

**MISSOURI  
SOUTHERN  
STATE UNIVERSITY™**

**Biennial Review of  
Alcohol and Other Drug Abuse Prevention Programming  
2022-2023, 2023-2024**

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## Introduction

Missouri Southern State University is committed to ensuring the safety and health of its students and employees as part of its mission to provide education for career success and lifelong learning. This commitment is reflected in comprehensive alcohol and drug abuse prevention efforts, which include:

- Policies prohibiting illegal drugs and alcohol on campus or during university activities, with sanctions for violations.
- Formal notification and education regarding Alcohol and other Drug violations (AOD) policies.
- Collaboration among university departments to educate and support the community.
- Intervention programs such as counseling and amnesty policies for those struggling with substance abuse.
- Social opportunities that promote a drug and alcohol-free college experience.

The University conducts biennial reviews to assess the effectiveness of these programs, ensuring compliance with Federal Drug Free Schools and Campuses Regulations (34 C.F.R. Part 86).

## Biennial Review Process

Missouri Southern State University conducts a biennial administrative review of its drug and alcohol abuse prevention programs to ensure compliance with Federal Drug Free Schools and Campuses Regulations. The review assesses program effectiveness, summarizes policies and procedures, and recommends enhancements as needed.

The University formed a Task Force to conduct the 2022-2023, 2023-2024 biennial review.

- Heather Bullock - Counseling Services
- Becca Diskin - Financial Aid
- Kaylea Furgerson - Student Engagement
- Tamika Harrel - Dean of Students/Title IX
- James Swift - University Police Department
- Madyson Fox - Residence Life & Student Conduct
- Carissa Cessna - Athletics
- Julie Stamps - Health Center
- Steven Benfield - Recreation Services
- Julie Wengert - Student Success
- Laura Switzer - Human Resources

The following offices provided information considered in the biennial review:

- Counseling Services
- Financial Aid Office
- Health Center
- Human Resources
- Residence Life
- Sexual Violence Prevention
- Student Success
- Student Engagement
- Title IX
- University Athletics
- University Police Department
- Wellness

The following materials and programs were examined as part of this biennial review:

- U.S. Department of Education, *Complying with the Drug-Free Schools and Campuses Regulations*, <https://safesupportivelearning.ed.gov/sites/default/files/hec/product/dfscr.pdf>
- University Police - <https://www.mssu.edu/student-affairs/university-police/index.php>
- Athletics Compliance - <http://mssulions.com/sports/2015/8/28/compliance.aspx>
- Willcoxon Health Center - <https://www.mssu.edu/student-affairs/willcoxon-health-center/index.php>
- Counseling Services - <https://www.mssu.edu/student-affairs/counseling/index.php>
- Financial Aid - Consumer Information - <https://www.mssu.edu/student-affairs/financial-aid/consumer-information.php>
- Safe Zone Committee - [MSSU - Safe Zones](#)
- Tobacco Free Campus - [MSSU - Tobacco Free Zone](#)
- Missouri Southern State University Student Handbook
- Missouri Southern State University Employee Handbook
- University Annual Security Report
- Director of Residence Life and Student Conduct Reports
- Partners in Prevention Annual Review

The University, in accordance with statutory requirements under the Drug-Free Schools and Communities Act Amendments of 1989, mandates a biennial review of its drug and alcohol prevention program. This review assesses program effectiveness, implements necessary changes, and ensures consistent enforcement of disciplinary sanctions. For details, refer to Appendix C, maintained in the Dean of Students Office.

Line of Authority:

**Drug and Alcohol Prevention Program:**

Heather Bullock, Lead Mental Health Counselor and Chair of Partners in Prevention Coalition

**Responsible Administrators and Contacts:**

Madyson Fox, Director of Residence Life and Student Conduct

Tamika Harrel, Dean of Students/ Title IX Coordinator

Presidential Approval: Dr. Dean Van Galen

## Annual Notification Process

Missouri Southern State University annually notifies all students and employees, including new enrollees and hires, about standards of conduct regarding illicit drugs and alcohol. This includes information on health risks, legal sanctions, counseling options, and disciplinary measures.

Missouri Southern State University provides the Annual Security Report, Student Handbook, Employee Handbook, and Title IX Notification each Fall semester. These documents detail procedures and guidelines related to Alcohol and other Drugs and are accessible both physically and through the university's website throughout the year. The University's notification process complies with Drug-Free Schools and Campus Regulations.

## Policy Inventory

The following policies and procedures were examined as part of this biennial review. The policies and procedures can be found in their entirety in Appendices D through L.

### University Policies and Procedures

The following is a list of policies and procedures, which touch on alcohol/drug use:

- Alcohol and Drug-Free Workplace Policy (see Appendix D)
- Student Substance Abuse Policy (see Appendix E)
- No Alcohol, Drugs or Tobacco in Residence Halls Policy (see Appendix F)
- Smoking and Tobacco Use Policy (see Appendix F)
- Amnesty (see Appendix E)
- MSSU Athletic Department Policies (see Appendix H)
- Other Athletic Department Drug Policies (see Appendix I)
- Employee Assistance Program Referral Policy (see Appendix D)
- Safe Harbor Protection (see Appendix E)
- Sexual Harassment Policy (See Appendix F)
- Substance Abuse Policy (see Appendix F)
- Financial Aid “AskRegs” Guidance (see Appendix J)
- Alcoholic Beverages – Payment from University Accounts Procedure (see Appendix K)

## **Programs and Prevention Strategies**

Missouri Southern State University has instituted a number of programs and prevention strategies geared toward students and employees. The following provides an overview of those programs and prevention strategies.

### **Comprehensive Program and Prevention Strategy Goals and Objectives for 2023-2024 Biennium Period**

- To determine the attitudes, knowledge, and usage patterns of students in the areas of alcohol, drugs, tobacco, sexual encounters, and mental health to better meet their needs.
- Allow funding opportunities for Missouri Southern employees, students, and community liaisons to attend/participate in PIP funded or PIP provided conferences, workshops, and trainings and bringing speakers/trainings to campus, and other conferences or trainings that are relevant to help educate members of our campus and community. This will increase the number of empowered professional and student leaders on campus and in our community, build our team and increase communication with the community that relates to keeping our students safe through implementing programs, networking, teamwork, and relationship building. At least 90% of Coalition members will attend at minimum one PIP sponsored event – for example: University monthly Coalition meeting, PIP monthly meeting, PIP data call, Meeting of the Minds Conference. Will also utilize assessment information from MACHB for increased frequency and visibility of awareness/social norming campaigns, maintained/increased program participation numbers, decreased policy violations. To create, develop and promote alternative activities that are fun (with a small educational component) and show Missouri Southern students that fun can be had by all without influences or possessing a negative connotation or [potentially] harmful outcome, by working closely with campus departments and community organizations on disseminating healthy choices material, resources, and policy information
- Continue usage of online training, informational, educational, and referral programs, and increase certificate completion in programs with that possibility, (i.e., eCHECKUP assessments-e-chug, and e-toke) as well as decreasing alcohol violations through education and policy/enforcement.
- University PIP coalition members and the offices of Student Life and Conduct Office, Recreation Services, Student Activities/Wellness, Registered Student Organizations/Greek Life, Counseling

Services, Residence Life, Athletics, UPD, and Student Reps will work to create programming and provide a welcoming and inclusive environment to help students foster a sense of belonging at Missouri Southern State University.

- Counseling Services along with other key offices on campus will collaborate to co-program with the intent of increasing faculty, staff, and student's awareness of mental health, resources, and the promotion of gatekeeper training Ask, Listen, Refer and to promote the overall mental well-being of students especially special populations like student-athletes, LGBTQ+, and First-Generation students.

## Program and Prevention Strategies Conducted for 2022-2024 Biennium Period

Missouri Southern State University includes a number of evidence-based strategies designed to limit alcohol and drug abuse in its community and activities. These include the following:

- Individual Based Programs/Interventions that you may be offering on campus which may be considered:

### Programs

#### Counseling Services

- [BASICS](#)
- [Electronic Check-Up to Go \(E-CHUG\)](#)
- [Electronic THC Online Knowledge Experience \(E-TOKE\)](#)
- [Motivational Interviewing](#)
- [CHEERS Program](#)
- [New Directions](#)

#### University Police

- [A.L.I.C.E. Training](#)
- [National Drug Take Back Program](#)

#### Engage

## Enforcement Analysis

In addition to policies detailed in Appendices D, E, and F, oversight of each policy includes administration by respective offices: Human Resources for Employee Handbook policies, Dean of Students Office for Student Handbook policies, and Director of Residence Life and Student Conduct, Resident Directors, and Resident Assistants for Student Housing policies. Monitoring and discipline for violations are overseen by these same entities.

Enforcement methods include Missouri Southern State University's police department, which handles calls, incident reports, traffic enforcement, and campus security, including event security, building checks, and dormitory monitoring. They also manage student services, fire safety, hazardous materials, warnings, training, and safety information dissemination. Additionally, MSSU collaborates with Joplin Police Department (JPD) for dispatching services.



## Assessment

At the close of the Biennial Review process, the Task Force met to discuss the report. (The agenda and minutes for the meeting can be found in Appendix L). Included within the discussion was a SWOT/C (Strengths, Weakness, Opportunities, Threats/Challenges) Analysis, as well as overall discussion of the institution's assessment practices, and recommendations for policy and program revisions. The Task Force's assessment began with a discussion regarding program level policies.

### Overall discussion of institutional, divisional/office and program level policies

#### Strengths

- Annual review of policies.
- We have established alcohol and drug policies.
- Policies are easily accessible on the policy.mssu.edu website.
- A policy ad-hoc committee was created to rework the policy website that led to a more mainstream process for the creation and keeping of policies campus wide.
- We include resource information in the policies.

#### Weaknesses

- The MSSU PIP Coalition is not always involved in policy creation.
- The University went through a restructure leading to loss of personnel and departments that were responsible for review and revisions may have been missed.

#### Opportunities

- Through the institution's reignited policy on policy project, work with the policy administrator to ensure all applicable drug and alcohol policies are marked to be reviewed annually and are posted accurately in the policy library.
- Benchmark other institutions' drug and alcohol policies to inform our own.

#### Threats/Challenges

- Budgets continue to present challenges campus wide.
- An expansion of the University's Tailgating Policy is being discussed.
- The legalization of marijuana.

### Overall discussion of institutional, divisional/office and program level programs and interventions

The Task Force continued with discussion regarding program level policies and interventions.

#### Strengths

- Assessment
- EAP program availability
- Collaboration between departments
- Each semester a litany of alternative activities is provided to Missouri Southern students via events sponsored by the Campus Activities Board, Athletics, International department, Residence Hall Association, Theater and Music programs, among others.
- E-Checkups – The University observes a high number of participants for these assessments. The collaboration with University Experience is extremely effective.
- Ask, Listen, Refer – The University observes a high number of participants for these assessments. UE collaboration has been critically helpful.

- Wellness Incentive Program – programming available to Missouri Southern employees aimed at providing prevention education and awareness.
- Health Center – There is a Health Center on-campus at Missouri Southern. Faculty and staff can make appointments and receive a prescription from this facility without leaving campus.
- Data from the Missouri Assessment of College Health Behaviors survey were shared through email and with campus administrators.
- College Behavior Profile – The CBP is a quick and confidential way to get personalized feedback about alcohol and marijuana/cannabis. The CBP was created with input from, and designed for, MSSU students.

### Weaknesses

- Staff who support the PIP Coalition are stretched very thin in the new restructuring so opportunity to support events is minimal.
- We do not have a prevention coordinator or one person whose job is dedicated to prevention.
- The loss of the Engage program.
- Need to develop more campus buy-in for prevention programs and efforts.
- Healthcare budget: great availability and opportunity for assessment, but very little to no resources for follow-up.

### Opportunities

- Collaborative efforts with departments and programs across campus through the utilization of the Partners in Prevention data and strategic plan.
- Use historical MACHB data to create a social norming campaign.
- Expansion of the Willcoxon Health Center’s resources, and services available to students, faculty, and staff could bring opportunities to improve the health and wellness of the campus community through prevention efforts. This would require additional staffing and resources. While collaborative opportunities with Freeman Hospital have been explored to expand the Health Center’s offerings to faculty and staff, they have not yet been identified and pursued. Efforts should continue to identify and implement these collaborative strategies.
- Each year, new Faculty and Staff complete a new employee orientation, which is sponsored by the Human Resources department. There is an opportunity to improve prevention efforts at this event, through the use of data or program awareness strategies.
- Each year MSSU hosts Southern Summit. This is an opportunity to provide employees with information about campus prevention programming.
- Benchmark other institutions’ programs to see how we can enhance our efforts to further increase prevention strategies.
- Potential opportunity to look into grants associated with the individual departments dedicated to these efforts.

### Threats/Challenges

- Declining enrollment has led to lower participation rates in programming.
- Staffing – a shortage of licensed mental health counselors who are willing to take jobs in higher education due to lower pay.
- Finding a balance in programming.
- A culture of tailgating before games.
- The rise of mental health concerns and pandemic related dependencies are larger barriers to overcome than ever before.

## **Missouri Assessment of College Health Behaviors**

Each Spring, Missouri Southern State University distributes the Missouri Assessment of College Health Behaviors. The survey is distributed across the state to the 24 institutions, which take part in the state Partners in Prevention coalition. In February 2021, Missouri Southern received feedback from 282 students. These results were able to be compared to a statewide survey sample of 10,154 survey participants. In February 2022, Missouri Southern received feedback from 195 students. These results were able to be compared to a statewide survey sample of 6,705 survey participants. Survey topics include questions pertaining to university prevention policy and programs, alcohol, drug, and tobacco usage, as well as sexual health, well-being, interpersonal violence, gambling, and drunk driving climate assessments. Each time Missouri Southern distributes the survey to campus, Partners in Prevention offers the opportunity to include up to ten additional questions. The questions can cover any topic chosen by the institution. One opportunity is to utilize the Missouri Assessment of College Health Behaviors to include questions regarding items in which there is an assessment gap.

## **Summary of Program Strengths and Weaknesses**

### **Leadership Involvement**

Discussion from the Biennial Review Task Force indicates that both the Task Force and Partners in Prevention could improve leadership involvement through better awareness of prevention strategies and programs. Additionally, assessment information could be better communicated in both written and verbal form to administration and campus leadership. Both the Biennial Review Task Force and the Partners in Prevention Program should work to better educate the Missouri Southern campus on student data concerning alcohol and drug abuse. This would equip campus leadership with the ability to speak more accurately about our student population in relation to prevention and wellness topics.

### **Adequacy of Budget for Intended Efforts**

The following provides a brief summary of budgeted resources for prevention and wellness efforts at Missouri Southern State University. The Partners in Prevention Coalition receives \$10,000 in grant money annually. The Employee Wellness Program receives \$50,000 annually for wellness initiatives including prizes and programming. The University will also cover the added cost of the premium discounts achieved through the newly implemented Wellness Incentive Program. Alternative programming options are provided to Missouri Southern students through the operation budgets of the Student Life units, Residence Life program, and other areas which develop student programming. Additionally, fine money collected through the Missouri Southern conduct system is devoted to prevention efforts through the funding of the Counseling Services software, and additional funds available to the Behavior Intervention Team, Partners in Prevention, and the Safe Zone Committee. As with any program, additional resources could improve the prevention efforts at Missouri Southern State University. Specific opportunities discussed by the Biennial Review Task Force included discussions on additional support for the following areas: Faculty/Staff training, support, and enhancement of Counseling Services.

### **Availability of Data**

Data provided within this report and other reports (Clery, Annual Security Report, etc.) are publicly available on the Missouri Southern website in a variety of locations. The Biennial Review Task Force discussion on this subject revolved around how to better share prevention data with the campus community at large. Ideas included working data snippets into other communication platforms. For

instance, a prevention statistic incorporated into a newsletter, or in an activity program – in fact, the Student Affairs newsletter featured some key data from the MO behaviors assessment in the 2021-2022 academic year. The group can continue to look for other opportunities for sharing these data such as the MOSO Minute, or the redeveloped landing page of the student portal, LioNet.

### **Other Identified Gaps and Overlap**

The Biennial Review Task Force discussed the continual overlap found between several federal reports, which must be published on an annual or biennial basis. These reports include the Clery Act, Annual Security Report, and Biennial Review. There are additional reporting mechanisms for Title IX. The Partners in Prevention program is also involved in compiled quarterly reports for the grant, which includes much of the same information within the Biennial Review. The CAS review brought to light some of this overlap as well, but also demonstrates opportunities for more awareness with the overlap. There is a huge amount of overlap between these areas and there is the opportunity to develop synergies as a result of improved communication and reporting strategies. Missouri Southern State University will attempt to capture these opportunities through Pharos, our comprehensive Student Support technology.

Regarding the gaps on campus, the Biennial Review Task Force discussion centered on the small number of staff working on the aforementioned issues. Unlike most Universities, most of the efforts included within this report and being conducted by committees or coalitions, rather than an office or department. One point of discussion of the group was to better advocate for a student fee model again in hopes a fee could help fund some staffing or more programming.

## **Recommended Policy and Programming Revisions**

### **Goals and Objectives for next Biennium**

Goals and objectives for the subsequent biennial period are outlined within this section. The basis of many of the objectives included within this section can be found in the Partners in Prevention Strategic Plan (see Appendix G).

#### **Goal 1 – To increase the response rate of the Missouri Assessment of College Health Behaviors Survey (MACHB) by 3%**

##### **Goal**

To determine the attitudes, knowledge, and usage patterns of students in the areas of alcohol, drugs, tobacco, sexual encounters, and mental health to better meet their needs.

##### **Discussion**

The Missouri Assessment of College Health Behaviors Survey (MACHB) will be sent out every Spring to a random sample of students. The information from this survey is and will be used to assess the attitudes, knowledge, and usage patterns of Missouri Southern students in a variety of areas. The areas include alcohol, drugs, tobacco, sexual health, and mental health. The results of this assessment provide the basis for identifying prevention objectives geared toward the student population. Giving the MACHB each year provides longitudinal data that can be used in prevention efforts, including but not limited to planning, programming, education, support offerings, and policy implementation/enforcement.

##### **Key Areas**

Director of Residence Life & Student Conduct and Lead Mental Health Counselor, University PIP Coalition, Office of Institutional Effectiveness.

##### **Assessment**

The MACHB

## **Goal 2 – To increase the attendance at the alternative activities by 3%**

### **Goal**

To create, develop and promote alternative activities, which are fun (with a small educational component) and show Missouri Southern students that fun can be had without the influence of substances. These opportunities should not possess any negative connotations. By working closely with campus departments and community organizations healthy choices material, resources, and policy information can be better disseminated.

### **Discussion**

Continuation of positive, healthy, alcohol/drug free, and affordable late-night programming events that start at 7 PM or later. Ideas include, but are not limited to Movie Nights, Concerts, Foam Parties, Casino Nights, Guest Speakers, ThinkFast Game Show, Finals Madness, Game Nights, Craft Nights, Skate Nights, Rec Nights, Mix-n-Mingles, Dance Parties, etc. Throughout the year, departments team up to plan and implement programming that is working toward the common goal of preventing risky behavior. Collaboration also exists with instructors who often welcome class presentations that focus on related programming and the topics of the awareness weeks. By offering programming, electronic and hardcopy information, signage, Welcome Back kits, the Relaxation Room, and classroom presentations, the campus can show a solidified effort to educate and promote healthy choices.

### **Key Areas**

Recreational Services and Wellness, Student Activities, and Residence Life (with assistance of the University PIP Coalition, Student Success Center, Athletics, food services, and community partners).

### **Assessment**

ID card scans from attendance at activities, Presence software

## **Goal 3 – Maintain the participation on the eCHECKUP assessments (e-chug and e-toke)**

### **Goal**

Continue usage of online training; informational, educational, and referral programs; and increase certificate completion in programs with that possibility (i.e. eCHECKUP assessments- e-chug, and e-toke,).

### **Discussion**

Provide educational opportunities for students with regard to alcohol and marijuana usage through the eCHECKUP assessments. University Experience classes will be used as a platform for education. These tools are available to students through the Awareness/Prevention, Counseling Services, and Other Resources webpages. The eCHECKUP assessments are available through the UE 100 class, which is required for all incoming freshmen. They are advertised on social norming campaign posters, social media, and any other method as deemed necessary/appropriate.

### **Key Areas**

Director of Student Success (curriculum) (with assistance of University PIP Coalition, UPD, Residence Life, Athletics, Recreational Service and Wellness, and Counseling Services.)

### **Assessment**

eCHECKUP assessments (e-chug and e-toke)

## **Goal 4 – Provide Prevention Related Professional Development to University Personnel**

### **Goal**

Allow funding opportunities for Missouri Southern employees, students, and community liaisons to attend/participate in PIP funded or PIP provided conferences, workshops, and trainings and bringing

speakers/trainings to campus, and other conferences or trainings that are relevant to help educate members of our campus and community. This will increase the number of empowered professional and student leaders on campus and in our community, build our team and increase communication with the community that relates to keeping our students safe through implementing programs, networking, teamwork, and relationship building.

#### **Discussion**

Continue offering opportunities to participate in educational programming offered by PIP, NASPA, Higher Education conferences, law enforcement training, and other relevant or accredited sources. These opportunities have allowed our institution to educate members of our campus and community, continue addressing issues that affect our campus, be on the forefront of setting standards, and implement and maintain proper policies, enforcement, and procedures. Foster a collaborative effort between campus departments/organizations and community members toward the common goal of keeping our campus community safe, well, empowered, and educated to make informed decisions regarding their health, well-being, and life choices.

#### **Key Areas**

Student Success Center, Counseling Services. Residence Life, Athletics, and UPD Assessment

At least 90% of Coalition members will attend at least one PIP sponsored event – for example: University monthly Coalition meeting, PIP monthly meeting, PIP data call, Meeting of the Minds Conference. Will also utilize assessment information from MACHB for increased frequency and visibility of awareness/social norming campaigns, maintained/increased program participation numbers, decreased policy violations.

The PIP Coalition members include:

Residence Life & Student Conduct Office – Madyson Fox

Recreation Services/Wellness – Cindy Webb

Student Activities/Registered Student Organizations/Greek Life – Kaylea Furgerson

Counseling Services/PIP contact – Heather Bullock

Athletics – Carissa Cessna

UPD – James Swift

Student Rep – Varies

Biennial Review Task Force members, who do not serve on Partners in Prevention Coalition:

Financial Aid – Becca Diskin

Human Resources – Laura Switzer

Health Center-Julie Stamps

Dean of Students/Administrator – Tamika Harrel

**Goal 5 – Foster a sense of belonging among Missouri Southern State University students. Increase the number of people who answered “Agree” or “Strongly Agree” to the statement “I feel a sense of belonging to the campus community” of the MACHB by 3%**

#### **Goal**

Creating a welcoming and inclusive environment that will help students foster a sense of belonging and persist to graduation.

#### **Discussion**

University PIP coalition members and the Residence Life & Student Conduct Office, Recreation Services, Student Activities/Wellness, Registered Student Organizations/Greek Life, Counseling Services, Athletics,

UPD, and Student Reps will work to create programming and provide a welcoming and inclusive environment to help students foster a sense of belonging at Missouri Southern State University.

**Key Areas**

Entire campus and community (as requested, needed, appropriate)

**Assessment**

MACHB

**Goal 6 – Increase help-seeking behaviors for suicidal ideation/attempts among students by 3%.**

**Goal**

Increase help-seeking behaviors for suicidal ideation/attempts among students by 3%. Students who sought help for suicidal ideation/attempts by answering “Yes” to the question, “Have you sought assistance for your suicide attempt/thought in the past year” Promote to students both campus and community resources focused on helping with suicidal ideation and over all mental well-being.

**Discussion**

Counseling Services along with other key offices on campus will collaborate to co-program with the intent of increasing faculty, staff, and student’s awareness of mental health, resources, and the promotion of gatekeeper training Ask, Listen, Refer and to promote the overall mental well-being of students especially special populations like student-athletes, LGBTQ+, and First-Generation students.

**Key Areas**

Counseling Services, Recreational Services and Wellness, Student Success Center, UPD, Student Activities (with assistance of University PIP Coalition, Willcoxon Health Center, Athletics, Academics, Director of Residence Life & Student Conduct, Registered Student Organizations, Student/Staff/Faculty Senates, University Council/Administration/BOG, community partners, and other areas or entities as opportunity presents)

**Assessment**

MACHB

**Approval**

This report was presented to the President on August 12, 2024. The President approved the report for issuance on August 13, 2024.

## **Appendix A: Annual Security Reports**

[2022 Annual Security Report](#)

[2023 Annual Security Report](#)

## **Appendix B: 2022-2023 Annual Review**



**MISSOURI  
SOUTHERN  
STATE UNIVERSITY®**

Missouri Southern State University Drug-Free Schools and Colleges [EDGAR Part 86] Act Annual  
Review

For the Academic Year 2022-2023

Prepared by

MOSO PIP Coalition and MSSU's Primary PIP Contact



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## Introduction and Overview

The Drug-Free Schools and Colleges [EDGAR Part 86] Act requires that MISSOURI SOUTHERN STATE UNIVERSITY design and implement alcohol and other drug prevention programs for the campus community. As a condition of receiving funding under any federal program, the college must certify that it has adopted and implemented a program to prevent “the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees” on campus property or as part of any college activity. The college must have the following in place:

- A written policy on alcohol and other drugs, including information about federal, state, local, and college sanctions for being in violation and health risks associated with abuse.
- A distribution plan for ensuring the policy is made available to all students, faculty, and staff.
- Prevention programs for students, faculty, and staff that support the policy; and
- Biennial review to assess the effectiveness of its alcohol and other drug policies and programs.

In compliance with the Drug-Free Schools and Colleges [EDGAR Part 86] Act, MISSOURI SOUTHERN STATE UNIVERSITY is completing an annual review of the state of prevention efforts on campus for the 2022-2023 ACADEMIC YEAR academic year. AOD Comprehensive Program Goals and Objectives for Period Being Reviewed

Responsibility for MISSOURI SOUTHERN STATE UNIVERSITY prevention efforts lay with MOSO PIP Coalition. MOSO PIP Coalition Mission Statement is as follows; Missouri Southern State University’s Partners in Prevention team believes in creating a campus culture that supports positive health, overall wellness, and safe behaviors that will inspire the lives of our knowledgeable, responsible, successful global students.

Following is a review of the goals established for the 2022-2023 Biennium as well as information regarding the progress of each goal:

Goal #1 – To increase response rate of the Missouri Assessment of College Health Behaviors Survey (MACHB) by 3%

Year	MACHB Responses
2016 – 2017	227
2017 – 2018	329
2018 – 2019	252
2019-2020 Given before COVID	312
2020-2021 During COVID	282
2021-2022 During COVID	195
2022-2023	154

Goal #2 – To increase the attendance at the alternative activities\* by 3%

Year	Fall Student Attendance	Spring Student Attendance	Total Student Attendance
2015 – 2016	2838	934	3772

2016 – 2017	2614	872	3486
2017 – 2018	2771	1431	4202
2018 – 2019	3096	1836	4932
2019-2020	2839	652-Start of COVID	3491
2020-2021-COVID	767	201	968
2021-2022-COVID	1006	595	1601
2022-2023	2,797	2,972	5,769

Goal #3—Maintain the participation on the eCHECKUP assessments (e-chug and e-toke)

Year	2016 - 2017	2017 - 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023 Goal
e-chug	679	1,048	985	784	804	617	664
e-toke	851	978	938	774	753	575	585

Goal #4 – Continue to provide opportunities for professional development to Missouri Southern employees, students, and community liaisons while continuing to build our team and increase communication with the community that relates to keeping our students safe through implementing programs, networking, teamwork, and relationship building.

Year	Faculty/Staff Trainings Attended	Student Trainings Attended
2018 – 2019	27	15
2019-2020	21	7
2020-2021	29	1
2021-2022	30	0
2022-2023	30	6

Goal #5- Foster a sense of belonging among Missouri Southern State University students. Increase the number of people who answered “Agree” or “Strongly Agree” to the statement “I feel a sense of belonging to the campus community” of the MACHB by 3%

Q18: I feel a sense of belonging to the campus community.		
Year	PIP – “Agree” or “Strongly Agree”	MSSU – “Agree” or “Strongly Agree”
2016-2017	70%	48%
2017 - 2018	67%	51%
2018-2019	67%	61%
2019-2020	66%	56%
2020-2021	59%	57%
2021-2022	65%	57%

2022-2023	66%	62%
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Goal #6- Increase help-seeking behaviors for suicidal ideation/attempts among students by 3%. Students who sought help for suicidal ideation/attempts by answering “Yes” to the question, “Have you sought assistance for your suicide attempt/thought in the past year?”

Q 189: Have you sought assistance for your suicide attempt/thoughts in the past year		
Year	PIP – Yes	MSSU – Yes
2018 - 2019	37%	30%
2019-2020	38%	39%
2020-2021	38%	39%
2021-2022	37%	28%
2022-2023	36%	33%

Year	2017 - 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022-2023 Goal
Ask, Listen, Refer	1,058	928	732	671	489	581

## Biennial Review Process

As MISSOURI SOUTHERN STATE UNIVERSITY is committed to alcohol and other drug prevention, and because of the affiliation with Missouri Partners in Prevention, MISSOURI SOUTHERN STATE UNIVERSITY has elected to complete the review process annually as opposed to every two (2) years. This document will provide a thorough review of the prevention efforts and programs during the 2022-2023 academic year. This review began in 2022 and concluded in 2023. Copies of this review are maintained by the Dean of Students office for at least seven years and can be found in <https://www.mssu.edu/student-affairs/financial-aid/Approved-Biennial-Review.pdf> . Copies of Biennial Reviews may also be requested by contacting the Dean of Students office at 417-625-3032 or e-mailing [clark-jana@mssu.edu](mailto:clark-jana@mssu.edu).

This review was conducted by MOSO PIP Coalition, made up of constituents from several institutional areas and based upon a model developed by Missouri Partners in Prevention. This coalition meets monthly to review policies, programs, assessment data, and emerging trends within the field of prevention. The following are those included in the MOSO PIP Coalition:

The MOSO PIP Coalition members include:

Student Conduct Office

Recreation Services/Wellness

Student Activities/Registered Student Organizations/Greek Life

Counseling Services/PIP contact

Residence Life

Athletics

Project Stay

UPD

Student Rep

## Annual Policy Notification Process

The MISSOURI SOUTHERN STATE UNIVERSITY Alcohol and Other Drugs (AOD) policy can be found in **Appendix A** of this document.

Students (all currently enrolled students) receive the AOD policy via email<sup>1</sup> Student Handbook <https://www.mssu.edu/student-affairs/student-life/student-activities/Final-Student-Handbook-2022-2023.pdf>

Employees receive the AOD policy via email and it can also be found in the employee handbook <https://mssu.sharepoint.com/sites/HumanResources/Shared%20Documents/Forms/AllItems.aspx?id=%2Fsites%2FHHumanResources%2FShared%20Documents%2FGeneral%2FHandbooks%20and%20Policies%2FEmployee%20Handbook%202022%20revisions%2004%2E01%2E22%2Epdf&parent=%2Fsites%2FHHumanResources%2FShared%20Documents%2FGeneral%2FHandbooks%20and%20Policies&clickparams=eyJiWC1BcHBOYW1IliA6ICJNaWNyb3NvZnQgT3V0bG9vayIsICJYLUFwcFZlcnNpb24iIlDogljiE2LjAuMTc2MjguMjAxMTAiLCAiT1MilDoglIdpbmRvd3MilH0%3D>

Requests for the policy can be made through the Human Resources Department at Missouri Southern State University by calling 417-625-4201 or email HR@mssu.edu

## AOD Policies

There are multiple policies related to AOD that exist at Missouri Southern State University in reference to students, staff, faculty, and other entities. We will note that given the passage of Amendment 3 in Missouri, our policy has been updated to reflect that cannabis/marijuana are still considered illicit drugs per Federal guidelines. Following is a discussion of each of these AOD-related policies.

The overall AOD policy can be found in its entirety in Appendix A, but includes the following information:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs (*to include cannabis/marijuana*) and alcohol by students and employees on its property or as part of any of its activities;
- A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs (*to include cannabis/marijuana*) and alcohol;
- A description of the health risks associated with the use of illicit drugs (*to include cannabis/marijuana*) and the abuse of alcohol;

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<sup>1</sup> Receive AOD policy via email

- A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students;
- A clear statement that the institution will impose disciplinary sanctions on students and employees (*consistent with State and Federal law*); and
- A description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct (*of which may include a disciplinary sanction requiring the completion of an appropriate rehabilitation program*).

Oversight of the AOD policy rests with the Dean of Students office, Human Resources, and MOSO PIP Coalition. Any updates and/or amendments are discussed on an annual basis or with any changes in local, State, or Federal laws.

The policy is expounded upon in many instances to target specific constituents on campus. Further information for employees about substance misuse and how concerns related to substance misuse may affect both personal and profession lives can be obtained through MSSU Employee Handbook and SharePoint, including resources such as Employee Assistant Program (EAP), Willcoxon Health Center, Student Success Center, and Counseling Services.

The MISSOURI SOUTHERN STATE UNIVERSITY TOBACCO/DRUG FREE POLICY (*in effect since Fall, 2016*) <https://www.mssu.edu/student-affairs/student-life/student-activities/Final-Student-Handbook-2022-2023.pdf> (*see APPENDIX E*)

Violations of the AOD policy and other relevant policies by students are adjudicated mainly through Director of Residence Life and Student Conduct and Student Affairs Office (*further information regarding student conduct procedures may be found in APPENDIX A*) Those violations committed by an employee of the institution (*to include faculty and staff*) are addressed through Human Resources Office and all College employees are subject to (*see APPENDIX A*).

The Athletic Department has a more specific policy for their athletes and oversight and administration of that policy rests with the Director of Internal Operations (*see APPENDIX F*). In addition, the Athletic Department adheres to requirements as set forth by the NCAA and the MIAA.

Given that illicit drugs or alcohol are often present and/or a major factor in occurrences of sexual misconduct, illicit drugs and alcohol are directly addressed in the Missouri Southern State University Sexual Harassment Policy. The policy is received via email and is sent to all faculty, staff, and students. The policy is overseen and administered by the Title IX Coordinator.

The entirety of Missouri Southern State University Sexual Harassment Policy can be found <https://www.mssu.edu/Policy/Sexual-Harassment-Policy-1.pdf> It can also be requested through the Title IX office.

## AOD Enforcement

There are a variety of enforcement methods utilized at Missouri Southern State University and descriptions of staff authority and jurisdiction regarding AOD violations follow:

The MSSU Police Department (UPD) is responsible for campus safety at the University. Its jurisdiction covers all campus property. Its personnel have arrest authority. The MSSU Board of Governors established a police department on campus according to RMSO 174.700, in April of 2008.

The UPD has a close working relationship with local law enforcement agencies, including the Joplin Police Department and Jasper County Sheriff’s Office, which assist the UPD when necessary. The UPD has written mutual aid agreements with the Joplin Police Department, the Jasper County Sheriff’s Office and other small city agencies (Duquesne, Webb City, & Carterville) that allow them to help in emergency situations. The UPD is a member of the Tri-State Major Case Squad and may call for investigators to assist with investigations of serious crimes.

Others then might provide monitoring of AOD policies would include but isn’t limited to; resident assistants, resident directors, Director of Resident Life & Student Conduct, UPD.

**AOD Prevalence Rate, Incidence Rate, Needs Assessment, and Trend Data [MACHB Spring 2023]**

Data regarding AOD use is readily available at our institution from a variety of sources. Due to our membership in Partners in Prevention (*a state-wide coalition of institutions of higher education focused on the prevention of illicit drug and alcohol use in Missouri*), we are provided the opportunity to access numerous best-practice resources, including the Missouri Assessment of College Health Behaviors (*MACHB, formerly the MCHBS*) (**see APPENDIX C**). The assessment is provided to a random selection of currently enrolled undergraduate students. Following are the results for the past three (3) academic years as well as the average results from all participating schools in the past academic year:

Question	INSTITUTION 2020-2021	INSTITUTION 2021-2022	INSTITUTION 2022-2023	All participating MO Schools 2022-2023
<b>Consumed alcohol in the past year</b>	67%	63%	70%	64%
<b>Consumed alcohol in the past 30 days</b>	50%	Question not asked	20%	31%
<b>Underage students (&lt;21 years old) consumed alcohol in last 30 days</b>	Question not asked	Question not asked	6.5%	27%
<b>Binge drank in last 2 weeks (2-hour definition)</b>	6.9%	16%	15%	23%

<b>Binge drank in last 2 weeks (1 sitting definition)</b>	16%	14%	Question not asked	Question not asked
<b>Driven after drinking in the past year</b>	6.5%	22%	30%	37%
<b>Always used a designated driver in the past year<sup>2</sup></b>	56%	49%	72.2%	67.3%
<b>Used marijuana in the past year</b>	23%	25.5%	31.3%	32.1%
<b>Marijuana use in past 30 days</b>	Question not asked	16%	23%	23%
<b>Used illegal drugs (excluding marijuana) in past year</b>	7.9%	Question not asked	13%	17%
<b>Current illegal drug users (excluding marijuana)</b>	8%	7.5%	Question not asked	Question not asked

**Compliance Related Outcomes**

On Campus student information is gathered from residence life, employee information comes from data gathered by MSSU’s Human Resources Department.

Incident Type	Student – On Campus		Student – Off Campus		Employee		Non-Student – On Campus	
	# of Incidents that Occurred	Referral for Disciplinary Action	# of Incidents that Occurred	Referral for Disciplinary Action	# of Incidents that Occurred	Referral for Disciplinary Action	# of Incidents that Occurred	Referral for Disciplinary Action
<b>Alcohol</b>	12	0	0	0	0	0	0	0

<sup>2</sup> Results for this question were changed to allow for additional answers beginning in the 2016-2017 academic year. Therefore, this number reflects the combined responses for “Always,” “No, because I walked,” and “No, because I just stayed where I was drinking.”



<b>Other Drugs</b>	8	8	0	0	0	0	0	0
<b>Medical Transport (AOD Related)</b>	0	0	0	0	0	0	0	0
<b>Fatalities</b>	0	0	0	0	0	0	0	0

For those individuals who were referred for AOD policy violations and were subsequently found responsible following a formal adjudication process overseen by Resident Directors, Director of Residence Life & Student Conduct or the Human Resources oversees the employee process, the sanctions listed below were assigned:

Please refer to the chart above for the number of sanctions and what sanctions were assigned.

## AOD Comprehensive Program and/or Intervention Inventory

### Brief Assessment and Screening for College Students [BASICS]

- **Description/Explanation:** Evidence-based harm-reduction program in which students discuss their alcohol use and are given feedback regarding their own use, social norms, and protective strategies. Motivational interviewing is used to assist students in identifying changes which could reduce their risk.
- **Target Audience:** Residence Hall Students and Student Athletes that violate the alcohol/drug policy.
- **Date(s) Offered:** "As Needed"
- **Individuals Served:** 6
- **NIAAA Tier of Effectiveness:** Tier 1
- **Outcome(s) Measured:**
- **Known Demographics:** equal mix of student athletes and residence hall students.

### Cannabis eCHECKUP TO GO [e-Toke]

- **Description/Explanation:** Evidence-based, online prevention/intervention programs that were customized to MSSU. The program provides the student with personalized feedback and can send an electronic verification when complete.
- **Target Audience:** Students-this is also given as an assignment in the University Experience class (UE 100) that is required of all MSSU students with less than 30 hours.
- **Date(s) Offered:** Every time the UE 100 class is offered, and "As Needed."
- **Individuals Served:** 585
- **NIAAA Tier of Effectiveness:** Tier 1
- **Outcome(s) Measured:**
- **Known Demographics:** Male 37% Female 62%, Student Athlete 19%, 43% Live on campus, Member of fraternity/sorority 2%, Freshman 91% Sophomore 5% Junior 2% Senior 0%.

### Alcohol eCHECKUP TO GO [e-chug]

- **Description/Explanation:** Evidence-based, online prevention/intervention programs that were customized to MSSU. The program provides the student with personalized feedback and can send an electronic verification when complete.

- **Target Audience:** Students-this is also given as an assignment in the University Experience class (UE 100) that is required of all MSSU students with less than 30 hours.
- **Date(s) Offered:** Every time the UE 100 class is offered, and “As Needed.”
- **Individuals Served:** 664
- **NIAAA Tier of Effectiveness:** Tier 1
- **Outcome(s) Measured:**
- **Known Demographics:** Male 36% Female 61%, Non-binary 2%, Student Athlete 19%, 43% Live on campus, Member of fraternity/sorority 3%, Freshman 92% Sophomore 5% Junior 1% Senior 0%.

### Employee Assistance Program [EAP]

- **Description/Explanation:** The EAP is a free service to all our MSSU employees that offers up to 6 counseling sessions per issue as well as any family members or others that may be living in the household with the employee.
- **Target Audience:** Our target audience is MSSU employees.
- **Date(s) Offered:** The EAP is offered year-round.
- **Individuals Served:** MSSU employees, spouses, family members and others living in the employee’s household.
- **NIAAA Tier of Effectiveness:**
- **Outcome(s) Measured:**
- **Known Demographics:** MSSU employees, spouses, family members and others living in the employee’s household.

### Group Based Programs and/or Interventions

#### Cannabis eCHECKUP TO GO [e-Toke]

- **Description/Explanation:** Evidence-based, online prevention/intervention programs that were customized to MSSU. The program provides the student with personalized feedback and can send an electronic verification when complete.
- **Target Audience:** Students-this is also given as an assignment in the University Experience class (UE 100) that is required of all MSSU students with less than 30 hours.
- **Date(s) Offered:** Every time the UE 100 class is offered, and “As Needed.”
- **Individuals Served:** 585
- **NIAAA Tier of Effectiveness:** Tier 1
- **Outcome(s) Measured:**
- **Known Demographics:** Male 37% Female 62%, Student Athlete 19%, 43% Live on campus, Member of fraternity/sorority 2%, Freshman 91% Sophomore 5% Junior 2% Senior 0%.

#### Alcohol eCHECKUP TO GO [e-chug]

- **Description/Explanation:** Evidence-based, online prevention/intervention programs that were customized to MSSU. The program provides the student with personalized feedback and can send an electronic verification when complete.
- **Target Audience:** Students-this is also given as an assignment in the University Experience class (UE 100) that is required of all MSSU students with less than 30 hours.
- **Date(s) Offered:** Every time the UE 100 class is offered, and “As Needed.”
- **Individuals Served:** 664
- **NIAAA Tier of Effectiveness:** Tier 1
- **Outcome(s) Measured:**
- **Known Demographics:** Male 36% Female 61%, Non-binary 2%, Student Athlete 19%, 43% Live on campus, Member of fraternity/sorority 3%, Freshman 92% Sophomore 5% Junior 1% Senior 0%.

## Population Based Programs and/or Interventions

### Cannabis eCHECKUP TO GO [*e-Toke*]

- **Description/Explanation:** Evidence-based, online prevention/intervention programs that were customized to MSSU. The program provides the student with personalized feedback and can send an electronic verification when complete.
- **Target Audience:** Students-this is also given as an assignment in the University Experience class (UE 100) that is required of all MSSU students with less than 30 hours.
- **Date(s) Offered:** Every time the UE 100 class is offered, and "As Needed."
- **Individuals Served:**585
- **NIAAA Tier of Effectiveness:** Tier 1
- **Outcome(s) Measured:**
- **Known Demographics:** Male 37% Female 62%, Student Athlete 19%, 43% Live on campus, Member of fraternity/sorority 2%, Freshman 91% Sophomore 5% Junior 2% Senior 0%.

### Alcohol eCHECKUP TO GO [*e-chug*]

- **Description/Explanation:** Evidence-based, online prevention/intervention programs that were customized to MSSU. The program provides the student with personalized feedback and can send an electronic verification when complete.
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- **Date(s) Offered:** Every time the UE 100 class is offered, and "As Needed."
- **Individuals Served:** 664
- **NIAAA Tier of Effectiveness:** Tier 1
- **Outcome(s) Measured:**
- **Known Demographics:** Male 36% Female 61%, Non-binary 2%, Student Athlete 19%, 43% Live on campus, Member of fraternity/sorority 3%, Freshman 92% Sophomore 5% Junior 1% Senior 0%.

### Designated Drive/Safe Ride Program [*CHEERS*]

- **Description/Explanation:** CHEERS is a designated driver program where the designated driver in the group can receive free non-alcoholic drinks at certain area bars and restaurants.
- **Target Audience:** All MSSU students, faculty, and staff.
- **Date(s) Offered:** Currently it is available year-round.
- **Individuals Served:** "Not Known"
- **NIAAA Tier of Effectiveness:**
- **Outcome(s) Measured:**
- **Known Demographics:**

## Environmental and/or Socio-Ecological Based Programs

### Designated Drive/Safe Ride Program [*CHEERS*]

- **Description/Explanation:** CHEERS is a designated driver program where the designated driver in the group can receive free non-alcoholic drinks at certain area bars and restaurants.
- **Target Audience:** All MSSU students, faculty, and staff.
- **Date(s) Offered:** Currently it is available year-round.
- **Individuals Served:** "Not Known"
- **NIAAA Tier of Effectiveness:**
- **Outcome(s) Measured:**
- **Known Demographics:**

## Enforcing Underage Drinking Law Programs

- **Description/Explanation:** Joplin Police Department (JPD) is currently responsible for enforcing underage drinking laws. They perform compliance checks, controlled party dispersal operations, DUI enforcement, and ID checks at on and off-campus bars and establishments.
- **Target Audience:** MSSU community as well as the Joplin community
- **Date(s) Offered:** several times throughout the year.
- **Individuals Served:** overall community.
- **NIAAA Tier of Effectiveness:**
- **Outcome(s) Measured:**
- **Known Demographics:**

## Alcohol Minimization at Tailgating and other Campus/Community Celebratory Events

- **Description/Explanation:** Since August of 2018 MSSU implemented an administrative fine for underage drinking while attending University sponsored athletic events, specifically at football games.
- **Target Audience:** All MSSU students, faculty, and staff and community that attend the events, specifically underage drinkers.
- **Date(s) Offered:** At sporting events especially during Fall sports.
- **Individuals Served:** All MSSU and area community
- **NIAAA Tier of Effectiveness:**
- **Outcome(s) Measured:**
- **Known Demographics:**

## AOD SWOT/C Analysis

### Strengths

- MSSU PIP Coalition has good campus representation and consistently had monthly meetings.
- MSSU PIP Coalition has a passion for working with the students.
- There are alcohol and drug policies in the residence halls, that are enforced. Policies are easily accessible.
- Resident life staff are trained yearly in policy and procedures.
- Strong strategic plan that is used to guide programming. Strategic plan is reviewed annually.
- Our student engagement is on the rise.
- Our campus partnerships are working together more than ever before.
- MSSU PIP Coalition is focusing on mental health and harm reduction.
- MSSU PIP Coalition has had some changes in representation which has brought diverse insight to the coalition.

### Weaknesses

- University support of PIP initiatives
- Staff who support the PIP Coalition are stretched very thin in the new restructuring so opportunity to support events is minimal.
- We do not have a prevention coordinator or one person whose job is dedicated to prevention.
- The MSSU PIP Coalition is not always involved in policy creation.
- Limited funding- could provide more services with more funding; funding comes solely from PIP grant; limited funding from university.
- Have experienced lower student participation due to lower enrollment.

- Have experienced significant staff turnover.
- Limitations on food that can be provided at events, for example, the students don't like the pizza provided by Fresh Ideas and once we had it at an event, we had difficulty giving it away. Also, Fresh Ideas is expensive.

### Opportunities

- Moving forward, the Engage program sounds like it will create a more inclusive environment for an assortment of prevention measures (including alcohol and drug)
- We have an opportunity to use MACHB data to solicit the administration for support of our student services, like additional mental health counselors.
- MSSU PIP coalition is invested in the process and helping to effect change.
- MSSU is currently going through the Strategic Planning Process university wide.
- Through mandatory student athlete athletic compliance education series presentations, PIP can deliver materials, training, and/or resources prevalent to intercollegiate athletics.
- MSSU PIP Coalition branding and/or social norming messaging.

### Threats/Challenges

- Enrollment challenges
- Culture of tailgating before games
- Do not have a dedicated prevention coordinator.
- Budget.
- Knowledge of awareness of MSSU PIP Coalition.
- The rise of mental health concerns and pandemic-related dependencies (alcohol, smoking, drugs, etc.) are larger barriers to overcome than ever before.

### Recommendations for Next Biennium *[created for 2023-2024]*

Moving forward, the following are recommendations that our MOSO PIP Coalition believe deserve increased focus:

- Increased student engagement with increase in enrollment and retention.
- Work towards having a position dedicated to a prevention coordinator and/or dividing responsibilities among MOSO PIP coalition.
- Increase help seeking behaviors amongst MSSU students.
- Increase a sense of belonging amongst MSSU students.
- Search for an equally effective and more cost-effective alternative to eCHECKUP assessments.

### Goals and Objectives for Next Biennium *[created for 2023-2024]*

Moving forward, the following are recommendations that our MOSO PIP Coalition believe deserve increased focus:

Specific target areas relating to our goals are as follows:

- Goal 1- To increase response rate of the Missouri Assessment of College Health Behaviors Survey (MACHB) by 3%
- Goal 2- To increase the attendance at the provided alternative activities by 3%
- Goal 3- Maintain the participation on the eCHECKUP assessments (e-chug and e-toke)
- Goal 4- Continue to provide opportunities for professional development to Missouri Southern employees, students, and community liaisons while continuing to build our team and increase communication with the community that relates to keeping our students safe through implementing programs, networking, teamwork, and relationship building.

- Goal 5- Foster a sense of belonging among Missouri Southern State University students. Increase the number of people who answered “Agree” or “Strongly Agree” on question 18 (I feel a sense of belonging to the campus community) of the MACHB by 3%
- Goal 6- Increase help-seeking behaviors for suicidal ideation/attempts among students by 3%. Students who sought help for suicidal ideation/attempts (Q 189- Have you sought assistance for your suicide attempt/thought in the past year)

For additional information regarding specific strategies for each target area, please consult Missouri Southern State University Prevention Strategic Plan.

## Conclusion

### GENERAL SUMMARY OF FINDINGS

In this past year MSSU has seen a decrease in enrollment trying to return to normalcy while still dealing with the aftermath of a global pandemic. This saw an increase in mental health concerns as well as changes in drinking and drug use behaviors.

### GENERAL STRENGTHS/WEAKNESSES

- MSSU PIP Coalition has good campus representation and consistently had monthly meetings.
- MSSU PIP Coalition has a passion for working with the students.
- There are alcohol and drug policies in the residence halls, that are enforced. Policies are easily accessible.
- Resident life staff are trained yearly in policy and procedures.
- Strong strategic plan that is used to guide programming. Strategic plan is reviewed annually.
- Our student engagement is on the rise.
- Our campus partnerships are working together more than ever before.
- MSSU PIP Coalition is focusing on mental health and harm reduction.
- MSSU PIP Coalition has had some changes in representation which has brought diverse insight to the coalition.
- Limited funding- could provide more services with more funding University support of PIP initiatives.
- Staff who support the PIP Coalition are stretched very thin in the new restructuring so opportunity to support events is minimal.
- We do not have a prevention coordinator or one person whose job is dedicated to prevention.
- The MSSU PIP Coalition is not always involved in policy creation.
- Limited funding- could provide more services with more funding; funding comes solely from PIP grant; limited funding from university.
- Have experienced lower student participation due to lower enrollment.
- Have experienced significant staff turnover.
- Limitations on food can be provided at events, for example, the students don't like the pizza provided by Fresh Ideas and when we had it at an event, we couldn't give it away. Also, Fresh Ideas is expensive.

### SUMMARY OF RECOMMENDATIONS, GOALS, AND OBJECTIVES

We plan to continue with our current strategic plan as well as focusing and incorporating the following into our strategic plan.

- Fostering a sense of belonging to campus. Have more in-person, on-campus activities
- Collaborate with a registered student organization (RSO) to promote a comprehensive student well-being focusing on the wellness wheel.
- Establish social norming messaging to help address binge drinking rate.

- Review ways policies on AOD are distributed and see if there are more effective ways to handle this.

## **Appendix A: Alcohol and Other Drugs (AOD) Policy**

### **2.4 ALCOHOL AND DRUG-FREE WORKPLACE POLICY-Employee Handbook**

In keeping with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989, the University prohibits the unlawful manufacture, distribution, dispensing, possession or use of alcohol and/or any illegal substance by employees in the workplace, on university property, or as part of any University -sponsored activity. This includes violation of the Missouri law prohibiting possession or use of alcohol by persons under 21 years of age and violation of all other state and federal laws regulating use, possession, or distribution of alcohol and other drugs. “University - sponsored activity” includes those activities that are planned, promoted, or sponsored by a university department or other University subdivision. “University property” includes University owned or leased land, facilities, vehicles, and equipment. On limited occasions the President may approve the legal serving of alcoholic beverages at a university event or activity. The University recognizes alcohol and drug abuse as a potential health, safety, and security problem. Excessive alcohol consumption or use of illegal drugs impairs the user’s ability to function, changes the user’s behavior, and subjects the user to serious health risks, including disease, addiction, and death. An employee with an alcohol and/or drug-related problem is encouraged to seek help. Confidential information regarding different drug and alcohol counseling and rehabilitation is available through the University’s Health Center, Advising, Counseling, & Testing Services (ACTS) or through the University’s Employee Assistance Program. The University is committed to the safety and well-being of the University community and to the provision of a drug-free workplace. Thus, it is the expectation of the University that all employees abide by the terms of this policy as a condition of employment. If an employee violates this policy, the University may subject the employee to immediate disciplinary action, up to and including termination, and report the employee to the appropriate officials for prosecution under the laws of the State and the United States of America, under which, penalties may include fines, imprisonment, or both. Any employee, as a condition of employment, is required to notify Human Resources within five days of any criminal drug conviction if the violation occurred on campus or off campus while conducting University business.

### **Substance Abuse Policy- Student Handbook**

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989 and to provide resources and support to its students, the University has established a drug and alcohol prevention program for its students. The University’s program is described below. This policy applies to all University students. Students are prohibited from using alcoholic beverages and illegal drugs on University owned or controlled property and at University sponsored or supervised activities. Irresponsible alcohol or other drug usage off campus resulting in disorderly conduct on campus is also prohibited. Any student of the University found to have manufactured, dispensed, possessed, or used a controlled substance in violation of the Substance Abuse Policy of this University will be subject to discipline in accordance with

University policy and reported to local, state, or federal law enforcement authorities for criminal prosecution. Criminal prosecution for these acts could lead to conviction and such a conviction could result in a sentence imposing a monetary fine, imprisonment in a state or federal penitentiary, or both.

### **Health Risks**

Specific serious health risks are associated with the use of illicit drugs and alcohol. Some of the major risks are as follows: Alcohol and other depressants (barbiturates, sedatives, and tranquilizers) Addiction, accidents as a result of impaired ability and judgment, overdose when used with other depressants, damage to a developing fetus, heart, and liver damage.

### **Marijuana**

Addiction, panic reaction, impaired short-term memory, increased risk of lung cancer and emphysema (particularly in cigarette smokers), impairment of driving ability.

### **Cocaine**

Addiction, heart attack, seizures, lung damage, severe depression, paranoia, psychosis  
Hallucinogens (acid, LSD, PCP, MDMA, etc.) Loss of consciousness, suffocation, damage to brain and central nervous system, sudden death, nausea and vomiting, nosebleeds, impaired judgment.

### **Resources**

Varieties of resources exist for drug or alcohol counseling, treatment, or rehabilitation programs. For more detailed information concerning these resources and others available from the University and/or community agencies, students may contact Counseling Services, 417-625-9392 or the Dean of Students Office at 417-625-3032. Such referrals will respect individual confidentiality. A main objective of the University's Drug and Alcohol Prevention Program is to encourage healthy attitudes and behaviors on the part of all students and responsible decisions about alcohol/drug use. A final objective is to provide students with the necessary skills to help them carry out the decisions they have made in regard to their use or nonuse of alcohol/drugs, and how to effectively handle certain "high pressure" situations. To meet the above objectives, information and assistance is provided to students in several ways. Alcohol and drug films are shown, and programs conducted in all orientation classes, which are required for all new students. Additional alcohol and drug information is presented in other academic classes including Kinesiology and Lifetime Wellness. Pamphlets about alcohol and drug use are distributed each semester in residence hall rooms and in the Student Life Center. Special alcohol and drug training is provided annually for residence hall staff and orientation leaders. The athletic department provides additional programming for varsity athletes. Special alcohol and drug programs are presented throughout the year. Active drug testing is conducted. A committee of counselors, teachers, and clergy are available to assist varsity athletes. The Dean of Students Office and Willcoxson Health Center provide alcohol and drug information throughout the year for all students.



## Appendix B: Enforcement Data by Incident

Case Type: Alcohol Involved Incident <sup>3</sup>									
Sanction Type									
Case #	Athlete	Disciplinary Warning	Disciplinary Probation	Disciplinary Limitation <sup>4</sup>	Disciplinary Suspension	Disciplinary Dismissal	Educational Sanction <sup>5</sup>	BASICS	Parent or Guardian Notification
	None								

Case Type: Tobacco/Smoke Involved Incident <sup>6</sup>									
Sanction Type									
Case #	Athlete	Disciplinary Warning	Disciplinary Probation	Disciplinary Limitation <sup>7</sup>	Disciplinary Suspension	Disciplinary Dismissal	Educational Sanction <sup>8</sup>	BASICS	Parent or Guardian Notification
	None								

Case Type: Other Drug Involved Incident (to include marijuana) <sup>9</sup>									
Sanction Type									
Case #	Athlete	Disciplinary Warning	Disciplinary Probation	Disciplinary Limitation <sup>10</sup>	Disciplinary Suspension	Disciplinary Dismissal	Educational Sanction <sup>11</sup>	BASICS	Parent or Guardian Notification
	Cheer		1						
	Football							1	
	WTI							1	

<sup>3</sup> Incidents reflect those where the individual was found responsible. Those incidents where the individual was in the presence of the alcohol (*not necessarily using alcohol*) are included in enforcement numbers when the individual was found responsible through the student conduct process.

<sup>4</sup> Disciplinary Limitations include any of the following: change in living assignment, restitution, etc.

<sup>5</sup> Educational Sanctions include any of the following: campus service, educational meeting, letter of apology, reflection paper, research paper, or other written assignment.

<sup>6</sup> Incidents reflect those where the individual was found responsible. Those incidents where the individual was in the presence of the tobacco/smoke (*not necessarily using tobacco/smoke*) are included in enforcement numbers when the individual was found responsible through the student conduct process.

<sup>7</sup> Disciplinary Limitations include any of the following: change in living assignment, restitution, etc.

<sup>8</sup> Educational Sanctions include any of the following: campus service, educational meeting, letter of apology, reflection paper, research paper, or other written assignment.

<sup>9</sup> Incidents reflect those where the individual was found responsible. Those incidents where the individual was in the presence of the other drugs, to include marijuana (*not necessarily using other drugs, to include marijuana*) are included in enforcement numbers when the individual was found responsible through the student conduct process.

<sup>10</sup> Disciplinary Limitations include any of the following: change in living assignment, restitution, etc.

<sup>11</sup> Educational Sanctions include any of the following: campus service, educational meeting, letter of apology, reflection paper, research paper, or other written assignment.

## Appendix C: 2023 MACHB Data

[09 MSSU 2023 MACHB.xlsx](#)

## Appendix D: Employee Assistance Program

Employee Assistance Program (EAP) services, including TalkSpace, are 100% confidential and available to all employees both full and part-time at no cost! Services are available 24/7 by calling 1-877-622-4327 or visiting [www.myCigna.com](http://www.myCigna.com)

EAP Explained Video: [EAP Work/Life](#)



# REAL SUPPORT FOR REAL LIFE

**Cigna Employee Assistance Program**

**24/7/365**

For assistance with life's challenges, big or small and at **no cost** to you.

Call **877.622.4327** or connect through **myCigna.com**

Confidential counseling, stress management, coping with loss or change,  
Home life referrals (child, pet and senior care),  
Financial & Legal Assistance, etc.  
Employer ID: **mssu** (for initial registration)



## Appendix E: Tobacco/Smoke Free Policies

### Student Handbook:

Tobacco Free Campus Policy In keeping with the mission and values of MSSU and out of respect to students, employees, visitors, and the environment, it is the policy of MSSU to prohibit tobacco products in facilities, grounds, property, and vehicles owned, leased, or controlled by the University. Products subject to this policy include but are not limited to cigarettes (traditional or electronic), cigars, pipes, hookah, smokeless tobacco (chewing tobacco or snuff), other tobacco administering products, and other products containing nicotine (excluding Nicotine Replacement Therapy). It is the responsibility of all administration, faculty, staff, and students to abide by the University's tobacco policy. Employees and students are encouraged to communicate this policy with courtesy, respect, and diplomacy especially with regards to visitors. Any individual willfully ignoring this policy is subject to discipline by and under University policies. Offenders are subject to discipline appropriate to their status, e.g., students are subject to the student discipline process as outlined in the student handbook and

faculty/staff are subject to discipline from their appropriate supervisor and held to established administrative policies regarding conduct. Guests or visitors that repeatedly violate the policy may be asked to leave campus. Those with questions, concerns, or complaints related to this policy may contact the Dean of Students Office at 417-625- 3032.

### **Employee Handbook:**

## **2.5 SMOKING AND TOBACCO USE POLICY**

In keeping with the mission and values of Missouri Southern State University and out of respect to students, employees, visitors, and the environment it is the policy of Missouri Southern State University to prohibit smoking, the use of smokeless tobacco product and nicotine delivery devices in facilities, grounds, property, and vehicles owned, leased, or controlled by the university effective Fall, 2016. Products subject to this policy include but are not limited to: cigarettes (traditional or electronic), cigars, pipes, hookah, smokeless tobacco (chewing tobacco or snuff), other tobacco administering products, and other products containing nicotine (excluding Nicotine Replacement Therapy). It is the responsibility of all administration, faculty, staff and students to abide by the university's tobacco policy. Employees and students are encouraged to communicate this policy with courtesy, respect, and diplomacy, especially with regards to visitors. Any individual willfully ignoring this policy is subject to discipline by and under university policies. Offenders are subject to discipline appropriate to their status, e.g. students are subject to the student discipline process as outlined in the student handbook and faculty/staff are subject to discipline from their appropriate supervisor and held to established administrative policies regarding conduct. Guests or visitors that repeatedly violate the policy may be asked to leave campus. Those with questions, concerns, or complaints related to this policy may contact the Dean of Students.

## **Appendix F: Athletics AOD Policies**

### **Alcohol/Drugs/Tobacco/Gambling**

#### **Alcohol:**

The use of any alcohol by student-athletes during a university sanctioned event including but not limited to practices, games, banquets, travel, meals, and other activities is strictly prohibited regardless of age. Those student-athletes who are underage are expected to uphold city, state, and federal laws. It is also expected that the consumption of alcohol by those student-athletes who meet the age requirement will behave in a manner which upholds the integrity of the team, department, and University. In an effort to maintain the well-respected reputation of Missouri Southern State University Department of Athletics, we expect all student-athletes to refrain from wearing team and department apparel during social functions where alcohol is involved. The actions of student-athletes who are determined to be in violation of the expected behavior in regard to the use of alcohol can result in consequences determined by the head coach, the Director of Athletics, and/or the University. In addition, student-athletes who are alleged (having been arrested or charged) to have broken city, state, or federal consumption laws, including but not limited to underage use and driving under the influence will face immediate investigative suspension.

**Drugs:**

Missouri Southern State University believes in promoting the health and wellness of all its student-athletes therefore, the use of mind-altering, illicit, or illegal drugs is strictly prohibited. It is assumed that all student-athletes have read, understood, and agreed to refrain from using all drugs outlined on the banned substance list given out each year by the NCAA. In addition, by signing the Drug Testing Consent form student-athletes agree not only to the possibility of random drug tests conducted by the NCAA and the institution but also the resulting consequences if a test should return positive. (Bylaw 31.2.3)

**Tobacco:**

Per NCAA Bylaw 17.1.9 Use of Tobacco Products, it is prohibited for any student-athletes to use tobacco products during practice or competition. Any student-athlete who engages in the use of tobacco products during a practice or competition shall be disqualified for the remainder of that practice or competition. Other sanctions may be imposed for additional offenses. In addition, University policy states that the use of tobacco products of any kind is prohibited within University buildings and vehicles.

## Appendix G: Student Code of Conduct Policy

<https://www.mssu.edu/student-affairs/student-life/student-activities/Final-Student-Handbook-2022-2023.pdf>

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## Appendix C: Biennial Review Process and Procedure

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989, Missouri Southern State University is required to establish a drug and alcohol prevention program for its students and employees. A biennial review of this program will be done to determine its effectiveness, to implement changes to the program if they are needed and to ensure that the university's disciplinary sanctions are consistently enforced.

Line of Authority:

Drug and Alcohol Prevention Program: Heather Bullock, Lead Mental Health Counselor and Chair of Partners in Prevention Coalition

Responsible administrators and Contacts:

Madyson Fox, Director of Residence Life and Student Conduct

Tamika Harrel, Dean of Students/Title IX Coordinator  
Presidential Approval: Dr. Dean Van Galen

## Appendix D: Employee Handbook

[2022 Employee Handbook - 2.4 Alcohol and Drug-Free Workplace Policy](#)

[2022 Employee Handbook – 7.1.c Employee Assistance Program](#)

To contact the EAP, please refer to the [benefits guide](#).

## Appendix E: Student Handbook

[2023-2024 Student Handbook – Amnesty page 27](#)

[2023-2024 Student Handbook – Safe Harbor page 27](#)

[2023-2024 Student Handbook - Substance Abuse Policy page 13](#)

## Appendix F: Policies

[Sexual Harassment Policy](#)

[Smoking and Tobacco Use Policy](#)

[Substance Abuse Policy](#)

[No Alcohol, Drugs or Tobacco in Residence Halls Policy](#)

## Appendix G: 2022-2023 Partners in Prevention Strategic Plan

### 2022-2023 Strategic Plan

#### GOALS

**Goal #1** – To increase response rate of the Missouri Assessment of College Health Behaviors Survey (MACHB) by 3%

**Strategy:** The Missouri Assessment of College Health Behaviors Survey (MACHB) will be sent out every Spring to randomly selected students. Information from this survey is and will be used to assess the attitudes, knowledge, and usage patterns of Missouri Southern students in the areas of alcohol, drugs, tobacco, sexual encounters, and mental health. Giving the MACHB each year gives us longitudinal data that can be used in prevention efforts, including but not limited to: planning, programming, education, support offerings, and policy implementation/enforcement.

**Objective:** To determine the attitudes, knowledge, and usage patterns of students in the areas of alcohol, drugs, tobacco, sexual encounters, and mental health to better meet their needs.

**Tactic 1:** Administer the 2022 MACHB for a two-week time frame in late February to early March as not to coincide with the students' spring break.

**Tactic 2:** Promote MOSO Partners in Prevention (MOSO PIP) through social media campaign, email to students, four-winds ad, handing out giveaways at MOSO Partners in Prevention sponsored events.

**Tactic 3:** Utilize data generated from the MACHB to create social norming campaign.

Year	MACHB Responses
2016 – 2017	227
2017 – 2018	329

2018 – 2019	252
2019-2020 Given before COVID	312
2020-2021 During COVID	282
2021-2022 During COVID	195
<b>2022-2023 Goal</b>	<b>&gt;195</b>

**Goal #2** – To increase the attendance at the alternative activities\* by 3%

**Strategy:** Continuation of positive, healthy, alcohol/drug free, and affordable late-night programming events that start at 5 PM or later. Throughout the year, departments team up to plan and implement programming that is working toward the common goal of preventing risky behavior. Collaboration also exists with instructors who often welcome class presentations that focus on related programming and the topics of the awareness weeks. By offering programming, electronic and hardcopy information, signage, Welcome Back kits, the Relaxation Room, and classroom presentations, we can show a solidified effort to educate and promote healthy choices.

**Objective:** To create, develop, and promote alternative activities that are fun (with a small educational component) and show Missouri Southern students that fun can be had by all without influences or possessing a negative connotation or [potentially] harmful outcome, by working closely with campus departments and community organizations on disseminating healthy choices material, resources, and policy information.

**\*Tactic 1:** Create, develop, and promote alternative activities including but are not limited to Movie Nights, ThinkFast Game Show, Finals Madness, Game Nights, Intramurals, Craft Nights, Healthy Relationship Contest, Skate Nights, Rec Nights, Mix-n-Mingles, Dance Parties, etc.

**Tactic 2:** Track Student Id card scans to the events provided by CAB, ResLife, Rec Center, and MOSO PIP.

Year	Fall Student Attendance	Spring Student Attendance	Total Student Attendance
2015 – 2016	2838	934	3772
2016 – 2017	2614	872	3486
2017 – 2018	2771	1431	4202
2018 – 2019	3096	1836	4932
2019-2020	2839	652-Start of COVID	3491
2020-2021-COVID	767	201	968
2021-2022-COVID	1006	595	1601
<b>2022-2023 Goal</b>	<b>&gt;1006</b>	<b>&gt;595</b>	<b>&gt;1601</b>

**Goal #3**—Maintain the participation on the eCHECKUP assessments (e-chug and e-toke)

**Strategy:** Provide educational opportunities for students with regards to alcohol and marijuana usage through the eCHECKUP assessments. First Year Experience classes will be used as a platform for this education. These tools are available to students through the Awareness/Prevention, Counseling Services, and Other Resources webpages. The eCHECKUP assessments are also available through the UE 100 class, which is required for all incoming freshmen. Target audience all students but specifically all incoming freshmen, student athletes and students referred for mediation purposes. These tools educate and increase awareness and understanding of related subject matters.

**Objective:** Continue usage of online training; informational, educational, and referral programs; and increase certificate completion in programs with that possibility (i.e. eCHECKUP assessments- e-chug, and e-toke,).

**Tactic 1:** Administer e-chug and e-toke assessments in all UE 100 classes in the fall, spring, and summer semesters.

**Tactic 2:** Promote the eCHECKUP assessments through social media, email to students, four-winds ad.

**Tactic 3:** Collaborate with athletics to promote the use of eCHECKUP assessments and GAMEPLAN.

Year	2016 - 2017	2017 - 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023 Goal
e-chug	679	1,048	985	784	804	617	>617
e-toke	851	978	938	774	753	575	>575

**Goal #4** – Continue to provide opportunities for professional development to Missouri Southern employees, students, and community liaisons while continuing to build our team and increase communication with the community that relates to keeping our students safe through implementing programs, networking, teamwork, and relationship building.

**Strategy:** Continue offering opportunities to participate in educational programming offered by PIP, NASPA, Higher Education conferences, law enforcement training, and other relevant or accredited sources. These opportunities have allowed our institution to educate members of our campus and community, continue addressing issues that affect our campus, be on the forefront of setting standards, and implement and maintain proper policies, enforcement, and procedures. Foster a collaborative effort between campus departments/organizations and community members toward the common goal of keeping our campus community safe, well, empowered, and educated to make informed decisions regarding their health, well-being, and life choices.

**Objective:** Allow funding opportunities for Missouri Southern employees, students, and community liaisons to attend/participate in PIP funded or PIP provided conferences, workshops, and trainings and bringing speakers/trainings to campus, and other conferences or trainings that are relevant to help educate members of our campus and community. This will increase the number of empowered professional and student leaders on campus and in our community, build our team and increase communication with the community that relates to keeping our students safe through implementing programs, networking, teamwork, and relationship building. At least 90% of Coalition members will attend at minimum one PIP sponsored event – for example: University monthly Coalition meeting, PIP monthly meeting, PIP data call, Meeting of the Minds Conference. Will also utilize assessment information from MACHB for increased frequency and visibility of awareness/social norming campaigns, maintained/increased program participation numbers, decreased policy violations.

**Tactic 1:** Attendance at Meeting of the Minds

**Tactic 2:** At least one person from MOSO PIP will attend monthly Partners in Prevention (PIP) meetings.

**Tactic 3:** Whomever is utilizing MOSO PIP funding to attend a conference/training will attend a MOSO Partners in Prevention meeting to share their experience and how the training is relevant to continued MOSO Partners in Prevention programming.

**Tactic 4:** The MOSO PIP Coalition will continue to meet monthly to determine what areas of need in prevention the University requires.

**Tactic 5:** Foster an environment of collaboration that permeates every aspect of Missouri Southern State University through constant contact and discussion by having monthly MOSO PIP Coalition Meetings. Encourage participation by providing food at four of the meetings and sending out agenda prior to meeting.

**Tactic 6:** Utilize data from MACHB to drive decisions and policy implementation initiated by MOSO PIP. The MOSO PIP Coalition members include:

- Student Conduct Office
- Recreation Services/Wellness
- Registered Student Organizations/Greek Life/Student Activities
- Counseling Services/PIP contact
- Residence Life
- Athletics
- Sexual Violence Prevention Coordinator



UPD

Student Rep

Year	Faculty/Staff Trainings Attended	Student Trainings Attended
2018 – 2019 Goal	27	15
2019-2020 Goal	21	7
2020-2021 Goal	29	1
2021-2022 Goal	30	0
<b>2022-2023 Goal</b>	<b>&gt;30</b>	<b>&gt;0</b>

Goal #5- Foster a sense of belonging among Missouri Southern State University students. Increase the number of people who answered “Agree” or “Strongly Agree” to the statement “I feel a sense of belonging to the campus community” of the MACHB by 3%

**Strategy:** Creating a welcoming and inclusive environment that will help students foster a sense of belonging and persist to graduation.

**Objective:** University PIP coalition members and the offices of Student Life and Conduct Office, Recreation Services, Student Activities/Wellness, Registered Student Organizations/Greek Life, Counseling Services, Residence Life, Athletics, UPD, and Student Reps will work to create programming and provide a welcoming and inclusive environment to help students foster a sense of belonging at Missouri Southern State University.

**Tactic 1:** Provide faculty and staff with information and resources to better equip them to identify opportunities to connect with students and foster that sense of belonging.

**Tactic 2:** Develop a variety of programming opportunities that provide a welcoming and inclusive environment for students.

**Tactic 3:** PIP sponsored “Pizza with MOSO Police” event or similar event where students and police officers and other campus resources (MOSO PIP Coalition, MOSO Cares Team) can interact in an open and relaxed environment.

**Tactic 4:** Support and promote the Engage Program-activities might include but are not limited to Engage sponsored “Game Night”, Chalking Campus with visual representations of what Community at MSSU Means to You, prizes, and/or food for Engage sponsored events.

Q18: I feel a sense of belonging to the campus community.		
Year	PIP – “Agree” or “Strongly Agree”	MSSU – “Agree” or “Strongly Agree”
2016 – 2017	70%	48%
2017 – 2018	67%	51%
2018 - 2019	67%	61%
2019-2020	66%	56%
2020-2021	59%	57%
2021-2022	65%	57%
<b>2022-2023 Goal</b>	<b>To be determined</b>	<b>&gt;57%</b>

Goal #6- Increase help-seeking behaviors for suicidal ideation/attempts among students by 3%.

Students who sought help for suicidal ideation/attempts (Q 189- Have you sought assistance for your suicide attempt/thought in the past year)

**Strategy:** Promote to students both campus and community resources focused on helping with suicidal ideation and overall mental well-being.

**Objective:** Counseling Services along with other key offices on campus will collaborate to co-program with the intent of increasing faculty, staff, and student’s awareness of mental health, resources, and the

promotion of gatekeeper training Ask, Listen, Refer and to promote the overall mental well-being of students especially special populations like student-athletes, LGBTQ+, and First-Generation students.

**Tactic 1:** Implement active marketing outreach about Counseling Services to include but not limited to Four Winds ads, Facebook, resource magnets, targeted emails to faculty, staff, and students. Include Ask, Listen, Refer in all presentations given on mental health.

**Tactic 2:** Mental Health Awareness Week- Connect 2 U in Fall, DeStress Fest-Spring

**Tactic 3:** All incoming freshmen will complete the Ask, Listen, Refer through their UE 100 class, all Resident Assistants will be trained.

**Tactic 4:** Promote over all mental well-being, for example “5 to Thrive” Mental Health Checklist for College Students and collaborate with Athletics to provide GAMEPLAN access to student-athletes, which covers several topics like Mental Health, LGBTQ Respect and Inclusion, and Social Justice.

Q 189: Have you sought assistance for your suicide attempt/thoughts in the past year		
Year	PIP – Yes	MSSU – Yes
2017 – 2018	37%	45%
2018 - 2019	37%	30%
2019-2020	38%	39%
2020-2021	38%	39%
<b>2021-2022 Goal</b>	<b>To be Determined</b>	<b>&gt;/39%</b>

Year	2015 – 2016	2016 - 2017	2017 - 2018	2018-2019	2019-2020	2020-2021	<b>2021-2022 Goal</b>
Ask, Listen, Refer	204	221	1,058	928	732	671	<b>&gt;671</b>

**BUDGET:**

Fall Semester

Item	Justification	Estimated Budget
Social norms posters	Goal #1, Tactic #3-Implement social norms campaign with printed materials	\$0
Food-meals/Coalition Meetings	Goal #4, Tactic #5- Maintain campus coalition \$125 x 2 meetings	\$250
Mental Health Awareness Week-Connect 2 U	Goal #6, Tactic #2-Programming for MHAW- Connect 2 U	\$300
Engage Program	Goal #5 Tactic #4- Support and promote the Engage Program	\$250
E-Checkup Assessments-e-chug and e-toke	Goal #3, Tactics #1,2,3- Continued participation in E-Checkup Assessments	\$1,690
DeStress Fest	Goal #6, Tactic #2-Programming for DeStress Fest	\$300

Send Silence Packing- Collaborative Event with Dean of Students office and Diversity, Equity, and Inclusion Committee	Goal #6, Tactic #2- Help with finding Send Silence Packing Event on campus	\$700
GamePlan	Goals #3, #6- Online trainings modules in collaboration with Athletics- Mental Health sections	\$400
Total for Fall Semester		\$3,890

Spring Semester

Item	Justification	Estimated Budget
Healthy Relationship Contest	Goal #2, Tactic#1-Alternative activity, promotion of healthy relationships and importance to mental health	\$400
Meeting of the Minds	Goal #4, Tactic #1-Attendance at Meeting of the Minds- Hotel, Registration, and rental car	\$3,500
Cookies and Cocoa with a Cop/ Or Similar event-if can be held in a healthy and safe environment-	Goal # 5, Tactic #2, #3-Incentive for students to attend Pizza with Police events	\$300
DeStress Fest	Goal #6, Tactic #2-Programming for DeStress Fest	\$300
Engage Program	Goal #5 Tactic #4- Support and promote the Engage Program	\$250
Promotional items	Goal #5, Tactic #2-MOSO PIP promotional items	\$610
Food-meals/Coalition Meetings	Goal #4, Tactic #5- Maintain campus coalition \$125 x 2 meetings	\$250
Professional Development Opportunities	Goal #4, Tactic #3-Funding for professional development opportunities	\$500
Total Spring Semester		\$6,110
Total Entire Year		\$10,000

## Appendix H: MSSU Athletic Department Policies

[Student Athletic Handbook - Alcohol and Other Drug Use Policy](#)

[Student Athletic Handbook - Drug Testing and Education Policy](#)

## Appendix I: Other Athletics Drug Policies

### [NCAA Sexual Violence Prevention – An Athletics Tool Kit for a Healthy and Safe Culture:3<sup>rd</sup> Edition](#)

#### NCAA Regulations

##### **Drugs - All Sports.**

- a. A student-athlete who, as a result of a drug test administered by the NCAA, tests positive for use of a substance in a banned drug class, as set forth in Bylaw 31.2.3.1, shall be declared ineligible for further participation in postseason and regular season competition in accordance with the ineligibility provisions of Bylaw 18.4.1.4.
- b. A student-athlete who, as a result of a drug test administered by the NCAA, tests positive for use of a substance in a banned drug class other than "illicit drugs" (in accordance with the testing methods authorized by the NCAA Board of Governors), shall be subject to the following: (1) the student-athlete is ineligible for all sports until he or she has been withheld from the equivalent for one season of regular season competition. The student-athlete must be otherwise eligible for competition to fulfill this penalty except a transfer student-athlete may fulfill a transfer residency requirement and a drug test penalty concurrently if he or she meets all other eligibility requirements; a student-athlete who tests positive during a year in which he or she did not use a season of competition, shall be charged with the loss of one season of competition in all sports. A student-athlete who tests positive during a year in which he or she used a season of competition, shall be charged with the loss of an additional season of competition in all sports (in addition to the season used); and the student-athlete shall remain ineligible for intercollegiate competition for 365 consecutive calendar days after the collection of the student-athlete's positive drug test specimen and until he or she tests negative pursuant to the NCAA Drug-Testing Program's policies and procedures. [Bylaw 18.4.1.4.1]
- c. A student-athlete who, as a result of a drug test administered by the NCAA, tests positive for use of a substance in the banned drug class "illicit drugs" (in accordance with the testing methods authorized by the Board of Governors) shall be ineligible for competition during 50 percent of a season of competition in all sports (i.e., 50 percent of all contests or dates of competition in the season following the positive test). The student-athlete shall remain ineligible until the prescribed penalty is fulfilled and he or she tests negative pursuant to the NCAA Drug-Testing Program's policies and procedures. [Bylaw 18.4.1.4.2]
- d. A policy adopted by the Board of Governors establishes that the penalty for missing a scheduled drug test is the same as the penalty for testing positive for the use of a banned drug other than an "illicit drug." You will remain ineligible until you retest negative. [Bylaws 18.4.1.4.3 and 18.4.1.4.3.1] 11.

##### **Non-NCAA Athletics Organization Positive Drug Test - All Sports.**

- a. If you test positive by a sport's governing body that has adopted the World Anti-Doping Agency code, you must notify your director of athletics regarding the positive drug test. You also must permit the NCAA to test you for the banned drugs listed in Bylaw 31.2.3.1.
- b. If the result of the NCAA drug test is positive, you will lose all remaining eligibility during the season in which you tested positive and an additional season of competition.
- c. The director of athletics must notify the NCAA chief medical officer in writing regarding a student-athlete's disclosure of a previous positive drug test administered by any other athletics organization.
- d. If the student-athlete transfers to a non-NCAA institution while ineligible and competes in intercollegiate competition during the prescribed period of ineligibility at a non-NCAA institution, the student-athlete remains ineligible for all NCAA regular-season and postseason competition until the student-athlete does not compete in collegiate competition for the entirety of the prescribed penalty (the total number of prescribed contests or dates of competition) while enrolled and otherwise eligible for competition at an NCAA institution. Furthermore, the student-athlete shall be ineligible for intercollegiate competition for the applicable consecutive-day period (365 or 730) after his or her final

non-NCAA competition. Finally, the student-athlete remains ineligible until he or she retests negative pursuant to the NCAA Drug-Testing Program's policies and procedures. [Bylaw 18.4.1.4.4]  
e. The list is subject to change and the institution and student-athlete shall be held accountable for all banned drug classes on the current list. The list is located on the NCAA website ([www.ncaa.org](http://www.ncaa.org)) or may be obtained from the NCAA Sport Science Institute staff.

## Appendix J: Financial Aid Federal Guidance

### **Are Schools Required To Provide Drug and Alcohol Abuse Prevention Information Directly To New Students Or Is the Information On the School's Website Sufficient?**

Annual disclosure of this information is required. Schools must have a way to provide this information to newly admitted students. Some schools use paper formats in their admissions packets and others use electronic means. For more information, refer to Activity # 2 of the Department of Education's (ED) Consumer Information FSA Assessments.

### **Has the Notice of Federal Student Financial Aid Penalties for Drug Law Violations in 20 USC 1092(k) Been Repealed?**

Yes. According to guidance under "Information to be included in drug prevention materials for students and employees" in Volume 2, Chapter 6 of the *2022-23 FSA Handbook*, schools are no longer required to provide the written notice to their students regarding the penalties associated with drug-related offenses and the impacts on Title IV aid eligibility in 20 USC 1092(k). This particular notice only applied to students whose Title IV eligibility was suspended due to a drug conviction while enrolled in a postsecondary institution, which has also been repealed.

**Other Drug and Alcohol Abuse Disclosures Still Apply:** Note that other consumer information disclosures related to drug and alcohol use and abuse were not and are not expected to be repealed. Schools are still responsible for those. For example, under 34 CFR 86, you must distribute annually drug and alcohol abuse prevention materials in writing to students and employees. These materials must include, among other information, a description of legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol, as well as a clear statement that your school will impose disciplinary sanctions on students and employees and a description of those sanctions for violations of the standards of conduct. Also refer to guidance under "Drug and Alcohol Abuse Prevention" in the same volume and chapter mentioned previously.

**Department of Justice (DOJ) Drug Conviction Hold File Not Repealed:** While the FAFSA Simplification Act (Title VII of the Consolidated Appropriations Act of 2021, CAA) repealed the suspension of Title IV aid eligibility for drug-related convictions that occurred while receiving Title IV aid (2023-24 Comment Codes 53, 54, 56, and 58), it did not repeal the DOJ drug conviction restriction on Title IV aid (2023-24 Reject Code 19 and Comment Codes 09 and 55). For guidance on how to resolve the DOJ Hold File reject, see "Students Convicted of Possession or Sale of Drugs" in Volume 1, Chapter 1 of the *FSA Handbook*.

**Self-Evaluation Checklists:** You may consider using NASFAA's Self-Evaluation Checklists, formerly NASFAA's Self-Evaluation Guide, to audit and evaluate your institution's programs related to this topic. It allows administrators to evaluate processes in a centralized, shared, online space. This tool is free for all NASFAA members.

### **What Action Must the School Take If an Employee Is Convicted Of a Drug Violation In The Workplace?**

According to guidance under "Drug and Alcohol Abuse Prevention" in Volume 2, Chapter 6 of the *FSA Handbook*, a school that participates in the Title IV federal student aid programs must provide to its students, faculty, and employees information to prevent drug and alcohol abuse. It must also have a drug and alcohol prevention program. In addition, a school that participates in the campus-based

programs must have a drug-free awareness program for its employees that includes a notice to them of unlawful activities and the actions the school will take against an employee who violates these prohibitions.

Regulatory directives in [34 CFR 84.225](#) describe two actions schools must take when an employee is convicted of a drug violation in the workplace:

"(a) First, you must notify Federal agencies if an employee who is engaged in the performance of an award informs you about a conviction, as required by [§ 84.205\(c\)\(2\)](#), or you otherwise learn of the conviction. Your notification to the Federal agencies must—

- (1) Be in writing;
- (2) Include the employee's position title;
- (3) Include the identification number(s) of each affected award;
- (4) Be sent within ten calendar days after you learn of the conviction; and
- (5) Be sent to every Federal agency on whose award the convicted employee was working. It must be sent to every awarding official or his or her official designee, unless the Federal agency has specified a central point for the receipt of the notices.

(b) Second, within 30 calendar days of learning about an employee's conviction, you must either—

- (1) Take appropriate personnel action against the employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973 ([29 U.S.C. 794](#)), as amended; or
- (2) Require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for these purposes by a Federal, State or local health, law enforcement, or other appropriate agency."

The address for notifying the U.S. Department of Education (ED, the federal agency) is found under Certifications Required from Institutions on the school's Program Participation Agreement (PPA). In the past, that address was: Director, Grants and Contracts Service, U.S. Department of Education, 400 Maryland Avenue, S.W. (Room 3124, GSA Regional Office Building No. 3), Washington, DC 20202-5140. You will want to double-check this by looking at your most recently completed PPA.

**P&P Builder:** NASFAA's [Policies & Procedures \(P&P\) Builder](#) guides you step-by-step through the creation of a centralized, accessible policies and procedures manual. This is included in the cost of NASFAA Value Plus membership. There is an additional cost for other membership levels. Information courtesy of National Association Student Financial Aid Administrators' "Ask Regs" resource.

## Appendix K: Alcoholic Beverages – Payment from University Accounts Procedure

Alcohol is only allowed on campus for sanctioned alumni, fundraising, or employee appreciation events with permission of the University president, and if provided by our campus food provider or licensed off-site vendor. Typically, these are not events where students are present. Transportation options are usually provided. Wine and beer, only. Cash bars sometimes approved for sale of liquor. University funds may not be used for the purchase of any alcohol under any circumstances.

## Appendix L: Biennial Review Task Force Meetings

### Biennial Review Meeting

Meeting Minutes: 5/22/2024

Tamika Harrel, Julie Wengert, & Madyson Fox

- TH meet with PIP at their next meeting and discuss their job in the process
  - Later found out June PIP meeting was canceled. Core Group decided an email would suffice. TH will work up an email with details to send to the task force to be distributed on June 3<sup>rd</sup>.
- Discuss the distribution cycle of revision for Task Force – look at historical documents for reference.
- Set dates for Task Force revision deadline for July 8<sup>th</sup> – expertise based
- Proofreading assignments with deadline of July 18<sup>th</sup> – random assignment
- Set a discussion with full task force July 22<sup>nd</sup> – book room, Jana
- Core Group meets for 2 hours July 29<sup>th</sup> to do full review and SWOT review to finalize – book room, Jana
- Send to DVG for final approval by August 19, 2024.
- Post the Biennial Review to the website by August 23<sup>rd</sup>, 2024.

### Biennial Review Meeting

Meeting Minutes: 9:00AM – 11:15AM 6/11/2024

Jana Clark, Tamika Harrel, Madyson Fox

- Started on page 5 in the comments section: we edited and revised policies, procedures, and Appendices.
- Changed ACTS tab to Counseling Services \*ask heather what part of counseling talks about alcohol, could it be basic or PIP
- Substance abuse policy
- No alcohol, drug or tobacco in Residence halls policy
- Smoking and tobacco use policy \*\* Dean of student needs to meet with president admin about Go back to student handbook and changing Tobacco free campus to Smoking and Tobacco use Policy on website
- Amnesty provision
- Safe Harbor protection
- Sexual harassment policy
- Substance abuse policy Appendix V was reassigned to Laura Switzer
- Becca Diskin Section were finished \*\*Dean of Student needs to go back and read comment
- Safe Zone policy was reassigned to Heather Bullock
- Tamika will research Appendix X and what its meaning is.
- Tamika will assign reading assignment: use sections and not page numbers

## **Biennial Review Meeting**

**Meeting Minutes: 1:00PM – 4:00PM 7/17/2024**

**Tamika Harrel & Jana Clark**

- Reviewed document, comments, and tracked changes
- Updated formatting throughout document
- Updated and revised appendices
- Updated table of contents
- Proofread and made grammatical changes
- Updated task force members
- Updated policy format
- Reallocated tasks with due date

## **Biennial Review Meeting**

**Meeting Minutes: 2:00PM – 3:00PM 7/22/2024**

**Members Present** – Steven Benfield, Heather Bullock, Carissa Cessna, Jana Clark, Becca Diskin, Madyson Fox, Tamika Harrel, Julie Stamps, James Swift, Laura Switzer, Julie Wengert

**Members Absent** – Kaylea Furgerson

- Reviewed comments in document
- SWOT will be discussed further in a separate meeting next week
- Carissa is checking to see if the athletic policies are up to date
- Update Employee Assistance Program to show Anthem coverage and add that it is available to seasonal employees and employees' families
- Check on task force member names and make sure past employees who worked on the biennial review are still named
- Review wording for the Chief of Human Resources



## Biennial Review Meeting

Meeting Minutes: 2:00PM – 3:00PM 7/29/2024

**Members Present** – Heather Bullock, Jana Clark, Madyson Fox, Tamika Harrel, Julie Wengert

- Reviewed comments in document
- Group went over and edited/revised/added:
  - Strengths – Remind Jeanie to add in drug and alcohol policies need reviewed annually. Policy ad-hoc committee was assembled to rework website for a mainstream process campus wide. College Behavior Profile replacing E-chug and E-toke and is a free replacement.
  - Weaknesses – MSSU PIP coalition not always included in policy creation. University went through restructure leading to loss of personnel and departments responsible for review and revisions of certain policies may have been missed. Staff who support PIP are stretched thin so event support is minimal. No prevention coordinator. Loss of Engage program. No campus buy-in for prevention programs and efforts.
  - Opportunities - Through the institution's reignited policy on policy project, work with the policy administrator to ensure all applicable drug and alcohol policies are marked to be reviewed annually and are posted accurately in the policy library. Benchmark other institutions' drug and alcohol policies to inform our own. Use historical MACHB data to create a social norming campaign. Each year MSSU hosts Southern Summit. This is an opportunity to provide employees with information about campus prevention programming. Benchmark other institutions' programs to see how we can enhance our efforts to further increase prevention strategies.
  - Threats/Challenges – Budgets continue to present challenges campus wide. An expansion of the University's Tailgating Policy is being discussed. The legalization of marijuana. Declining enrollment has led to lower participation rates in programming. Staffing – a shortage of licensed mental health counselors who are willing to take jobs in higher education due to lower pay. Finding a balance in programming. A culture of tailgating before games. The rise of mental health concerns and pandemic related dependencies are larger barriers to overcome than ever before.
- Dismissed