

Drug Free Schools and Communities Act Biennial Review

Montana State University

2022-2023 & 2023-2024

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Introduction

The Drug Free Schools and Community Act Amendments of 1989 require institutions of higher education to maintain a Drug and Alcohol Prevention Program (DAAPP) as well as conduct a review of the program every other year. This Biennial Review contains a summary of the required review, analysis of related data, and improvement items for Montana State University (MSU) to address during the next two years. The intent is to analyze the facilitation of these programs, review established policies and solidify the commitment of members of our community to the continual improvement of education, programming, and policy development as it pertains to alcohol and drug use.

The Biennial Review was prepared by the following individuals representing the offices as noted:

- Justin Arndt, Chief Compliance Officer, University Compliance Office
- Betsy Asserson, Interim Associate Vice President of Student Wellness; Director of Counseling and Psychological Services
- Liz Bradley, Director, Employee & Labor Relations
- Cristina Chiotti, Assistant Director, Health Advancement
- Daniel Deming, Alcohol & Drug Education Program Manager, Health Advancement
- Bill McKenney, Associate Dean of Students, Office of the Dean of Students

It is the recommendation of this group to create an advisory group that is more representative of the entire campus to monitor and implement the recommendations of this Biennial Review and shepherd future Biennial Reviews.

Certain departmental changes are underway, and some organization names will be changing in 2025.

Policies

For Campus Community (Including Students and Employees)

- [Campus Alcohol and Drug Policy - MSU Policies and Procedures | Montana State University](#)
- [800.00 Food Sales, Alcoholic Beverage Service and Vendors - MSU Policies and Procedures | Montana State University](#)
- [Tobacco Free Campus Policy - MSU Policies and Procedures | Montana State University](#)

For Students

- [Conduct Guidelines and Grievance Procedures for Students - MSU Policies and Procedures](#)
- [Medical Amnesty Policy - MSU Policies and Procedures | Montana State University](#)
- For Student-Athletes: [MSU Drug Testing Policy - Montana State University Athletics](#)
- For MRJCON Students: [Student Clinical Compliance - Mark and Robyn Jones College of Nursing](#)

For Employees

- [Workplace Expectations and Conduct: Drug, Alcohol, and Tobacco Free Workplace - MSU Policies and Procedures](#)
- Board of Regents (BOR) Policy 740 - Drug and Alcohol Testing; Montana University System [BOR Policy 740 \(mus.edu\)](#)

Procedures for DAAPP Annual Notice to Students and Employees

The DAAPP is distributed to all students and employees twice annually via email to ensure all students who attend MSU each year receive at least one notice if they start in the fall or spring semester.

- May 22, 2023, from University Human Resources and Dean of Students to employees and student, respectively.
- December 8, 2023, from University Compliance and Dean of Students to employees and students, respectively.
- May 2, 2024, from University Compliance and Dean of Students to employees and students, respectively.
- November 26, 2024, from University Compliance and Dean of Students to employees and students, respectively.

The notices include a link to the published DAAPP found here:

[DrugFreeSchoolsNoticeToCampus.pdf \(montana.edu\)](#)

The current DAAPP can be found here: [DFSCA - Office of Legal Counsel | Montana State University](#).

Prevention and Education Programs and Resources

MSU Health Advancement (OHA or HA) uses a framework for prevention-based efforts within the specific unit and by collaborating across campus. Prevention efforts include, but are not limited to, biannual notification to all students of our alcohol and drug policy, including student conduct sanctions from the Dean of Students, mandatory education for all new/incoming students, specialized prevention programs for students and student staff, prevention and well-being programming. These prevention efforts are achieved through OHA and the Alcohol and Drug Education Program.

The intent of our alcohol and drug education is to provide risk reduction techniques, accurate and current information, and data related to these behaviors on campus. This allows students to make the “healthier” choice regarding acute and chronic consequences related to these behaviors. We promote safety, quality of life, and risk reduction for all our students.

Programs and Resources for Alcohol and Drug Misuse

Assistance is available both on-campus and off-campus for students and employees who are dependent on, or who misuse alcohol or other drugs. Students have access to resources through Student Wellness including the Alcohol and Drug Education Program, Student Health Services, and Counseling and Psychological Services. Student Wellness services are in the Student Wellness Center located at 950 West Grant Street, 406-994-4380 and www.montana.edu/oha.

Additional resources are available for substance use and dependency available to students and employees.

Name of Resource	Phone	Website
Cedar Creek Integrated Health	406-600-5007	www.cedarcreekintegratedhealth.org
Alcoholics Anonymous	406-585-4079	www.aa.org
Bridger Peaks Counseling	406-209-8711	www.bozemancounseling.org
MUS Employee Assistance Program	888-993-7650	choices.mus.edu/eap-work-life.html

Programming for Students

There are multiple programming initiatives that are supported by many entities on campus, and even by those who are partners with the OHA. It is important to note that while other programming may take place, this programming can show up in organic forms or may be initiated based on an evaluated need at that time. The programs evaluated in this report and found below are continuing programs that are structured, provide resources and support, and are continuously evaluated to best serve our students. The following describes these initiatives.

Student Wellness Collaborative Programming Committee (CPC)

MSU Student Wellness facilitates a prevention team including members from Student Wellness, Alcohol and Drug Education Program, Campus Recreation, Medical Services, Campus Civil Rights, and Counseling and Psychological Services. Members of other Division of Student Success offices are included as initiatives require addressing diversity, equity, and inclusion. This prevention team provides education for our peer educators so that they can provide general well-being presentations and workshops to the student population as requested throughout the joint presentation request process. Presentations cover general alcohol and drug use on campus, social connection, and ways to develop social networks, balancing well-being, sexual health, and developing a plan for decisions aligning with values and goals. Customized programs are available on request.

Motivational interviewing techniques and methods utilized in well-coaching are employed for individuals and groups, along with classroom and student organization presentations and workshops.

Alcohol EDU

Following new student orientation, all new students are required to complete Alcohol EDU Part 1 prior to arrival on campus. This is an online program where students are guided through videos and educational information related to a personal assessment of substance use. It allows those in prevention and education to gauge what areas of education need to have greater focus as we develop programs and initiatives related to substance misuse along with providing aggregate data that provides a picture of potential risks associated with incoming students. Part two is completed within 45 days of arrival on campus. Health Advancement can establish behavioral intention related to high-risk behaviors and substance misuse through these online programs. It allows campus to make sure that all students are given the same information regarding risks and prevention efforts, along with intervention and recovery resources related to substance misuse.

Alcohol and Drug Education Program

The Alcohol and Drug Education Program believes that when students are provided with relevant, culturally conscious, and evidence-informed education about substance misuse as well as harm reduction strategies, they are capable of navigating situations where substance use is prevalent and make decisions that reduce harmful consequences for themselves and their peers. Through education, engagement, student-centered programming, and providing support and assistance with accessing various campus resources, the program empowers students to make informed decisions that feel appropriate for supporting their personal well-being as well as the well-being of their community.

The Alcohol and Drug Education Program operates the BASICS program as a response to alcohol and drug violations that occurred within campus property. The program assesses and provides education designed to help students explore their relationship with their drug of choice and the consequences associated with those behaviors. The Alcohol and Drug Education Program utilizes a class format focusing on the impacts of substance misuse and how their behavior aligns with their values and goals.

Students receiving multiple violations may attend the Level 2 or 3 Alcohol and Drug Education appointments which may consist of a one-on-one with a licensed addictions counselor, substance use assessments, and recommendations for treatment or behavior change. Students may also be required to meet with the Office of the Dean of Students to determine the best course forward for the individual student. If suspension is sanctioned, students are given a list of requirements for returning to campus.

Counseling and Psychological Services (CPS)

Counseling and Psychological Services provides individual, group, and relationship counseling to students as well as crisis intervention services. Students who have been affected by their own or someone else's substance use or misuse may seek clinical services at CPS. Services at CPS are confidential and follow appropriate legal and ethical guidelines. Additionally, CPS provides general outreach and prevention services to the campus focused on mental well-being, suicide prevention, stress management, and coping skills. Attention to substance use and misuse is included in the presentations, along with information on co-morbidity of substance and mental health issues. CPS maintains an online referral database of community providers who provide services including substance use treatment. The database can be found at montana.thrivingcampus.com.

CPS conducted the Healthy Minds Survey (HMS) in Fall 2023 and selected results related to substance use/misuse are:

Used Alcohol in past two weeks	Yes	No
	68%	32%

Engaged in Binge Drinking in last two weeks	Female	Male
	66%	68%

Lifetime diagnosis of a substance use disorder	2%
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Over the last 30 days, have you used any of the following drugs?

Cannabis products that include THC	37%
Cocaine	1%
Heroin	0%
Methamphetamines	0%
Other stimulants	1%
Opioid pain relievers	0%
Benzodiazepines	0%
Ketamine	0%
LSD	0%
Psilocybin	4%
Kratom	0%
Athletic performance enhancers	0%
Other drugs without a prescription	1%
None of these	62%

[Counseling and Psychological Services](#) is located on the 3rd floor of the Student Wellness Center at 950 West Grant Street and reached at 406-994-4531

Narcan training

Health Advancement is now offering Narcan training for students. Training sessions will be offered once a month during the semester and involve a one-hour in-person training of both educational and hands-on skills for safely administering Naloxone. At the end of the training and upon completion of the hands-on assessment, students will have harms reduction skills around substance use and the knowledge and skills to administer Naloxone.

Evaluation of Programming for Students

From before the Fall of 2020 to the Spring of 2022, programming was largely on hold due to COVID. The intent is to return programming opportunities in Fall 2022 by providing presentations and workshops to MSU students.

Data from the NCHA Survey in Spring of 2021 shows the negative academic impacts of alcohol and drugs as follows:

Impediments to Academic Performance: NCHA Spring 2021 N=408

Negative Impact on Academic Performance among ALL students in Sample

Impediment	Cis Men	Cis Women	Trans/Gender Non Conforming	Total
Alcohol Use	5.4%	3%	0%	3.7%
Cannabis/Marijuana use	3%	1.9%	0%	2.2%

Negative impact on academic performance among **only** students that experienced the issue

Impediment	Cis Men	Cis Women	Trans/Gender Non Conforming	Total
Alcohol Use	6.1%	3.5%	0%	4.4%
Cannabis/Marijuana use	7.9%	4.3%	0%	5.3%

Health Advancement continually conducts a review of existing programs and participates in strategic planning which allows for the maintenance and support of programmatic efforts including alcohol and drug awareness and education to students. Goals include continuing and maintaining outreach initiatives such as educational programming through speakers, events, workshops, programming offered through grants, etc.

Strengths of alcohol and drug programming lie in the passion of the educators. Students who receive information about alcohol and drug use, misuse, and consequences are fortunate to have educators who are engaging and informed about the topic.

Below is an evaluation of our programming that was available during the 2020-2021 and 2021-2022 academic years. This evaluation informed the recommendations and goals for the next biennium.

Evaluation of Alcohol EDU

Clearly, the alcohol and drug misuse problems associated with the college transition argue for a greater focus on first-year students. Using the environmental approach, OHA focuses on the transition to college and building connections through risk reduction techniques and providing an environment that makes it conducive for the “healthier” choice. Substance use problems are driven by environmental factors that increase both the availability and the appeal of alcohol and drugs, each of which can be addressed by a set of environmental management strategies.

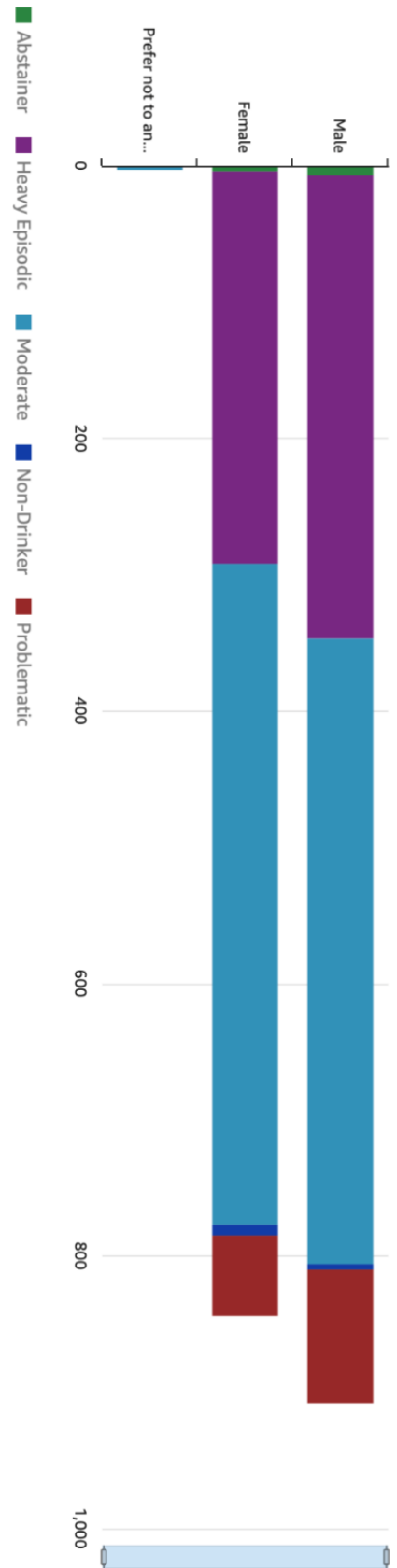
In past academic years, Vector Solutions’ (formerly Everfi’s) Alcohol EDU offered new students an online assessment tool to better understand individual choices, population trends with alcohol and drugs, and resources. Another method of trying to understand students’ perceptions and general trends is by analyzing data found within the American College Health Association’s National College Health Assessment (ACHA-NCHA III.)

AlcoholEDU is assisting students with risk reduction as shown in the data below. MSU will continue to participate in this program as the data suggests it is assisting students, and it is required by the Montana Office of the Commissioner of Higher Education (OCHE).

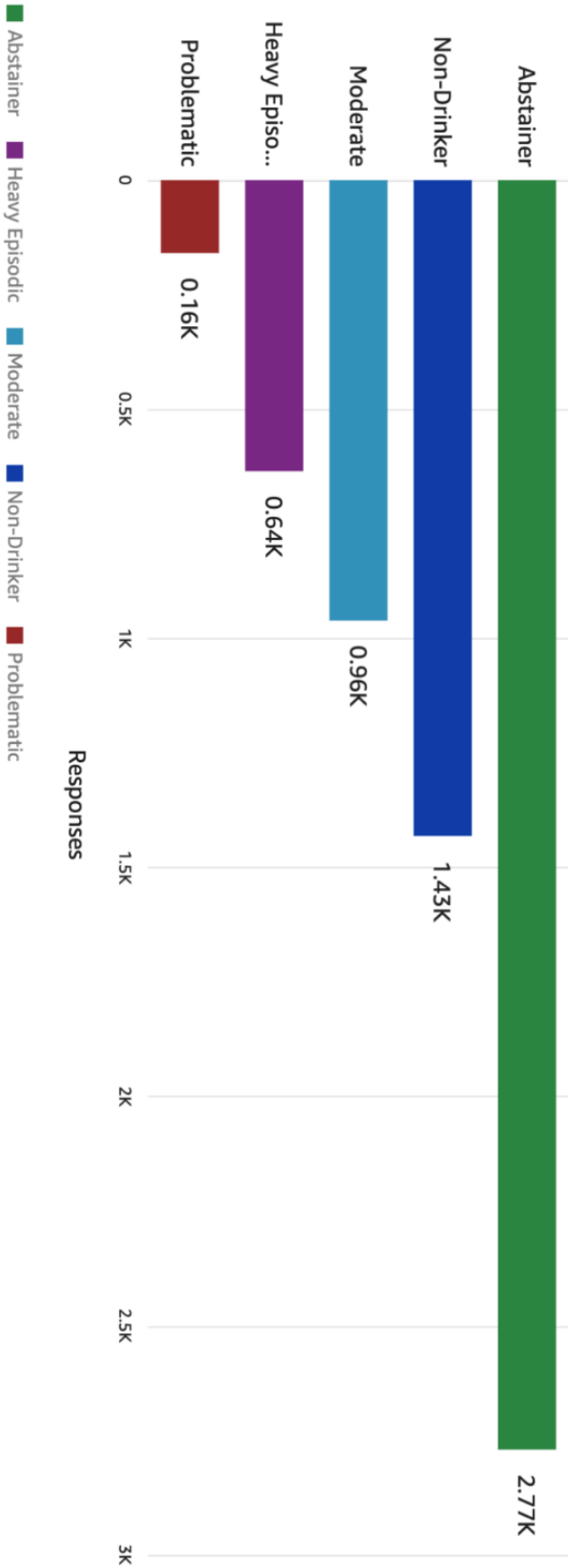
MSU Students reported that AlcoholEDU for College:

Behavior Reported	Percent of Students who Reported
Prepared them to help someone who may have alcohol poisoning	96.3%
Prepared them to prevent an alcohol overdose	95.3%
Helped them establish a plan ahead of time to make responsible decisions about drinking	95.9%

Classification by Sex Assigned At Birth



Drinker Category



Evaluation of Alcohol and Drug Education Program

The data below was evaluated to inform the effectiveness of the Alcohol and Drug Education Program. The data suggests the program is effective, but also suggests, along with the most recent trends and research, that reformatting of delivery may produce stronger positive outcomes.

Alcohol and Drug Education LEVEL 1 EVALUATION Spring 2024

Rate the extent to which you agree or disagree with the following statements:

Statement (N=115)	Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
My overall visit to the INSIGHT Office was a positive experience.	2%	2%	4%	30%	62%
I was able to speak openly and honestly with the facilitator and the group.	1%	0%	1%	18%	80%
I had input into my risk reduction plan surrounding my substance use.	3%	5%	15%	19%	58%
I am likely to implement behavior changes discussed during the level 1 seminar.	7%	4%	14%	39%	36%
I would recommend a friend to reach out for assistance at the INSIGHT office if necessary.	4%	2%	15%	28%	51%

Alcohol and Drug Education LEVEL 2 EVALUATION Spring 2024

Rate the extent to which you agree or disagree with the following statements:

Statement (N=19)	Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
My overall visit to the INSIGHT Office was a positive experience.	0%	0%	4%	15%	81%
I was able to speak openly and honestly with the interviewer.	0%	0%	5%	5%	90%
I had input into my risk reduction plan surrounding my substance use.	0%	0%	0%	29%	71%
I am likely to implement behavior changes discussed during my level 2 evaluation.	0%	2%	9%	39%	50%
I would recommend a friend to reach out for assistance at the INSIGHT office if necessary.	0%	0%	5%	15%	80%

In Spring 2024, 115 students completed the Level 1 seminar. 93 students were referred through other campus offices for Alcohol and 22 for Cannabis. 19 students completed the Level 2 seminar of which 15 were referred through other campus offices for Alcohol and 4 for Cannabis.

Evaluation of Counseling and Psychological Services

Counseling and Psychological services offer resources for students whose substance misuse affects or influences their mental health. Services include counseling, consultation, and referral to other services both on and off campus. Many services are integrated into our Alcohol and Drug Education Program.

In the academic year 2023-24, there were approximately 1684 students seen at CPS for clinical appointments.

CPS Data – 2023-2024

- Total clients seen for clinical appointments at CPS: 1684
- Clinician assessment of primary presenting concern (checking all that apply):
 - Alcohol – 135
 - Drugs – 105
- Clinician assessment of top concern for client at intake: Alcohol – 10, Drugs - 5
- Self-reported presenting issue: Alcohol/drug use – 152

Student Alcohol and Drugs Programming

Recommendations & Goals

The following goals and objectives are established by Health Advancement for the upcoming biennium:

1. Develop assessment tools and mechanisms to evaluate behavioral and programming outcomes.
2. Develop comprehensive programs and resources related to risk reduction and substance misuse.
3. Review, strengthen, and publicize campus alcohol and drug related policies.
4. Update prevention/education opportunities related to student referral courses.
5. Evaluate staffing levels and ability to meet Health Advancement programming and service needs.
6. Increase collaborative efforts with community partners to facilitate reduction of high-risk consequences related to alcohol and drug misuse.

Resources and Programs for Employees and Evaluation of Resources and Programs

Employee Assistance Program (EAP) and Work-Life Services

The Employee Assistance Program and Work-Life Services provided by Deer Oaks EAP Services. It is a confidential resource for MSU employees that offers an array of services, some of which are connected to counseling and chemical dependency. The service offers 24-hour crisis help and in-person counseling. Supervisors also have access to support from EAP in the form of phone consultations, training on management topics such as Drug-Free Workplace and how to make referrals.

MSU and its affiliated campuses used these services at the following rates:

Date Range	7/1/2022 - 6/30/2023	7/1/2023 - 6/30/2024
Number of Unique Employees	59	57
Number of Sessions with EAP	111	92

Since the last report, we have changed EAP providers from Uprise Health to Dear Oaks. Dear Oaks is able to separate clinical from wellness/work life balance, which is one reason the numbers are lower compared to the past report. Additionally, there is lower utilization of the EAP resources. It is recommended that MSU Bozeman work with the MUS System to increase awareness of the Employee Assistance Program, to hopefully increase utilization.

Health Insurance Plan that Covers Chemical Dependency

The use by employees at MSU affiliated campuses provided health benefits specific to substance use (drug and alcohol) was as follows for the previous two years.

Date Range	7/1/2022 - 6/30/2023	7/1/2023 - 6/30/2024
Number of Employees who used services	78	69
Dollar Amount	\$218,731.21	\$129,488.62

The usage above indicates a decrease in the dollar amounts spent on chemical dependency services and a decrease in the number of employees who accessed these services. It is recommended that MSU provide awareness education to employees about the services provided by the health care plan around chemical dependency.

Student Conduct Referrals and Sanctions & Review for Consistency

The following sanctions were issued for cases where the student either admitted responsibility or was found responsible through the student conduct process for an alcohol and drugs charge. The following data was collected in November 2022 for the two years listed.

Sanction	2022-2023:	2023-2024
ACT or Chemical Dependency Assessment Proof of Completion	Alcohol - Illegal Use - 4 Drugs - Illegal Use - 1	Alcohol - Illegal Use - 3 Drugs - Illegal Use - 3
Apology	Alcohol - Illegal Use - 5 Drugs - Illegal Use - 1	
Campus Trespass	Alcohol - Illegal Use - 1	
Community Service	Alcohol - Illegal Use - 24 Drugs - Illegal Use - 5	Alcohol - Illegal Use - 19 Drugs - Illegal Use - 1
Conduct Suspension	Alcohol - Illegal Use - 4	Alcohol - Illegal Use - 3 Drugs - Illegal Use - 2
Educational Assignment	Alcohol - Illegal Use - 23 Drugs - Illegal Use - 10	Alcohol - Illegal Use - 18 Drugs - Illegal Use - 3
Housing Relocation	Alcohol - Illegal Use - 2	Alcohol - Illegal Use - 3
Housing Removal	Alcohol - Illegal Use - 2 Drugs - Illegal Use - 3	Drugs - Illegal Use - 3
Insight	Alcohol - Illegal Use - 240 Drugs - Illegal Use - 49	Alcohol - Illegal Use - 231 Drugs - Illegal Use - 76
Loss of Privileges	Alcohol - Illegal Use - 3	

MIP Class	Alcohol - Illegal Use - 99 Drugs - Illegal Use - 13	Alcohol - Illegal Use - 101 Drugs - Illegal Use - 16
Persona non Grata	Alcohol - Illegal Use - 2	Alcohol - Illegal Use - 3 Drugs - Illegal Use - 4
Re-admission - SQRC	Alcohol - Illegal Use - 3	Alcohol - Illegal Use - 3 Drugs - Illegal Use - 2
Restitution	Alcohol - Illegal Use - 1	Alcohol - Illegal Use - 2
Success Center Meeting	Alcohol - Illegal Use - 6 Drugs - Illegal Use - 4	Alcohol - Illegal Use - 14 Drugs - Illegal Use - 4
University Conduct Probation	Alcohol - Illegal Use - 42 Drugs - Illegal Use - 13	Alcohol - Illegal Use - 39 Drugs - Illegal Use - 19
University Disciplinary Warning Reprimand	Alcohol - Illegal Use - 250 Drugs - Illegal Use - 46	Alcohol - Illegal Use - 277 Drugs - Illegal Use - 70
University Student Housing Probation	Alcohol - Illegal Use - 9 Drugs - Illegal Use - 3	Alcohol - Illegal Use - 3 Drugs - Illegal Use - 2

Number of students who either admitted responsibility or were found responsible through the student conduct process for repeat offenses of the same offense within the same academic year.

Offense	2020-2021:	2021-2022
Alcohol - Illegal Use	33	18
Drugs - Illegal Use	7	9

MSU uses a framework for issuing sanctions for students who either admit responsibility or are found responsible through the student conduct process in alcohol and drugs student conduct cases. The framework includes issuing progressive alcohol and drugs education and counseling, along with progressive administrative action (warning, probation, suspension). These sanctions remain the baseline for all trained conduct officers.

Additional sanctions may be added, depending on mitigating factors from the incident. Community service hours are often added when harm may have been caused to the community, restrictions on locations if there is a concern about the safety or wellbeing of a community, restitution for damages, etc. Additionally, the sanctions listed above might reflect cases where alcohol and drugs were one of the charges, but multiple other charges were also part of the incident, resulting in additional sanctions more closely aligned to the other/non-alcohol and drugs charges.

The review identified that for new conduct officers at the beginning of their tenures did not always levy/enter sanctions per the established guidelines. For instance, conduct officers would sometimes forget to issue the conduct warning for a first-time violation but still required the alcohol and drugs education. This created some inconsistency in the data collected and plans to improve training are prepared. It is recommended that the Dean of Students develop a comprehensive training program for new conduct officers to ensure consistent application of the sanctioning guidelines for student violations involving alcohol and drugs conduct cases.

Employee Discipline Review of Sanctions & Review for Consistency

Human Resources reviewed existing records of employee discipline imposed due to violations of AOD policies and found five disciplinary actions imposed due to AOD policy violations in academic years 2022-2023 and 2023-2024.

Human Resources found the application of the sanctions to be consistent. In some cases, the behavior involved other personnel issues not exclusive to alcohol and drugs. Due to the small number of cases and personnel privacy concerns, additional information is not available.

In late 2023, Human Resources implemented a system that allows for tracking Drug and Alcohol policy violations that resulted in employee discipline. This has allowed for a more systematic and comprehensive process to maintain Human Resources data concerning alcohol and drugs policy violations and any associate discipline in the future.

Summary of Recommendations

The following are recommendations to assist MSU in continuing to provide a comprehensive Drug and Alcohol Prevention Program to students and employees over the next Biennium:

1. For the next Biennial Review, we recommend that stakeholders be brought together in an advisory capacity to receive updates on the Biennial Review as well as monitor progress on the recommendations in this report. This shall be coordinated by Student Success.
2. Continue distributing notifications regarding the DAAPP to students every semester instead of annually to assure it is received by students who are only enrolled at MSU for one term. In addition, the DAAPP should be distributed to all employees who begin employment after the annual distribution, during the orientation period by Human Resources to assure all employees receive the information. This shall be coordinated by the University Compliance Office.
3. Human Resources will provide awareness education to employees on a regular basis about the chemical dependency services provided by the health care plan and resources available through the Employee Assistance Program.
4. The Dean of Students will develop a comprehensive training program for new conduct officers to ensure consistent application of the sanctioning guidelines for student violations involving alcohol and drugs conduct cases.

The following recommendations/goals are specific to and will be led by Health Advancement

1. Develop and assess learning outcomes for all outreach and prevention activities focused on substance use prevention and education.
2. Develop comprehensive programs and resources related to risk reduction and substance misuse.
3. Review, strengthen, and publicize campus alcohol and drug-related policies.
4. Increase collaborative efforts with community partners to facilitate reduction of high-risk consequences related to alcohol and drugs misuse.