/2020 - 8/15/2020	New Student Orientation	All Gilbert New Students	Gilbert Enrollment and Student Services
8/12/2021 - 8/16/2021	New Student Orientation	All Gilbert New Students	Gilbert Enrollment and Student Services
8/17/2020	Athletic Orientation (Gilbert)	All Gilbert New and Returning Athletes	Gilbert Athletics
8/18/2021	Athletic Orientation (Gilbert)	All Gilbert New and Returning Athletes	Gilbert Athletics

SUMMARY OF DRUG PROGRAM WITHIN ATHLETICS DEPARTMENT

The Park University Department of Athletics has developed a program of drug education and testing aimed at the prevention of drug abuse. A full description of the program including all pertinent documents can be found at

https://parkathletics.com/documents/2023/1/23/Drug_testing_policy.pdf. The purpose of the program is as follows:

1. To deter substance abuse among the Park University student-athlete population.
2. To identify and assist student-athletes with substance abuse problems.
3. To ensure the health and safety of all Park University student-athletes as well as the health and safety of all Park University's competitors.
4. To maintain appropriate standards of behavior and ensure the integrity of the student-athlete and Park University.
5. To ensure fair and equitable competition for all student-athletes competing in intercollegiate athletics.

Park University Athletic Department staff are also trained in the specialized field of sports medicine assisting Park's athletes with the prevention, diagnosis and intervention of emergency, acute, and chronic medical conditions. For more information, see:

https://parkathletics.com/sports/2022/12/14/Sports_Medicine.aspx.

SUMMARY OF AOD PROGRAM STRENGTHS AND WEAKNESSES

Steps for revision might include a comprehensive policy regarding AOD that is implemented throughout the various student, faculty, and staff categories. In addition, a scalable, multi-modal training solution will need to be developed and implemented to ensure trackable, accurate, and timely AOD information is distributed. Programs will need to be developed for the various populations, strategically implemented, and focused to cover the content outlined in the comprehensive AOD strategy.

Strengths

1. Low numbers of alcohol and drug reported offenses
2. We communicate the policy once per year to the community
3. Interventions happen through Student Conduct Code sanctioning and Behavioral Intervention Team initiatives.
3. Counseling Center address concerns through free mental health counseling for students
4. Relationships are maintained with outside agencies who can provide intensive treatment when necessary.

Weaknesses

1. Communication on policy comes out once per year and can miss new employees and students.

2. University structure and 41 distance campus centers makes it hard to provide AOD education to all.
3. It is hard to monitor policy violations at distance campus centers.

AOD PROGRAM GOALS AND GOAL ACHIEVEMENT

The program review primarily pertains to the 2018-2019 and 2019-2020 academic year timeline. Efforts to continue to enhance data collection, expand programs, implement program assessments, and assign program ownership will be addressed in future reviews in accordance with Federal Regulations.

The major objective of this review is to conduct a meaningful review of campus wide components and develop a more strategic, purposeful, and measurable plan for further programs and initiatives. Programs have been in place for the Parkville campus, but there have been intermittent and decentralized data collection procedures. Factoring in the above, we have outlined our program goals as follows:

- Goal 1:** Create and promote social, recreational, extracurricular, and public service options that do not include alcohol and other drugs.
- Goal 2:** Conceive, promote, and create a social, academic and residential environment that supports health-promoting norms.
- Goal 3:** Continue to limit alcohol availability on campus
- Goal 4:** Continue to restrict marketing and promotion of alcoholic beverages on Campus
- Goal 5:** Develop and enforce campus policies, and local, state and federal laws.

Each of these goals was evaluated in the section below titled, "AOD Program Goals," against the rubric set forth in EDGAR 86 Supplements Checklist A. After the evaluation of these specific goals, relevant program elements were then further described in the section titled, "Description of the Alcohol and Drug (AOD) Program Elements".

AOD PROGRAM GOALS

Alcohol-Free Options

How does your campus provide an environment with alcohol-free options?

- Alcohol-free events and activities are created and promoted.
- Student service learning or volunteer opportunities are created, publicized, and promoted.
- Community service work is required as part of the academic curriculum.
- The campus offers a student center, recreation center, coffeehouse, or other alcohol-free settings.
- The student center, fitness center, or other alcohol-free settings have expanded hours.

Nonalcoholic beverages are promoted at events.

Does not promote alcohol-free options.

Other:

Normative Environment

How does your campus create a social, academic, and residential environment that supports health- promoting norms? Please check all that apply:

College admissions procedures promote a healthy environment.

The academic schedule offers core classes on Thursdays, Fridays, and Saturdays.

Exams/projects increasingly require class attendance and academic responsibility.

Substance-free residence options are available.

The campus encourages an increase in academic standards.

Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to high-risk or illegal alcohol use.

Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to illicit drug use.

Faculty are encouraged to engage in a higher level of contact with students.

Students are educated about misperceptions of drinking norms.

Student leadership (e.g., orientation leaders, resident assistants, fraternity and sorority members, athletes, student organizations) promotes positive, healthy norms.

Students have opportunities to advise and mentor peers.

Pro-health messages are publicized through campus and community media channels.

Does not promote a normative environment.

Alcohol Availability

How does your AOD prevention program limit alcohol availability? Please check all that apply:

Alcohol is banned or restricted on campus.

Alcohol use is prohibited in public places.

Delivery or use of kegs or other common containers is prohibited on campus.

Alcohol servers are required to be registered and trained.

- Server training programs are mandatory.
- Guidelines for off-campus parties are disseminated.
- The number and concentration of alcohol outlets near campus are regulated.
- The costs of beer and liquor licenses are raised.
- The days or hours of alcohol sales are limited.
- The container size of alcoholic beverages is reduced.
- Alcohol is regulated by quantity per sale.
- Keg registration is required.
- State alcohol taxes are increased.
- Does not limit alcohol availability.
- Other:

Marketing and Promotion of Alcohol

How does your AOD prevention program limit marketing and promotion of alcohol on and off campus? Please check all that apply:

- Alcohol advertising on campus is banned or limited.
- Alcohol industry sponsorship for on-campus events is banned or limited.
- Content of party or event announcement is limited.
- Alcohol advertising in the vicinity of campus is banned or limited.
- Alcohol promotions with special appeal to underage drinkers is banned or limited.
- Alcohol promotions that show drinking in high-risk contexts is banned or limited.
- Pro-health messages that counterbalance alcohol advertising are required.
- Cooperative agreements are endorsed to institute a minimum price for alcoholic drinks.
- Cooperative agreements are endorsed to limit special drink promotions.
- "Happy hours" is eliminated from bars in the area.
- The sale of shot glasses, beer mugs, and wine glasses at campus bookstores is banned.
- Does not restrict marketing and promotion of alcohol.
- Other:

Policy Development and Enforcement

How does your AOD prevention program develop and enforce AOD policies on and off campus? Please check all that apply:

On-campus functions must be registered. (And are allowed only if the majority of participants are employees or outside guests.)

ID checks at on-campus functions are enforced.

Undercover operations are used at campus pubs and on-campus functions.

Patrols observe on-campus parties.

Patrols observe off-campus parties.

Disciplinary sanctions for violation of campus AOD policies are increased.

Criminal prosecution of students for alcohol-related offenses is increased.

Driver's licensing procedures and formats are changed.

Driver's license penalties for minors violating alcohol laws are enforced.

Sellers/servers are educated about potential legal liability.

ID checks at off-campus bars and liquor stores are enforced.

Penalties for sale of liquor to minors are enforced.

Laws against buying alcohol for minors are enforced.

Penalties for possessing fake IDs are enforced.

Undercover operations are used at retail alcohol outlets.

DUI laws are enforced.

Roadblocks are implemented.

Open house assemblies are restricted.

Dram shop laws that apply legal action for serving intoxicated drinkers or minors are established. Does not develop or enforce AOD policies.

Other:

RECOMMENDATIONS FOR REVISING AOD PROGRAMS

The Park University community (most specifically the Parkville campus) does not have many reported or identified incidents of alcohol or drug abuse. There are clear policies and procedures in place to educate, prevent, and respond to such incidents, but the AOD program is not of high priority as the university identifies other more important and prevalent obstacles for students (eg., housing and food insecurities, Title IX concerns, etc.).

Recreational marijuana was legalized in Missouri in 2022. The alcohol and drug policy was updated to clarify that Park still does not allow marijuana on campus or at campus events. Park must maintain this prohibition as a higher education institution that receives federal funding.