

UNIVERSITY OF CALIFORNIA
MERCED

Drug and Alcohol
Abuse Prevention Program (DAAPP)
Biennial Review 2019/2020



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Introduction

UC Merced is committed to providing a safe, healthy, and supportive learning and working environment for students and employees. The university takes seriously and understands its obligation to inform the campus community of available resources and support, as well as the educational, disciplinary, health, and legal consequences of abuse of alcohol and illegal drug use, for the benefit of the UC Merced community, and in compliance with relevant federal and state law. UC Merced's Drug and Alcohol Abuse Prevention Program (DAAPP) is intended to support student and employee health, safety and security by increasing awareness, preventing abuse, and decreasing potential drug and alcohol related crime.

This review is issued in accordance with the Drug Free Schools and Communities Act (DFSCA). On a biennial basis, UC Merced undertakes an internal review of its drug and alcohol abuse prevention program to do the following:

- Determine the program's effectiveness and implement changes to the program if changes are needed.
- Determine the number of drug and alcohol-related violations and fatalities that:
 - Occur on the institution's campus or as part of any of the institution's activities; or
 - Are reported to campus officials.
- Determine the number and type of sanctions that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as a part of any of the institution's activities; and
- Ensure that the sanctions are consistently enforced.

Throughout this review, "employees" refers to all campus faculty, staff, and student employees.

Departments Involved in the Biennial Review Process

- Ethics and Compliance Office
- Human Resources
- Office of the Vice Provost for the Faculty / Academic Personnel Office
- Office of the Vice Chancellor for Student Affairs
- Office of the Associate Vice Chancellor and Dean of Students
- Health Promotion
- Office for Student Rights and Responsibilities

Related Policies

The unlawful or unauthorized possession, use, distribution, dispensation, sale or manufacture of controlled substances or alcohol is prohibited on University premises. Policies for keeping our campus community and worksites free from the illegal use, possession, or distribution of alcohol and other drugs are posted online. Violating the University's policies may be grounds for discipline or corrective action, which may include required participation in a treatment program, with a maximum penalty of dismissal.

University Policies and Sanctions Relating to Drug and Alcohol Use

- [UC Guidance on use and possession of marijuana on UC property](#)
The University of California prohibits the use, possession and sale of marijuana in any form on all University property, including University-owned and leased buildings, housing and parking lots. Marijuana is also not permitted at University events or while conducting University business.
- [UC Policy Against Substance Abuse](#)
The UC recognizes dependency on alcohol and other drugs as a treatable condition and offers programs and services for University employees and students with substance dependency problems.
- [UC Policy on Controlled Substances](#)
The purpose of this policy is to define the roles and responsibilities for establishing and maintaining a controlled substances program.
- [UC Smoke and Tobacco Free Environment Policy](#)
This policy and associated procedures are intended to provide a healthier, safer, and more productive work and learning environment for the entire UC community.
- [UC Merced Smoke and Tobacco Free Policy](#)
UC Merced prohibits smoking, the use of tobacco products, and the use of unregulated nicotine products (e.g. e-cigarettes) in all facilities and on all university-owned and leased properties, both indoor and outdoor.
- [UC Merced Alcohol Sales & Service Procedures](#)
The goal of these procedures is to ensure prudent and safe use of alcoholic beverages in compliance with State laws and UC policy.

University Policies for Students Only

- [UC Merced Student Handbook: Policies Applying to Campus Activities, Organizations, and Students \(PACAOS\)](#)
 - 313.1 Serving Alcohol at a Campus Event
 - 702.17 Unlawful Possession, Use or Distribution of Controlled Substances
 - 702.18 Possession, Use of Distribution of Alcohol in Violation of Policy
 - Administration of Student Conduct: Policies, sanctions and appeals process
- [UC Merced Housing and Residence Education: Behavioral Policies](#)
 - BP 01 Alcohol: The university condones the responsible use of alcohol by those 21 or older; however, any student found misusing alcohol will be held accountable.
 - BP 06 Drugs: The possession, use, manufacture, sale and/or in the presence of unlawful drugs or controlled substances under either federal or state law, or misuse of legal drugs are prohibited and are grounds for Contract termination and referral to Student Conduct and the Department of Public Safety for follow-up.
- [Fraternity & Sorority Life Handbook](#)
 - Risk Management Policies: Alcohol and Drugs
 - Required Program Expectations
 - Appendix C: FSL Required Programming: Alcohol Awareness Programming

Federal, State and Local Laws Related to Drug and Alcohol Use

Federal Laws

- [U.S. Drug-Free Workplace Act of 1988 \(41 U.S.C. §8101 et seq.\)](#)
- [U.S. Safe and Drug-Free Schools and Communities Act of 1986](#)
- [The Drug-Free Schools and Communities Act Amendments of 1989](#)
- [Controlled Substances Act USC Title 21](#) and [§ 812 Schedules of controlled substances](#)
- [Code of Federal Regulations 1308](#)

State Laws

- [The California State Drug-Free Workplace Act of 1990](#)

Enforcement/Sanctions

UC Merced enforces policy and applies sanctions consistently.

Human Resources

Employee and Labor Relations (HR-ELR) reported no alcohol related incidents in 2019 and one in 2020. When an employee is reported to be under the influence, HR-ELR's practice is to request an assessment by university police. HR-ELR then discusses next steps with the respective supervisor and campus legal counsel. Employees may be directed to community-based treatment resources and/or the Employee Assistance Program (EAP). Employees found in violation of policy are subject to corrective action up to and including dismissal.

Drug/Alcohol Related Incidents	2019	2020
Staff	0	1

Vice Provost for Academic Personnel

Vice Provost for Academic Personnel (VPAP) reported no alcohol related incidents in 2019 and in 2020. Alcohol or drug-related incidents pertaining to faculty or non-senate faculty and other academic appointees may be reported directly or referred to VPAP from another campus office. VPAP may coordinate or partner with relevant administrators or offices to determine next steps, which may include community-based treatment resources and/or the Employee Assistance Program (EAP). Faculty, non-senate faculty, and other academic appointees found in violation of policy are subject to corrective action up to and including dismissal.

Drug/Alcohol Related Incidents	2019	2020
Faculty	0	0

Housing and Residence Life

Information pending.

Office of Student Rights and Responsibilities (OSRR)

In the event that a student is charged with both Alcohol and Drug violations in the same case, the case statistics will be included under the Drugs category. Also, as a student can receive multiple sanctions for a single rule violation, the case statistic will be reported under the highest sanction in the resolution package. Statistical data for Housing cases are not included in this table.

Office of Student Rights and Responsibilities Cases by Academic Year								
	Alcohol Cases Totals				Drug Cases Totals			
	2016-17	2017-18	2018-19	2019-20	2016-17	2017-18	2018-19	2019-20
	14	7	4	4	7	5	5	1
	OSRR Alcohol Cases by Sanctions				OSRR Drug Cases by Sanctions			
	2016-17	2017-18	2018-19	2019-20	2016-17	2017-18	2018-19	2019-20
Warning	5	5	3	3	1	2	5	1
Disciplinary Probation	4	2	1	1	2	3	0	
Dismissal			0				0	
Decision-Making Workshop and Reflection Paper*	8	7	4	4	3	5	5	1
Reflection Paper	2	2						

*All students found responsible for alcohol and drug violations are referred to a Decision-Making Workshop and complete a reflection assignment.

Fraternity and Sorority Life

When the Fraternity and Sorority Life Coordinator receives a report of an alcohol or drug violation, it is immediately forwarded to the Assistant Director of Student Conduct and Integrity Programs in Office of Students Rights and Responsibility for student follow-up. Disciplinary sanctions and administrative actions may be imposed separately or in combination.

Potential sanctions include, but are not limited to:

- Censure or warning
- Exclusion from areas of campus or official university functions
- Disciplinary probation
- Loss of privileges and exclusion from activities
- Restitution
- Special assignments
- Loss of university recognition

Additionally, Fraternity and Sorority Life requires every chapter to complete a program of Alcohol Awareness or Marijuana/Cannabis Usage with the Health Promotion office every academic year. Each chapter is required to have 90% of their active members complete the program.

Annual Notification for Distributing Programs and Policies

A campus-wide notification is sent each fall to inform students and employees about drug and alcohol policies and programs that detail potential consequences of the use and abuse of drugs and alcohol on our campus and affiliated properties, as well as prevention and treatment resources.

Education, Intervention, and Prevention Programs

Education

- One course was offered during the previous two academic years that specifically addressed alcohol and other drug topics. Alcohol, Drugs, and Behavior (Psychology 123) is a survey of major drugs of abuse, their mode of action, and their behavioral effects, both acute and chronic; etiology and maintenance of drug abuse and review of prominent strategies for prevention, intervention and treatment.
- Environmental Health and Safety (EHS) provides comprehensive documentation, requirements, and compliance requirements for the acquisition, storage, and research use of controlled substances. In addition, EHS offers eLearning and in-person (by request) courses addressing controlled substance safety procedures. More information is available on the [EHS website](#).

Programs for UC Merced Students

- Safe Party Presentation: A 45-minute presentation to increase student knowledge of the risks of toxic drinking and knowledge of safe party behaviors. The goal of this presentation is to increase safe party behaviors among UCM students.

There are two workshops available upon request, one for party hosts and another for party goers. The Party Host presentation focuses on what a host can do before, during, and after a party to ensure their party is a safe environment for themselves, their guests, and those in the community. This presentation is usually presented to Fraternity and Sorority organizations, which are required to schedule a presentation once a year. The Party Goer presentation focuses on tips students can implement before, during, and after a party to keep themselves and their friends safe when choosing to drink. This presentation is conducted upon requests by department and clubs/orgs.

Contact: Amanda Punzalan, AOD Program Coordinator, Health Promotion

- Stay Off The Weed-Duh!: A 45-minute presentation to increase student knowledge of marijuana use, laws, potency, and effects. The goal of this presentation is to minimize marijuana use and increase safe behaviors of users.

Health Promotion works with Fraternity and Sorority Life (FSL) to offer this presentation interchangeably with our Safe Party Presentation for the FSL Alcohol Education requirement.

Contact: Amanda Punzalan, AOD Program Coordinator, Health Promotion

- Rufus' Party Survival Guide: A social norm campaign targeting 1st year students during their first 6 weeks at UC Merced. The focus of this campaign is on campus norms around alcohol use at UC Merced. Campus norms are pulled from the American College Health Association – National College Health Assessment (ACHA-NCHA-II) that is conducted biennially. It also includes safe party tips for students who may choose to drink while at UCM.

Health Promotion partnered with Housing to have campaign posters up throughout the residence halls during the first 6 weeks of the Fall semester. As the campaign continues to be implemented the plan is to have more messaging throughout campus.

Contact: Amanda Punzalan, AOD Program Coordinator, Health Promotion

- #BobcatPartyPlan: A social media campaign schedule the weeks leading up to large campus events (Treats N' Beats & Cowchella). The focus of this campaign is on campus norms and safe party behaviors. Campus norms are pulled from the American College Health Association – National College Health Assessment (ACHA-NCHA-II) that is conducted biennially. The goal of this campaign is to decrease high risk drinking around large campus events.

To increase student contacts for each post, a raffle is conducted. Students who tag 3 UCM students on a post are entered in a raffle for that week. We do this to ensure we get as many student contacts as possible, since this campaign is only on social media.

The week of the event, Health Promotion tables to increase education related to safe party behaviors. Students who participate are given a promotional item that includes the signs of alcohol poisoning.

Contact: Amanda Punzalan, AOD Program Coordinator, Health Promotion

- AlcoholEdu: An online, interactive program that uses evidence-based practices to educate students on the effects of alcohol use. This program engages students by providing individualized feedback for abstainers, light to moderate drinkers, and frequent drinkers, making this a comprehensive prevention program for UC Merced Students. AlcoholEdu is assigned prior to the start of each semester to all incoming undergraduate students, including first-years and transfer students.

Contact: Amanda Punzalan, AOD Program Coordinator, Health Promotion

- Therapy Assistance Online (TAO): Online resource that offers cognitive behavioral based modules to address the mental health needs of college students including substance abuse assessment, treatment, skill building and education.

Contact: Dr. Tania Gonzalez, Counseling & Psychological Services

- Recovery Support Group: A support/skill building group provided by Counseling and Psychological Services. This group focuses on providing support and building skills to make changes in behaviors related to alcohol and/or substance use.
- The Community Values & Decision-Making Workshop: A 60 minute, interactive session developed to assist students in personal exploration of their values. The program is designed to have students realize and recognize inconsistencies in what they say they value and what their actions reflect.

The goal of the workshop is to assist students in acquiring skills to make sound decisions that are congruent to their personal values, the UC Merced Principles of Community, and their future goals. It is our hope that students will walk away with an increased understanding of their own morals and values, along with tools that will support students in times where difficult decisions must be made.

There are 2 workshop formats. One is designed for students specifically that have experienced the disciplinary process. The workshop is mandatory for all students who have been assigned. There is also a 45-60 minute workshop that is designed for clubs, student organizations, and classroom visits. This workshop can be tailored to the needs of your group.

Contact: Doug Zuidema, Assistant Director, Student Life, Conduct and Integrity Programs

- The Good Neighbor Workshop: A 60 minute, interactive session that has been developed to assist students in a personal exploration of their values, appreciation of human differences in others we encounter in our daily lives and recognition of how to correct past behavior in a positive way.

The goal of the workshop is to assist students in acquiring skills to be a better neighbor (be it on campus or off campus). To recognize rights and responsibilities when an incident or dispute occurs between the student and others within a living/residential community. This workshop is open to all interested students and mandatory for those students referred to the workshop as a result of a disciplinary outcome or otherwise assigned.

Contact: Doug Zuidema, Assistant Director, Student Life, Conduct and Integrity Programs

Programs for UC Merced Employees

- New Employee Orientation: During the introductory discussions of UC Merced principles of community, policies and procedures a slide summarizing the [University of California Policy on Substance Abuse](#) and making references to the online comprehensive policy document.
- [Office of the Ombuds](#) is available for confidential conversations and referral to programs.
- UCHR-Systemwide WellBeing Initiative: Stigma Free UC Presents: The Neglected Addict: Understanding Stigma, Students, and Recovery (July 2018) [available online here](#).
- The Insight Employee Assistance Program (EAP) offers employees and their household dependents 3 free private and confidential counseling sessions every six months with a licensed professional to assist with work/life concerns. Insight EAP provides tools and resources for drug and alcohol awareness and screening as well as links to external resources. Because of the nature of EAPs being short term and solution focused, it offers assessment, intervention, consultation and referral services as it pertains to addiction rather than long term treatment. Tools and resources are available at <http://www.insighteap.com/>.

Environmental Management

- **Campus is 100% smoke and tobacco free.**
 - There are over 26 no smoking signs posted across campus.
 - All staff job postings inform potential applicants that we are a smoke and tobacco free workplace.
 - There is a dedicated [Smoke and Tobacco Free website](#) which contains prevention and cessation resources.

- **Notification of Prohibited Items at Events**

Communication regarding Student Code of Conduct information related to large scale student events comes from the Office of Student Life, Campus Activities Board (CAB) regarding prohibited items at events. All students attending these events sign an attendance waiver and are informed of the prohibited items including alcohol, drugs, cigarettes, etc. at the time of sign up. Students found in possession of alcohol or drugs, or under the influence of alcohol or drugs are documented and referred to the Office of Student Rights and Responsibilities for adjudication follow-up and connection to campus resources (e.g. Health Promotion, CAPS, etc.). See copy of prohibited items flyer (right).

- **Alternative Events, offered by ASUCM Campus Activities Board**

In accordance with UC Merced policy, all of the ASUCM activities and events are alcohol free. In addition, ASUCM CAB leaders receive alcohol and drug abuse education and training from Health Promotion prior to events every academic year.

- [CABapalooza](#): Celebrate the beginning of the new academic year with our first event of the year, a free small-scale concert, with performances by various artists and a fun selection of activities!



- CABcinema: Join us once a semester for an outdoor movie night filled with lots of food and enjoyment with fellow Bobcats!
- Bobcats Got Talent: Discover the talents of your fellow peers, as they show off their amazing talents for the title of first place! From singing, comedy, dancing, and much more, you won't want to miss out on watching these exciting performances as you have free food!
- Treats-N-Beats: Take care of yourself during midterm season with our Spooktacular themed concert with a live DJ, performing artist, carnival games, rides, food and much more!
- CABsterical: Join us for night full of laughter and food, as we host award winning comedians in downtown Merced Theatre! Free transportation to the event will be provided!
- WinterBall: Dance the night away at our themed off campus dance which features a live DJ, desserts and lots of photo opportunities!! Free transportation is provided to all students!
- Cowchella: Get excited for a fun night with fellow Bobcats, as you enjoy performances by a live DJ and a famous music artist! Carnival games, henna, food, and much more are free to all students!
- Dance Off: Enjoy food as you watch several dance groups compete through three head to head rounds for the Goblet of Cadency trophy!
- CAB Day: A fun-filled day where students get the chance to de-stress through activities and food provided to all! Don't miss this special opportunity to bond with the board that makes all of these events happen!

Treatment/Recovery Resources

UC Merced Students

The Counseling & Psychological Services (CAPS) office offers a variety of options for students who are in recovery or for those seeking treatment. These services include individual therapy to assess and treat substance use issues, psychiatric services for treatment, and weekly group therapy facilitated by a licensed mental health provider. CAPS also offer referrals for residential and inpatient treatment services, regardless of insurance providers. For more information or to schedule an appointment with CAPS call, 209-228-4266.

Additional health resources: [Student Health Services](#): 209-228-2273 (CAT-CARE)

UC Merced Employees

- Many UC medical plans offer tobacco cessation resources. Copays and program fees may apply. <https://ucnet.universityofcalifornia.edu/working-at-uc/livingwell/tobacco-cessation-resources.html>
- UC's medical coverage includes behavioral health benefits for mental health services and substance abuse treatment, including alcohol or drug abuse treatment. Coverage is provided by:
 - Managed Health Network (MHN — a Health Net company) for employees and retirees enrolled in UC Blue & Gold HMO.
 - Optum and Kaiser for employees and retirees enrolled in Kaiser.
 - Anthem Blue Cross for employees and retirees enrolled in CORE, UC Care, and UC Health Savings Plan (HSP).
- The [Insight Employee Assistance Program](#) is a free and confidential service that provides services to UC Merced faculty and staff. Insight provides a variety of information and resources in the form of articles,

assessments and also links to third party resources such as Alcoholics Anonymous, National Institute of Alcohol Abuse and Alcoholism, National Institute on Drug Abuse. The information and resources offered approach the topic from an educational perspective with regard to the disease state, social/emotional wellbeing, psychological issues and so on. EAP has a host of programs addressing:

- Drug Dependency
- Opioid Use and Abuse
- Problem Drinking
- Tobacco Cessation
- Drug Abuse Screening Test (DAST 10)
- Alcohol Use Disorders Identification Test (AUDIT)
- A program called "55 Days to Quitting"

Merced County Resources

- [Behavioral Health & Recovery Services](#): 3305 G St., Merced, 209-381-6850
- [Crisis Intervention – 24 Hour Outpatient Services](#): (209) 381-6819
- [Recovery Assistance for Teens \(RAFT\)](#): 1275 B St., Merced, 209-381-6880
- [Substance Use Disorder Services \(SUD\)](#): 888-334-0163 (no charge, 24 hours), TDD toll free: 866-293-1818
- [The Center / Adult Outpatient Drug Free Treatment](#): 301 East 13th St., Merced, 209-381-6850

Additional Resources

The following resources exist to assist people in alcohol and drug treatment and recovery. These services are not endorsed by UC Merced or the County of Merced but are available as a community service.

- [Alcoholics Anonymous](#): 800-970-9040
- [Narcotics Anonymous](#): 209-526-1817
- [Marijuana Anonymous](#): 800-766-6779
- [Marijuana Anonymous World Services](#): 800-766-6779
- [Nar-Anon Family Groups](#): 310-534-8188 or 800-477-6291
- Families Anonymous: 800-736-9805
- Tough Love Support for family members of teens: 209-386-0980
- Hobie House men's residential treatment program: 209-722-6335
- Tranquility Village women's residential treatment program: 209-357-5200
- Alcohol Treatment Referral Hotline: 800-ALCOHOL
- National Drug and Alcohol Treatment Referral Service: 800-662-HELP (4357)
- National Council on Alcoholism and Drug Dependence Hope line: 800-622-2255 / 800-NCACALL
- [National Institute on Alcohol Abuse and Alcoholism](#)
- [SmokefreeTXT](#) (for Adults in the US who are ready to quit smoking)
- [SmokefreeVET](#) (for military veterans who receive their health care through VA)

Research and Assessment

Evaluation of UC Merced’s Drug and Alcohol Abuse Prevention Program (DAAPP)

Program Type	Strengths/Achievements	Challenges/Recommendations
Education and Prevention	<ul style="list-style-type: none"> Multiple programs available for students, some are required. 	<ul style="list-style-type: none"> Recommend additional education and prevention programs for staff and faculty
Environmental Management	<ul style="list-style-type: none"> 100% no smoking campus, with signage posted across campus and a dedicated website Clear and consistent messaging around the prohibition of alcohol and other drugs at campus events involving undergraduate students 	<ul style="list-style-type: none"> Recommend identification of additional opportunities for environmental management
Sanctions	<ul style="list-style-type: none"> Consistent disciplinary processes established for all groups 	
Intervention	<ul style="list-style-type: none"> Individuals are consistently referred to resources as needed 	
Treatment	<ul style="list-style-type: none"> Individuals are consistently referred to treatment as needed 	
Recovery	<ul style="list-style-type: none"> Individuals are consistently referred to resources as needed 	
Research and Assessment	<ul style="list-style-type: none"> Individual programs are regularly assessed by program owners 	<ul style="list-style-type: none"> Recommend establishment of baseline data on health behaviors for staff/faculty Recommend development of consistent data-sharing processes for involved parties

Alcohol and Other Drugs Data Evaluation Processes

Institutional Data Review

To better understand student health and well-being needs, UC Merced regularly surveys students about their behaviors related to alcohol and other drugs (AOD) use. Biannually, Health Promotion compares data collected from these surveys to national benchmarks and previous years’ data to identify trends and gaps. These trends and gaps help inform Health Promotion department goals related to AOD. Health Promotion then identifies evidence-based initiatives that support the department goals and works to implement those programs until the next biannual data review.

Data sources:

- New Student Survey (Annually)
- UC Undergraduate Experience Survey (UCUES) (Biannually)
- American College Health Association-National College Health Assessment (ACHA-NCHA) (Biannually)
The survey is conducted in the spring of odd years; it is sent to a sample of 5,000 students. Health Promotion compares current year data to prior year data and national benchmarks (Healthy Campus objectives). This process is completed in order to identify trends, priorities, and department goals.

Health Promotion Program Data Review

To understand the effectiveness of the Health Promotion department's AOD workshops, surveys are distributed to program participants. Data is informally reviewed throughout the academic year to determine if there are any minor adjustments that need to be made to the presentations. At the end of the academic year, a more formal assessment of the survey data is conducted to determine (1) the overall impact of the workshop, (2) if program goals were met, and (3) what changes need to be made to improve the program.

For social media campaigns, participation and program reach is being tracked by number of views, likes, saved posts, and shares. At this time, Health Promotion is just collecting the data, but is not assessing it. For example, we haven't set participation goals and we don't have benchmarks to help us determine if our program participation is meeting standards. We also do not have a process in place to assess what (and if) students are learning by viewing Health Promotion's AOD social media campaigns.

Data sources:

- Safe Party Presentation Survey: Participants who attend the mandatory Fraternity & Sorority Life "Safe Party" presentation are asked to complete a post-survey. At the end of every year, the survey results are reviewed to determine (1) if the learning outcomes were met, (2) what students report learning from the program, and (3) what areas need to be improved.
- Stay Off The Weed-Duh!: Participants who attend this workshop are asked to complete a post-survey at the end of the presentation. At the end of each semester, the survey results are reviewed to determine (1) if learning outcomes were met, (2) what students report learning from the presentation, & (3) what can be improved for future presentations.

Additional Data Sources

- The Office of the Ombuds collects data, while maintaining confidentiality, as reported by the visitor and/or a bystander if drug/alcohol was in use during the event or incident of concern. In 2019-2020 there were 18 cases where drug/alcohol use were reported.

Recommendations/Goals for the Next Biennium 2021-2022

- The Office of Associate Vice Chancellor and Dean of Students, in collaboration with Health Promotion, CAPS, and Student Affairs leadership, will implement a campus wide health and wellness plan with the JED foundation. Substance abuse and mental health services is one of ten strategies in their comprehensive approach to developing the equity and mental health framework.
- The Office of Student Rights and Responsibilities will explore new campus and greater Merced community sanction options for alcohol and drug referrals. Restorative Practices Initiative to address community impact.
- Enhance staff and faculty orientations to better communicate expectations and resources related to alcohol and other drugs.
- Incorporate additional training and requirements into the process for requesting a permit to serve alcohol at an event.
- Addition of a dedicated website for drug and alcohol abuse prevention information and resources for employees.
- Addition of online training for drug and alcohol abuse prevention and resources for employees.