I. Description of AOD Program Elements

Substance Abuse Services coordinates AOD preventative, educational and supportive services on campus. The Counseling Center also provides AOD supportive services, while Human Resource Services coordinates supportive services for employees. Enforcement and adjudication oversight is provided by the Department of Public Safety, the Department of Residence and the Dean of Students Office. Services provide by these departments include:

- Presentations and prevention programming for students, faculty and staff
- Training programs for Public Safety and Department of Residence staff, and other campus departmental trainings
- Consultation and referral services for students
- Employee referrals to the Allen Counseling Center Employee Assistance Program
- Substance abuse evaluations in conjunction with the university student conduct process
- Interventions for alcohol and other drug policy violators
- Maintenance of an alcohol and other drug incident data base

Currently enrolled students may access free individual and group counseling sessions via the Counseling Center. Employees eligible for health insurance are provided access to an Employee Assistance Program (EAP). From 2008 to 2010, the EAP contract is held by Allen Hospital in Waterloo, Iowa. EAP counselors at Allen Hospital meet with University employees for an initial assessment and up to six individual counseling sessions. If medical assistance or additional counseling is needed, employees are referred to another agency. UNI employees are responsible for additional costs not covered by insurance. The contract provides the same services for an employee’s spouse and immediate, dependent family members.

II. Procedures for distributing AOD policy to students and employees

A. Employee Distribution

In compliance with the Federal Drug-Free School and Campus Regulations (DFSCR), UNI annually distributes required information via electronic mail to all UNI employees. The message is also distributed via campus mail in paper format to merit blue collar employees who may not have access to work E-mail on a regular basis. Due to the transition of the previous disability coordinator, and the creation of the employee disability and leave coordinator position in November 2008, the annual distribution for the 2008-2009 academic year was distributed in
January 2009. The e-mail subject for this distribution was “Rights and Responsibilities and Drug-Free Campuses Information.” Distribution was completed prior to the end of the fall semester for the 2009-10 and 2010-11 academic years. The E-mail subject for these two distributions was, “Annual Drug-Free Schools and Campuses Regulations.” The change was based on feedback and questions from the 2008-2009 academic year. The full text of the emails and information provided are included in appendix A.

B. Student Distribution

UNI distributes the required information to all students via electronic mail. This message was sent after the completion of the 2nd week of classes in the fall term during the 2008-09, 2009-10, 2010-11 academic years to all current students. The emails were sent after the 2nd week of classes to assure the accuracy of email addresses and thus, no messages were rejected as undeliverable. The emails were sent under the heading, “Student Rights and Responsibilities and Drug Free Campuses Information.” The full text of the emails is included in appendix B.

III. Sanction Enforcement Consistency

A. Introduction

Alcohol continues to be the most commonly used drug among UNI students and results in the highest number of violations of the Student Conduct Code each year. While education and prevention remain a top priority, the consistent and timely enforcement of the student conduct code rules and regulations is critical to the quality of the educational environment and the success of students. Enforcement is focused on harm and risk reduction and decreased recidivism. Delivery is personalized and attentive to both the needs of individual students and the community as a whole. The University enforces the Student Conduct Code, Student Sexual Misconduct Policy, and the Drug and Alcohol Policy and documents incidents of potential rules violations. Students involved in potential conduct violations are afforded a conduct hearing in accordance with University policy, and those students found in violation are given appropriate sanctions.

The Dean of Students is responsible for the oversight and direction of student conduct administration. Considerable authority for the administration of student conduct is delegated to the Director of Residence life, residence life coordinators, and student conduct administrators working in the Dean of Students Office. Due to the diffuse nature of enforcement, the Dean of Students, the Director of Residence Life, and residence life coordinators work closely to ensure student conduct policies are consistently enforced.
B. Key Performance Indicators (KPIs)

In 2009 the Vice President for Student Affairs initiated development of a series of key performance indicators (KPIs) to assess and monitor progress toward key divisional and departmental goals. The Dean of Students is responsible for gathering, reporting, and monitoring three KPIs related to the administration of the Student Conduct Code and the Drug and Alcohol policy. These KPIs are:

1. Frequency of student misconduct in the residence halls by offense type.
2. Frequency of student misconduct outside the residence halls by offense type.
3. The recidivism rate of alcohol and drug violations.

Data for each of the KPIs has been compiled for the 2008-09 and 2009-10 academic years and is maintained on the University Institutional Research website. Alcohol policy violations continue to be the most common policy violation and decreased slightly from 651 total violations in 2008-09 to 581 in 2009-10. The recidivism rate increased slightly from 2008 to 2010 from 12% in 2008-09 to 13.5% in 2009-10. The total number of alcohol violations by offense type for the reporting period is included in appendix C.

These data are reviewed annually by the leadership of the Student Affairs division, including the Dean of Students and the Director of Residence Life. They are also made available to the Alcohol Advisory Committee and are used to monitor progress toward the goal of reducing the negative effects of alcohol abuse.

C. Good Samaritan Provision Revised

The Student Conduct Code contains a Good Samaritan Provision which is intended to encourage students to report emergency concerns to authorities in situations when they may be reluctant to call for help (e.g. underage students are consuming alcohol when a friend becomes unresponsive due to acute alcohol intoxication). At the time of its inception, the provision did not provide immunity from university disciplinary action. Rather, the provision stated students who called for help would receive “consideration” when facing university disciplinary action in they took actions to help another person in need. Two different review teams, the 2006-2008 Biennial Review Team and an Alcohol Task Force convened in 2009, recommended revision of the provision.

In 2009, the Provision was revised to grant students immunity from university disciplinary action when they sought help for others in emergency situations. The provision stipulates the offending students must agree to complete an appropriate educational or treatment program determined by the student conduct administrator. The provision was also extended to apply to victims and witnesses of sexual misconduct. The changes were enacted to facilitate reporting of concerns and have served to strengthen the University response to instances of alcohol and drug abuse.
D. Student Athlete Code of Conduct

In 2008, the Athletics Department developed a student-athlete code of conduct (see appendix D) that describes the expectations of student-athletes in addition to those expectations defined in the Student Conduct Code. The student athlete code of conduct describes levels of violations (level I and level II) and the possible sanctions associated with each type. Possible sanctions for violating the student athlete code include: dismissal from a sports team, suspension from participation in athletic events and/or practice, and scholarship revocation. The Department of Athletics works closely with the Dean of Students in administering disciplinary action.

E. Sanctions Administered via the Student Conduct Code

Those students found responsible for violating the Drug and Alcohol Policy are held accountable in accordance with the policies described in the Student Conduct Code. Accused students attend an administrative hearing to determine if they are responsible for violating the policy. The hearing is conducted by a student conduct administrator, usually a residence life coordinator or a staff member in the Dean of Students Office.

The student conduct administrator determines sanctions as appropriate. More than one sanction may be imposed for any single violation, and the sanction(s) imposed on any student or organization may be enhanced, i.e. made more severe, if the student or the student organization has violated the student conduct code previously.

Sanctions are structured to be consistent with the seriousness of the offense. Student conduct administrators consider several factors in determining sanctions including:

- Helping the student accept responsibility for his/her actions
- The risk of the offender’s physical presence to him/herself or to others in the community
- Consistency of sanction(s) with the University mission
- The needs of the responsible person
- The integrity of the university community
- The impact of the behavior upon other individual(s)

In addition to the factors described above, student conduct administrators evaluate the attitude and level of remorse of the accused student and their previous disciplinary history.

To aid in administering sanctions consistently, the Department of Residence implemented sanctioning guidelines (appendix E) that include a range of available sanctions for each offense. The guidelines do not mandate specific sanctions but provide guidance to ensure consistency. These guidelines have been shared with the Dean of Students staff.

In 2008 the University began using the Brief Alcohol Screening Intervention for College Students (BASICS). BASICS utilizes a harm reduction approach and was developed for use with
college students. BASICS is generally required in situations in which students exhibited high risk behaviors (e.g. higher blood alcohol concentration, repeat offenses, belligerence toward police, property damage).

To foster greater collaboration and consistency in sanctioning, the Dean of Students and the Director of Residence Life initiated an annual, joint training of all student conduct administrators in July of 2008. The training includes discussion about the philosophy of student conduct administration, the factors used in determining sanctions, and guidelines for choosing educational interventions in alcohol-related offenses. The training facilitates a common framework for all student conduct administrators to use in assigning educational interventions for alcohol violations.

F. Residence Life

Resident assistants are responsible for monitoring, documenting, and reporting all incidents of possible violations or abuse of the Drug and Alcohol Policy in Department of Residence facilities to the appropriate residence life coordinator. Documentation and reporting is conducted in the following manner:

1. A person who is found in possession of alcohol in a public area and who appears to be a minor or is known to be a minor is: a) asked for proof of age; b) told to dump the alcohol in the nearest room or restroom sink; and c) is asked to leave the residence hall if a non-resident.

2. When a staff member responds to a room for any reason and learns underage persons may be in possession of alcohol, the staff member requests:
   - Proof of age;
   - Has minor dump the alcohol in the manner described above;
   - Ask resident(s) of the room to have others present leave the room or the building if they are non-residents;

3. The resident assistants do not take responsibility for residents in situations when residents are documented or cited by University Police but not arrested or transported to the hospital or county jail. Police take the necessary steps to find someone to care for the student if necessary.

4. Resident assistants do not transport students to the hospital.

All students who are documented as being present during incidents in which minors are found in possession of alcohol are referred to the residence life coordinator who initiates disciplinary action. Residents of a room may be held responsible if they or other minors in the room where in possession of alcohol.
G. Criminal Sanctions

UNI Police Officers who respond to law and policy violations involving students have a degree of discretion in determining how to best respond. Several factors are considered by officers in determining the appropriate response including:

- The seriousness of the offense
- Impact of the crime on other individuals, property, and the community
- The level of impairment and attitude of the violator
- The living arrangements of the violator and any victims
- Level of danger the violator poses to self or others
- Previous criminal history and interactions with the offender

The officer may elect to arrest the student and may refer the student to the Dean of Students for disciplinary action. Regardless of whether an arrest is made, the officer documents the incident and reports the matter to the Dean of Students using an alcohol referral form. The Dean of Students then initiates disciplinary action against the student. If the violator is not a student but attends another college or university, the referral form is submitted to the Dean of Students who then forwards the report to the respective college or university student conduct officer.

H. StarRez Discipline Database

Student conduct files are housed in a centralized, web-based system developed by the University. In the Fall of 2011 the University will migrate its student conduct database to a new system called StarRez. The new system provides greater functionality and broader reporting functions than those available in the current system. Administrators will use the new system to study the impact of sanctions on student behavior and specifically the recidivism rate of alcohol-related offenses.

IV. Highlights of 2008-2010 Efforts

A. Enhanced Services to Employee Wellness

The Division of Administration and Financial Services funded a health initiative for all employees until October 2010. A free, confidential, online personal health assessment and lifestyle questionnaire was made available via MyUNIverse, a web portal that allows employees and students to view personal records and important information about UNI.

The lifestyle questionnaire included two questions related to alcohol consumption. TestWell questionnaire responses are compiled into personalized reports to help employees maintain or improve their health and well being. Employees were able to access their reports to review and/or update information on an ongoing basis from October 2008 until October 2010 at which time this service expired.
While employee wellness continues to be financially supported by the Division of Administration and Financial Services, it was determined not to continue this particular service, based on low employee usage, reporting tools, and lack of awareness. Wellmark Blue Cross/Blue Shield offers a more advanced, “Well Being Assessment,” that UNI would like to offer employees in the future if funding is available. This will provide better aggregate data based on our different billing units, associated with our current health plans offered through Wellmark. UNI Human Resource Services has partnered with Wellmark Blue Cross/Blue Shield to focus on Employee Wellness initiatives. Based on UNI's recent claims history, it was recommended that the Employee Wellness Committee focus on the areas of stress management, physical activity, preventative health, and nutrition in order to assist UNI employees in achieving their wellness goals. Drug and Alcohol prevention will be covered under the area of preventative health.

In addition, Employee Wellness was previously housed in the Division of Student Affairs and now falls under Human Resource Services to better align with other employee benefits and to aid in differentiating employee wellness efforts from student wellness efforts. This was also in an effort to remain consistent with current trends and best practices in the human resource field and is consistent with other universities. This will also allow employee wellness services and employee disability services to function more cohesively, and better serve employee needs.

B. Alcohol Task Force Concludes, Ongoing Alcohol Advisory Committee Convened

In April of 2009, the Alcohol Task Force (ATF) concluded its work with a report and recommendations to the Vice President for Student Affairs. The report thoroughly addressed the following areas:

1. Develop a thorough understanding of the state-of-the-art interventions relative to assessing, preventing and responding to inappropriate alcohol use and associated negative consequences on American college campuses. The Task Force will learn what current research exists, what it tells us, and what approaches and practices are viewed as most effective. The focus of this task will be to determine which courses of action are supported by research.

2. Assemble and review all existing policies and practices relative to the sale, use and/or marketing of alcoholic beverages at UNI.

3. Assemble and review all existing reports, research and/or other sources of data related to alcohol use and its consequences at UNI.

4. Identify and review all resources and/or activities currently devoted to or undertaken to prevent, intervene or respond to inappropriate alcohol use at UNI.
More information is provided in Appendix F, the ATF Complete Report, and Appendix G, the ATF Executive Summary. The following is a summary of the ATF recommendations:

1. Brief Alcohol Screening and Intervention for College Students (BASICS) should be adopted for use in intervening with appropriate, targeted populations.

2. Population-level educational programming, through an online primary prevention tool and/or a continuing social marketing campaign, should be adopted.

3. The Good Samaritan provision of the Student Code of Conduct should be reviewed and revised to more clearly encourage students to seek medical intervention when needed, and the existence of this policy should be more extensively promoted to students.

4. Late night and weekend alternative programming activities should be continued and enhanced.

5. Ongoing funding for the NISG SafeRide Shuttle program should be provided.

6. Efforts should be made, in cooperation with local retailers, to reduce marketing activities (including pricing) that encourage binge drinking.

7. Existing policies should be revised and consolidated into a single, more comprehensive policy that articulates a University philosophy and specific policies regarding student alcohol use; educational, disciplinary, and intervention approaches; and alcohol marketing guidelines.

8. Communication of alcohol-related policies should be improved.

9. The American College Health Association’s National College Health Assessment should be conducted every other year.

10. In addition to other assessment activities, an “environmental scan” approach should be used to further assess the drinking culture in the campus community.

11. The following should be adopted as key performance indicators:

   - Binge drinking rate (ACHA NCHA data)
   - Frequent binge drinking rate (ACHA NCHA data)
   - 30 day prevalence of drinking (ACHA NCHA data)
   - Alcohol related arrests of UNI students (UNI Public Safety and other law enforcement agencies)
   - Alcohol related emergency room visits/transports of UNI students.
12. A continuing Alcohol Advisory Committee should be formed to monitor progress on key performance indicators, provide recommendations for refinement of policies and programs, and to advise Substance Abuse Services and other units as needed.

13. Grant funding should be pursued to support efforts.

The Alcohol Advisory Committee (AAC) was formed in response to ATF recommendations made in April of 2009. The AAC is responsible for advising the Vice President for Student Affairs on matters pertaining to alcohol and other drugs. More specifically, the committee monitors progress on key performance indicators, provides recommendations for refinement of policies and programs, and advises Substance Abuse Services and other units as needed. More information regarding committee members is provided in Appendix H.

C. Health Education Staff Reorganization

Julie Barnes, Substance Abuse and Victim Services Coordinator resigned from her position in the summer of 2009. This led to the reorganization of health education. Mark Rowe’s position description was revised, and he became the Substance Abuse and Violence Intervention Services Coordinator. In his role, Mark coordinates the development, implementation and evaluation of the full continuum of student substance abuse and gender-based violence prevention and intervention programming for the university community. The role of victim services advocate was added to the responsibilities of Joan Thompson, another staff member within the health education team. Mark receives additional staff support from one graduate assistant and one to two interns/practicum students (depending on the semester). These student staff members specifically focus on prevention and education initiatives. Specific job responsibilities for Mark and Joan may be found in Appendices I and J, respectively.

D. Enhanced Orientation for New Greek Students

Being A New Greek (BANG) Member Orientation was implemented in the spring of 2008. This training includes AOD prevention strategies. The training has continued each semester.

E. Continued Provision of SafeRide Shuttle Service

SafeRide was launched in October of 2007, in conjunction with the Homecoming Celebration. SafeRide begun regular operations on Friday and Saturday nights at the beginning of the fall 2008 term. SafeRide runs from 9:55 a.m. to 2:20 a.m. and provides transportation between campus, downtown, and major housing areas. The service is intended to provide an alternative mode of transportation for students who have been drinking. Ridership statistics are included in appendix K.
F. Continuation of ACHA-NCHA

The American College Health Association - National College Health Assessment (ACHA-NCHA) was first administered at UNI in February of 2008. The second administration occurred in February of 2009. The ACHA-NCHA is used nationally to gather data about students’ health habits, behaviors, and perceptions. The survey includes questions concerning, general health, health education, safety, nutrition, weight and exercise, alcohol, tobacco and other drug use, sexual health, sexual victimization, mental health, impediments to academic performance and various demographic information.

In February 2008 and 2009 (the polling period), a random sample of 4,000 UNI undergraduate and graduate students, full-time enrolled, between the ages of 18-26 were invited to complete the assessment. In 2008, 699 students completed the assessment. In 2009, 426 students completed the assessment. Appendices L (2008) and M (2009) highlight the following data, which will serve as key indicators for evaluating subsequent prevention and intervention initiatives: alcohol use past 30 days, perception of peers’ alcohol use, binge drinking rates, negative consequences from drinking, drinking and driving prevalence, hours spent partying, number of drinks consumed on last drinking occasion, and use of various protective/risk reduction strategies. The survey will be re-administered every other year with the most recent administration occurring in the spring of 2011.

G. Student Success Online Program Implemented

Student Success: Unless There’s Consent, Sexual Assault Prevention online program was implemented for all new undergraduates entering UNI in the fall 2010 (first year and transfer students). Students are required to complete the course by the beginning of fall term with a score of 80% on the post-test. Students who fail to complete the program as specified will not be allowed to register for spring term until completing the course. The full proposal for this program may be found under Appendix N. One example of information provided to students regarding this program may be found under Appendix O.

Alcohol and sexual consent is a critical theme throughout this program. By the end of the fall 2010 term, 2,829 new students had successfully completed this program, a 91% compliance rate. On the pre-test, males averaged 52%, and females averaged 56%. On the post-test males averaged 83% and females averaged 86%.
H. Mentors in Violence Prevention Implemented

The Mentors in Violence Prevention (MVP) Model is a gender-violence, bullying, and school violence prevention approach that encourages men and women from all socioeconomic, racial and ethnic backgrounds to take leadership roles among their peers, on their campuses and in their communities. MVP training is focused on an innovative "bystander" model that empowers each student to take an active role in promoting a positive school climate. The heart of the training consists of role-plays intended to allow students to construct and practice viable options in response to incidents of harassment, abuse, or violence before, during, or after the fact. Students learn that there is not simply "one way" to confront violence but that each individual can learn valuable skills to build their personal resolve and to act when faced with difficult or threatening life situations.

In February of 2010 11 faculty and staff participated in an MVP train-the-trainer workshop to facilitate this program with students. Appendix P outlines campus faculty and staff who are trained facilitators. MVP utilizes many facilitation programs. The most common program facilitated with students at UNI is the alcohol and consent program. During the fall 2010 term, 219 students were trained in this program.

I. Criminal Background Checks

In August 2008 UNI implemented a pre-employment, post-offer criminal background checking process for all non-temporary employees hired. Prior drug and alcohol-related convictions may preclude candidates from employment with the University. Simultaneously, a driver’s license validation process was implemented for those positions in which require employees to operate a motor vehicle. This will reduce the likelihood of hiring a candidate who does not possess a valid license, including candidates whose licenses were revoked as a result of Operating While Intoxicated (OWI) offenses. Beginning in August 2011 periodic drivers license checks will be conducted to confirm drivers possess the appropriate license needed to operate university vehicles. The University continues to run background checks on all applicants. Human Resource Services maintains a log of how cases are handled, and involves University Counsel and the respective division vice presidents in decision making, depending on the nature of the offense, and the responsibilities of the position being filled.

J. Faculty and Staff Disability Services

Created in November 2008, the Employee Disability & Leave Coordinator has managed activities related to disability services for faculty and staff, worker's compensation, Family Medical Leave Act (FMLA) and other leave programs, as well long-term disability. The Faculty and Staff Disability Services website has been re-vamped to include all areas pertaining to disability and leaves, as well as providing a process for requesting disability accommodations, sending annual DFSCR notifications to employees, and engaging in the interactive process between employees and supervisors. The coordinator also answers questions pertaining to drug
and alcohol resources, and implications of the Americans with Disabilities Act (ADA), including employees with alcohol or other drug problems.

K. Updated University Drug and Alcohol Policy

In October 2009, the University Drug and Alcohol Policy was approved by University Cabinet to include necessary compliance information under the law, employee procedures, assistance and resources, as well as student assistance and resources. The current policy meets federal drug and alcohol policy standards. It also provides employees and students with appropriate university contacts relating to this policy. Currently, the policy is under review as there is a desire to develop a philosophy statement and more comprehensive policy that addresses outdoor use (tailgating), advertising, and consumption.

L. Developed and Implemented a New Substance Abuse Services Website

Although the old Substance Abuse Services website contained useful information, the information was not well-organized, lacked an attractive design, and was difficult to locate. Additionally, the website contained the University Alcohol and Other Drug Policy, but it did not link to other policies regarding alcohol consumption and possession (e.g. DOR policy, catering policy, tailgating policy).

Julie Barnes and Mark Rowe worked with the ITS Production House, and a new Substance Abuse Services website was launched at the start of the fall 2009 term. The revised site addressed the problems noted previously and contained enhanced information and resources. The new website is cross-listed in a number of places on UNI’s “A to Z Index” (e.g. “alcohol/other drug” and “substance abuse”).

M. Implementation of BASICS

Brief Alcohol Screening and Intervention for College Students (BASICS) was implemented with the beginning of the fall 2009 term for use with students sanctioned through the student conduct process. BASICS is a harm reduction approach regarding drinking and was specifically developed for use with college students. After completing a confidential questionnaire about drinking, staff develop a personalized feedback profile. The profile includes myths about alcohol’s effects, facts on alcohol norms, ways to reduce future risks associated with alcohol use, and a menu of options to assist in making any desired changes. There is a $35 fee for this program.

Generally, BASICS is sanctioned for a second offense violation, or in more serious incidents. Examples may include, contributing offenses, bootlegging, public intoxication, incidences in which students have a blood alcohol concentrations above .150 or if the student is starting to experience negative consequences as a result of drinking. BASICS is a one-on-one interaction
grounded in motivational interviewing. It offers personalized feedback, data-based perception and actuality correction and strategies to avoid or minimize negative consequences.

Mark Rowe and Kathy Green (another Health Educator) facilitate BASICS with students referred to Substance Abuse Services. During this Biennial Review period, BASICS was utilized with 52 students.

V. Recommendations for 2010-2012

Many of the recommendations set forth in the previous biennial review and the Alcohol Task Force report of 2009 have been implemented. This includes: A revised Good Samaritan Provision to the Student Conduct Code, the introduction of BASICS as an intervention tool for students, the adoption of key performance indicators, and the formation of the alcohol advisory committee to name several. Recommendations for 2010-2012 include:

1. Review and implement the recommendations of the 2009 Alcohol Task Force, beginning with the consolidation of policies pertaining to alcohol and the introduction of population-level educational programming through an online primary prevention tool.

2. Develop a plan to assess the administration of student conduct to determine the effectiveness of sanctions, including educational interventions such as Alcohol Edu and BASICS, in reducing recidivism, promoting better drinking choices, and improving student success.

3. Enhance materials being distributed to new employees about the University Drugs and Alcohol Policy and related resources during new employee orientation programs.

4. Consider revisions to the University Drugs and Alcohol Policy to address reasonable suspicion drug testing and mandatory training for all employees serving in a supervisory capacity.
Subject: Annual Drug-Free Schools and Campuses Regulations
From: Therese Callaghan <therese.callaghan@uni.edu>
Date: Thu, 04 Nov 2010 11:06:15 -0500
To:
Institutional Officials <HRS-Inst-Off@uni.edu>, Academic Administrators <HRS-Acad-Admin@uni.edu>, Tenure/Tenure Track Faculty <HRS-UF-Ten@uni.edu>, Non-Tenure/Tenure Track Faculty <HRS-UF-Non-Ten@uni.edu>, Non-Unit Faculty <HRS-Non-UF@uni.edu>, Graduate Assistants <HRS-GA@uni.edu>, Professional & Scientific <HRS-PS-All@uni.edu>, Merit Technical <HRS-Merit-Tec@uni.edu>, Merit Clerical <HRS-Merit-Cler@uni.edu>, Merit Security <HRS-Merit-Security@uni.edu>, Merit Blue Collar <HRS-Merit-B1-Col@uni.edu>, Merit Non-Organized Supervisors <HRS-Merit-N-Org-Sup@uni.edu>, Merit Non-Organized Confidential <HRS-Merit-N-Org-Con@uni.edu>

The following information is being provided to comply with the Federal Drug-Free Schools and Campus Regulations. If you have questions, please contact Therese Callaghan, Employee Disability & Leave Coordinator at therese.callaghan@uni.edu or 273-6164.

For a complete copy please view: http://www.uni.edu/hrs/documents/DrugAlcoholPolicy.pdf

4.13 Drugs and Alcohol

Purpose: This policy is intended to serve in maintaining the health and safety of the University’s faculty, staff, students, and visitors, in addition to providing the practice and procedure for managing issues regarding drug and alcohol abuse in the workplace and on campus.

Policy Statement:

It is the policy of the University of Northern Iowa and the Board of Regents to provide a drug-free workplace and learning environment. Alcohol and drug abuse pose a threat to the health and safety of University faculty, staff, students, and visitors. In compliance with the Drug-Free Workplace Act of 1988, the University of Northern Iowa is committed to the elimination of drug and alcohol abuse in the workplace. In compliance with the provisions of the Drug Free Schools and Communities Act Amendments of 1989, alcohol and drug prevention programs include policy enforcement, education programs, and treatment services.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by employees and students on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity is prohibited. See also, Alcohol at UNI, which provides guidelines for serving alcoholic beverages on campus.

In accordance with the Drug-Free Workplace Act of 1988, employees must report any conviction under a criminal drug statute for a violation occurring while conducting official business on or
off University premises, within 5 days of the conviction to the department head. The department head may consult with the Director of Human Resources. See also Personal Conduct Rules.

Procedure:

Employees
All employees are expected and required to report to work in an appropriate condition to carry out their responsibilities. In particular:

1. While performing work for the University, operating any University vehicle, or conducting University business, faculty and staff are prohibited from using, being under the influence of, possessing, buying, selling, manufacturing or dispensing an illegal drug (to include possession of drug paraphernalia). Any illegal drugs or drug paraphernalia found on University property will be turned over to University Police and may result in criminal prosecution.

2. Employees are prohibited from being impaired or under the influence of legal drugs and/or alcohol, including prescription medication, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or others, or creates an unnecessary risk for the University. If taking necessary medication could compromise workplace safety or affect work performance, the employee is responsible for communicating with his/her supervisor to evaluate temporary job modification/re-assignment during the course of the treatment.

Employees who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on enforced leave status, suspension, termination and/or referral for prosecution. Employee policy violations shall be addressed by the supervisor, in conjunction with the Director of Human Resource Services and/or the Associate Provost for Faculty Affairs. See also employee handbooks: Merit, P&S, and the Faculty Resource Guide.

Students
Students who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action in accordance with the policies and procedures outlined in the Student Conduct Code. The Dean of Students or a student conduct administrator will determine if the student is responsible for violating this policy and will impose appropriate sanctions. Sanctions may include warning, probation, suspension, expulsion, and other discretionary sanctions. See also Student Conduct Code.

Employee Assistance Program

Drug and alcohol abuse can lead to adverse health effects, legal ramifications, and may negatively impact work performance. The University offers an Employee Assistance Program designed to assist UNI employees and their families with problems affecting personal relationships, health, and work performance. All services are confidential. For more information on the Employee Assistance Program contact Human Resource Services.
Student Assistance & Resources

**Substance Abuse Services**,  
University Health Services  
101 Wellness and Recreation Center, (319) 273-3423  
Preventative and supportive services for students concerning alcohol and other drug use.

**Counseling Center**,  
University Health Services  
103 Student Health Center, (319) 273-2676  
Individual counseling, consultations and referrals.

**Student Health Clinic**,  
University Health Services  
16 Student Health Center, (319) 273-2009  
Consultation and referrals for substance abuse-related problems.

**UNI Police**,  
30 Gilchrist Hall, (319) 273-2712  
UNI Police are committed to providing a safe campus environment.

Local Hospitals

All local hospitals provide 24-hour emergency medical services.

<table>
<thead>
<tr>
<th>Hospital</th>
<th>Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sartori Hospital</td>
<td>515 College St., Cedar Falls, IA 50613</td>
<td>(319) 268-3090</td>
</tr>
<tr>
<td>Allen Hospital</td>
<td>1825 Logan Avenue, Waterloo, IA 50703</td>
<td>(319) 235-3697</td>
</tr>
<tr>
<td>Covenant Medical Center</td>
<td>3421 West 9th St, Waterloo, IA 50702</td>
<td>(319) 272-7050</td>
</tr>
</tbody>
</table>

The University’s contact for any question regarding this policy for Students is the Substance Abuse Services Coordinator, telephone (319) 273-3423. The University’s contact for any question regarding this policy for Employees is the Employee Disability and Leave Coordinator, telephone (319) 273-6164. Information can also be found on the [Human Resource Services web page](#) and the [Wellness web page](#).


**ADDITIONAL EMPLOYEE RESOURCES FOR DRUG & ALCOHOL USE CONCERNS**

Allen Employee Assistance Program (EAP) 235-3550  
Allen Hospital (5th Floor)
The Allen EAP assists UNI employees and their families with personal problems. An initial assessment/referral and up to 6 counseling sessions per problem are provided free of charge. All services are confidential.

Pathways Behavioral Services 235-6571
Substance abuse evaluations; individual and group counseling; residential treatment; and prevention services.

Covenant Medical Center Horizons Unit 272-2873
Substance abuse evaluations, treatment referrals, detoxification services, chemical dependency outpatient and inpatient treatment programs for adults and adolescents, and relapse prevention and continuing care programs.

Alcoholics Anonymous (AA) Hotline 291-3627
AA is a group of men and women who share their experiences, strength and hope to help one another recover from alcoholism. There are no fees and the only requirement for attendance is a desire to stop drinking. Call for local meeting times and places.

Al-Anon Hotline 800-344-2666
Al-Anon is a support group for family members and friends of alcoholics—a group where they receive support in coping with the addiction. The hotline provides callers with local meeting times and places.

Narcotics Anonymous (NA) Hotline 291-8803
NA is a group of recovering addicts who live without the use of drugs. There are no fees for meeting attendance. The hotline provides information regarding local meeting times and places.

IOWA LAWS CONCERNING ALCOHOL:
State law prohibits:
- Consuming or possessing an alcoholic beverage in a public place
- Possessing an open or unsealed container in a motor vehicle if it is within the immediate reach of the driver
- Public intoxication or pretending to be intoxicated
- Giving or selling alcohol to someone under age 21 or who is intoxicated
- Lending or permitting someone to use your driver's license so that they can obtain alcohol

Each of these violations is a simple misdemeanor offense punishable by up to 30 days imprisonment and a fine of at least $50, but not more than $500.

Fake I.D.:
Anyone under 21 who alters, displays or possesses a fictitious or
fraudulently altered license and uses it to purchase alcohol can lose their driver's license for up to 6 months.

Minor in Possession (MIP): It is illegal to consume, possess or purchase alcohol if you are under 21.
- First Offense MIP - $200 fine
- Second Offense MIP - $500 fine AND completion of a substance abuse evaluation or driver's license revocation for up to one year
- Third or subsequent Offense MIP - $500 fine and license suspension for up to one year

Health Risks of Alcohol Consumption:
- Violence. Fights, vandalism, sexual assaults, homicide, and suicide are far more likely when drinking is involved.
- Unprotected sex. Safer sex practices are often abandoned when drinking, which can result in unplanned pregnancy and/or sexually transmitted disease infection
- Serious injury. Most fatal automobile accidents involve alcohol use.
- Death from overdose.
- Addiction. If you have a family history of addiction, you have significantly increased risk for addiction.
- Lowered resistance to disease/illness.
- Increased risk of ulcers, heart disease, and multiple forms of cancer.
- Alcohol consumption during pregnancy can cause a range of physical deformities, brain damage and mental retardation.

Health Risk of Illegal Drugs:
Marijuana: Possible long-term effects include apathy, lung disease, heart disease, stroke cancer and addiction. Marijuana use significantly impairs driving skills.

Stimulants: Possible long-term effects include anxiety, confusion, insomnia and psychotic symptoms, such as paranoia. Stimulants increase wakefulness and physical activity and decrease appetite. An overdose can be lethal.

Hallucinogens: Possible long-term effects include flashbacks & psychosis. The effects of hallucinogens are unpredictable and can vary dramatically based upon setting/environment. During "bad trips", the user generally feels panicked, confused, paranoid and out of control.
Subject: Annual Drug-Free Schools and Campuses Regulations
From: Therese Callaghan <therese.callaghan@uni.edu>
Date: Tue, 15 Dec 2009 14:51:29 -0600
To:
Institutional Officials <HRS-Inst-Off@uni.edu>, Academic Administrators <HRS-Acad-Admin@uni.edu>, Tenure/Tenure Track Faculty <HRS-UF-Ten@uni.edu>, Non-Tenure/Tenure Track Faculty <HRS-UF-Non-Ten@uni.edu>, Non-Unit Faculty <HRS-Non-UF@uni.edu>, Graduate Assistants <HRS-GA@uni.edu>, Professional & Scientific <HRS-PS-All@uni.edu>, Merit Technical <HRS-Merit-Tec@uni.edu>, Merit Clerical <HRS-Merit-Cler@uni.edu>, Merit Security <HRS-Merit-Security@uni.edu>, Merit Blue Collar <HRS-Merit-Bl-Col@uni.edu>, Merit Non-Organized Supervisors <HRS-Merit-N-Org-Sup@uni.edu>, Merit Non-Organized Confidential <HRS-Merit-N-Org-Con@uni.edu>
CC:
Human-Resource-Svcs-L@uni.edu

The following information is being provided to comply with the Federal Drug-Free Schools and Campus Regulations. If you have questions, please contact Therese Callaghan, Employee Disability & Leave Coordinator at therese.callaghan@uni.edu or 273-6164.

UNI POLICY 4.13: DRUGS & ALCOHOL

*Purpose:*

**This policy is intended to serve in maintaining the health and safety of the University’s faculty, staff, students, and visitors, in addition to providing the practice and procedure for managing issues regarding drug and alcohol abuse in the workplace and on campus.**

*Policy Statement:*

**It is the policy of the University of Northern Iowa and the Board of Regents to provide a drug-free workplace and learning environment. Alcohol and drug abuse pose a threat to the health and safety of University faculty, staff, students, and visitors. In compliance with the Drug-Free Workplace Act of 1988, the University of Northern Iowa is committed to the elimination of drug and alcohol abuse in the workplace. In compliance with the provisions of the Drug Free Schools and Communities Act Amendments of 1989, alcohol and drug prevention programs include policy enforcement, education programs, and treatment services.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by employees and students on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity is prohibited. See also, Alcohol at UNI <http://www.uni.edu/dor/dining/catering/AlcoholPoliciesSp2006.pdf>, which provides guidelines for serving alcoholic beverages on campus.

In accordance with the Drug-Free Workplace Act of 1988, employees must report any conviction under a criminal drug statute for a violation occurring while conducting official business on or off University premises, within 5 days of the conviction to the department head. The department head may consult with the Director of Human Resources. See also Personal Conduct Rules <http://www.uni.edu/policies/303>.

*Procedure:* 

*Employees*

All employees are expected and required to report to work in an appropriate condition to carry out their
1. While performing work for the University, operating any University vehicle, or conducting University business, faculty and staff are prohibited from using, being under the influence of, possessing, buying, selling, manufacturing or dispensing an illegal drug (to include possession of drug paraphernalia). Any illegal drugs or drug paraphernalia found on University property will be turned over to University Police and may result in criminal prosecution.

2. Employees are prohibited from being impaired or under the influence of legal drugs and/or alcohol, including prescription medication, if such impairment or influence adversely affects the employee’s work performance, the safety of the employee or others, or creates an unnecessary risk for the University. If taking necessary medication could compromise workplace safety or affect work performance, the employee is responsible for communicating with his/her supervisor to evaluate temporary job modification/re-assignment during the course of the treatment.

Employees who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on enforced leave status, suspension, termination and/or referral for prosecution. Employee policy violations shall be addressed by the supervisor, in conjunction with the Director of Human Resource Services and/or the Associate Provost for Faculty Affairs. See also employee handbooks: Merit <http://www.vpaf.uni.edu/hrs/merit/documents/merit_guide.pdf>, P&S <http://www.vpaf.uni.edu/hrs/ps/documents/ps_guide.pdf>, and the Faculty Resource Guide.

*Students*
Students who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action in accordance with the policies and procedures outlined in the Student Conduct Code. The Dean of Students or a student conduct administrator will determine if the student is responsible for violating this policy and will impose appropriate sanctions. Sanctions may include warning, probation, suspension, expulsion, and other discretionary sanctions. See also Student Conduct Code <http://www.uni.edu/policies/302>.

*Employee Assistance Program*
Drug and alcohol abuse can lead to adverse health effects, legal ramifications, and may negatively impact work performance. The University offers an Employee Assistance Program designed to assist UNI employees and their families with problems affecting personal relationships, health, and work performance. All services are confidential. For more information on the Employee Assistance Program <http://www.vpaf.uni.edu/hrs/eap/index.shtml>, contact Human Resource Services.

*Student Assistance & Resources*
* Substance Abuse Services <http://www.uni.edu/wellrec/wellness/subabuse>, University Health Services 101 Wellness and Recreation Center, (319) 273-3423
*Preventative and supportive services for students concerning alcohol and other drug use.* *
Student Health Clinic, [http://www.uni.edu/health]
University Health Services
16 Student Health Center, (319) 273-2009
*Consultation and referrals for substance abuse-related problems.*

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UNI Police, [http://www.vpaf.uni.edu/pubsaf]
30 Gilchrist Hall, (319) 273-2712
*UNI Police are committed to providing a safe campus environment.*

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Local Hospitals
*All local hospitals provide 24-hour emergency medical services.*

Sartori Hospital
515 College St.
Cedar Falls, IA 50613
(319) 268-3090 *

Allen Hospital
1825 Logan Avenue
Waterloo, IA 50703
(319) 235-3697 * *

Covenant Medical Center
3421 West 9th St
Waterloo, IA 50702
(319) 272-7050

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*The University’s contact for any question regarding this policy for Students is the Substance Abuse Services Coordinator, telephone (319) 273-3423. The University’s contact for any question regarding this policy for Employees is the Employee Disability and Leave Coordinator, telephone (319) 273-6164. Information can also be found on the Human Resource Services web page [http://www.vpaf.uni.edu/hrs/eap/index.shtml], and the Wellness web page [http://www.uni.edu/wellrec/wellness/subabuse].*


ADDITIONAL EMPLOYEE RESOURCES FOR DRUG & ALCOHOL USE CONCERNS

Allen Employee Assistance Program (EAP) 235-3550
Allen Hospital (5th Floor)
1825 Logan Avenue
Waterloo, IA
The Allen EAP assists UNI employees and their families with personal problems. An initial assessment/referral and up to 6 counseling sessions per problem are provided free of charge. All services are confidential.

Pathways Behavioral Services 235-6571
Substance abuse evaluations; individual and group counseling; residential treatment; and prevention services.

Covenant Medical Center Horizons Unit 272-2873
Substance abuse evaluations, treatment referrals, detoxification services, chemical dependency outpatient and inpatient treatment programs for adults and adolescents, and relapse prevention and continuing care programs.

Alcoholics Anonymous (AA) Hotline 291-3627
AA is a group of men and women who share their experiences, strength and hope to help one another recover from alcoholism. There are no fees and the only requirement for attendance is a desire to stop drinking. Call for local meeting times and places.

Al-Anon Hotline 800-344-2666
Al-Anon is a support group for family members and friends of alcoholics—a group where they receive support in
coping with the addiction. The hotline provides callers with local meeting times and places.

Narcotics Anonymous (NA) Hotline 291-8803
NA is a group of recovering addicts who live without the use of drugs. There are no fees for meeting attendance. The hotline provides information regarding local meeting times and places.

IOWA LAWS CONCERNING ALCOHOL:
State law prohibits:
- Consuming or possessing an alcoholic beverage in a public place
- Possessing an open or unsealed container in a motor vehicle if it is within the immediate reach of the driver
- Public intoxication or pretending to be intoxicated
- Giving or selling alcohol to someone under age 21 or who is intoxicated
- Lending or permitting someone to use your driver's license so that they can obtain alcohol

Each of these violations is a simple misdemeanor offense punishable by up to 30 days imprisonment and a fine of at least $50, but not more than $500.

Fake I.D.:
Anyone under 21 who alters, displays or possesses a fictitious or fraudulently altered license and uses it to purchase alcohol can lose their driver's license for up to 6 months.
Minor in Possession (MIP): It is illegal to consume, possess or purchase alcohol if you are under 21.
- First Offense MIP - $200 fine
- Second Offense MIP - $500 fine AND completion of a substance abuse evaluation or driver's license revocation for up to one year
- Third or subsequent Offense MIP - $500 fine and license suspension for up to one year

Health Risks of Alcohol Consumption:
- Violence. Fights, vandalism, sexual assaults, homicide, and suicide are far more likely when drinking is involved.
- Unprotected sex. Safer sex practices are often abandoned when drinking, which can result in unplanned pregnancy and/or sexually transmitted disease infection
- Serious injury. Most fatal automobile accidents involve alcohol use.
- Death from overdose.
- Addiction. If you have a family history of addiction, you have significantly increased risk for addiction.
- Lowered resistance to disease/illness.
- Increased risk of ulcers, heart disease, and multiple forms of cancer.
- Alcohol consumption during pregnancy can cause a range of physical deformities, brain damage and mental retardation.

Health Risk of Illegal Drugs:
Marijuana: Possible long-term effects include apathy, lung disease, heart disease, stroke cancer and addiction. Marijuana use significantly impairs driving skills.

Stimulants: Possible long-term effects include anxiety, confusion, insomnia and psychotic symptoms, such as paranoia. Stimulants increase
wakefulness and physical activity and decrease appetite. An overdose can be lethal.

Hallucinogens: Possible long-term effects include flashbacks & psychosis. The effects of hallucinogens are unpredictable and can vary dramatically based upon setting/environment. During "bad trips", the user generally feels panicked, confused, paranoid and out of control.

For a complete copy please view:


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Therese Callaghan
Employee Disability and Leave Coordinator
Human Resource Services
University of Northern Iowa
027 Gilchrist
Cedar Falls, IA 50614-0034
(319) 273-6164
For deaf or hard-of-hearing use Relay 711
Fax: 319-273-2927
Web: http://www.uni.edu/hrs
Subject: Student Rights and Responsibilities and Drug Free Campuses Information
From: Dean of Students <deanofstudents@uni.edu>
Date: Thu, 18 Sep 2008 23:11:27 -0500
To: all-enrolled-uni-students@uni.edu

Students,

Various state and federal laws require the University of Northern Iowa to provide information and notice to students on a variety of policies and procedures. Please review and retain this message for future reference. You should receive this message only once per academic year.

It is the responsibility of the student to know and follow current requirements and procedures at all levels of the university. Information about student conduct policies, student rights, and other matters affecting students are described in detail the University Student Handbook <http://www.uni.edu/studentaffairs/deanofstudents/handbook/>. These include the following:

RIGHTS AND RESPONSIBILITIES

Statement of Student Rights <http://www.uni.edu/studentaffairs/deanofstudents/handbook/rights.shtml>

Anti-Discrimination/Harassment Policy <http://www.uni.edu/pres/policies/1302.shtml>


Student Records and Privacy <http://www.uni.edu/pres/policies/311.shtml>

STUDENT CONDUCT POLICIES

Student Conduct Code <http://www.uni.edu/pres/policies/302.shtml>

Sexual Assault and Misconduct Policy <http://www.uni.edu/pres/policies/315.shtml>

Academic Ethics/Discipline <http://www.uni.edu/pres/policies/301.shtml>

Drug and Alcohol Policy <http://www.uni.edu/pres/policies/413.shtml>

Drug Free Schools on Campuses Regulations <http://www.uni.edu/wellrec/wellness/subabuse>

Policy on Use of Computer Resources <http://www.uni.edu/pres/policies/954.shtml>

SALES AND SOLICITATION

Sales/Solicitation on Campus <http://www.uni.edu/pres/policies/807.shtml>

LAW ENFORCEMENT ON CAMPUS

Cooperation: Law Enforcement on Campus <http://www.uni.edu/pres/policies/709.shtml>

GRIEVANCES

Academic Grievances-Undergraduate <http://www.uni.edu/pres/policies/1202.shtml>

Academic Grievances-Graduate <http://www.uni.edu/pres/policies/1201.shtml>

Graduate Assistant <http://www.uni.edu/pres/policies/1205.shtml>

Student Employee Grievances <http://www.uni.edu/pres/policies/1204.shtml>

FEDERAL DRUG-FREE SCHOOLS & CAMPUSES REGULATIONS
The following information is being provided to comply with the Federal Drug-Free Schools and Campus Regulations. If you have questions about the following information, please contact Julie Barnes, UNI Substance Abuse Services Coordinator, at Julie.Barnes@uni.edu <mailto:Julie.Barnes@uni.edu> or 273-2137.

RESOURCES FOR ALCOHOL & DRUG USE CONCERNS:

Substance Abuse Services, 060 Student Health Center, 273-2137
-Consultation and referrals, substance abuse evaluations, educational workshops

UNI Counseling Center, 103 Student Health Center, 273-2676
-Individual and group counseling, consultations and referrals

UNI Health Clinic, Student Health Center, 273-2009
-Evaluation of injuries, general medical care, urgent care and pharmacological therapies when appropriate

UNI ALCOHOL & DRUG POLICY

It is the policy of the University of Northern Iowa and the Board of Regents to provide for a drug free work place and learning environment for students and employees. The unlawful manufacture, distribution, dispensation, possession or use of alcohol or a controlled substance by students or employees on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity is prohibited.

Students who violate this policy may receive any of a number of sanctions, including an official warning, conduct probation, suspension, expulsion, or referral for prosecution and may be required to pay for any damages they caused. Depending upon the circumstance, participation in an educational program and/or a treatment program may also be required.

Employees who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on enforced leave status, suspension, termination or referral for prosecution.

IOWA LAWS CONCERNING ALCOHOL:

State law prohibits:
-Consuming or possessing an alcoholic beverage in a public place
-Possessing an open or unsealed container in a motor vehicle if it is within the immediate reach of the driver
-Public intoxication or pretending to be intoxicated
-Giving or selling alcohol to someone under age 21 or who is intoxicated
-Lending or permitting someone to use your driver's license so that they can obtain alcohol

Each of these violations is a simple misdemeanor offense punishable by up to 30 days imprisonment and a fine of at least $50, but not more than $500.

Fake I.D.:

Anyone under 21 who alters, displays or possesses a fictitious or fraudulently altered license and uses it to purchase alcohol can lose their driver's license for up to 6 months.

Minor in Possession (MIP): It is illegal to consume, possess or purchase alcohol if you are under 21.
-First Offense MIP - $200 fine
-Second Offense MIP - $500 fine AND completion of a substance abuse evaluation or driver's license revocation for up to one year
-Third or subsequent Offense MIP - $500 fine and license suspension for up to one year

Health Risks of Alcohol Consumption:

-Violence. Fights, vandalism, sexual assaults, homicide, and suicide are far more
likely when drinking is involved.  
-Unprotected sex. Safer sex practices are often abandoned when drinking, which can result in unplanned pregnancy and/or sexually transmitted disease infection.  
-Serious injury. Most fatal automobile accidents involve alcohol use.  
-Death from overdose.  
-Addiction. If you have a family history of addiction, you have significantly increased risk for addiction.  
-Lowered resistance to disease/illness.  
-Increased risk of ulcers, heart disease, and multiple forms of cancer.  
-Alcohol consumption during pregnancy can cause a range of physical deformities, brain damage and mental retardation.  

Health Risk of Illegal Drugs:  
Marijuana: Possible long-term effects include apathy, lung disease, heart disease, stroke cancer and addiction. Marijuana use significantly impairs driving skills.  

Stimulants: Possible long-term effects include anxiety, confusion, insomnia and psychotic symptoms, such as paranoia. Stimulants increase wakefulness and physical activity and decrease appetite. An overdose can be lethal.  

Hallucinogens: Possible long-term effects include flashbacks & psychosis. The effects of hallucinogens are unpredictable and can vary dramatically based upon setting/environment. During "bad trips", the user generally feels panicked, confused, paranoid and out of control.
Subject: Student rights, responsibilities and key resources
From: Dean of Students <deanofstudents@uni.edu>
Date: Mon, 14 Sep 2009 21:33:21 -0500
To: all-enrolled-uni-students@uni.edu

Students,

Various state and federal laws require the University of Northern Iowa to provide information and notice to students on a variety of policies and procedures. Please review and retain this message for future reference. You should receive this message only once per academic year.

It is the responsibility of the student to know and follow current requirements and procedures at all levels of the university. Information about key resources, student conduct policies, student rights, and other matters affecting students are described in detail the University Student Handbook <http://www.uni.edu/studentaffairs/deanofstudents/handbook/>. These include the following:

RESOURCES FOR ALCOHOL & DRUG USE CONCERNS:

Substance Abuse Services, 101 Wellness and Recreation Center, (319) 273-3423
Consultation and referrals, substance abuse evaluations, educational interventions

UNI Counseling Center, 103 Student Health Center, (319) 273-2676
Individual and group counseling, consultations and referrals

UNI Health Clinic, Student Health Center, (319) 273-2009
Evaluation of injuries, general medical care, urgent care and pharmacological therapies when appropriate

RESOURCES FOR SEXUAL ASSAULT & MISCONDUCT CONCERNS:

Violence Intervention Services, 60 Student Health Clinic, (319) 273-2137
Confidential advocacy for survivors of sexual assault, sexual misconduct, stalking, domestic violence, and other forms of relationship violence.

Seeds of Hope, Kimball Ave, Suite 355, Waterloo, IA 50702, (888) 746-4673 (24 hour crisis line) or (319) 272-1400
Confidential advocacy for survivors available 24 hours a day, 7 days a week.

UNI Police, 30 Gilchrist Hall, (319) 273-2712
Assists students in determining whether a crime was committed and what options are available for the survivor to pursue.

STUDENT CONDUCT POLICIES

Student Conduct Code <http://www.uni.edu/pres/policies/302.shtml>

Student Sexual Misconduct Policy <http://www.uni.edu/pres/policies/315.shtml>

Academic Ethics/Discipline <http://www.uni.edu/pres/policies/301.shtml>

Drug and Alcohol Policy <http://www.uni.edu/pres/policies/413.shtml>

Drug Free Schools on Campuses Regulations <http://www.uni.edu/wellrec/wellness/subabuse>

Policy on Use of Computer Resources <http://www.uni.edu/pres/policies/954.shtml>

Process for Handling of Alleged Violations of Digital Copyrights (e.g. music, video, gaming, downloads, etc.) <http://www.resnet.uni.edu/copyrightviolationprocess.shtml>

RIGHTS AND RESPONSIBILITIES
Statement of Student Rights  
<http://www.uni.edu/studentaffairs/deanofstudents/handbook/rights.shtml>

Discrimination and Harassment Policy <http://www.uni.edu/pres/policies/1302.shtml>


Student Records and Privacy <http://www.uni.edu/pres/policies/311.shtml>

SALES AND SOLICITATION
Sales/Solicitation on Campus <http://www.uni.edu/pres/policies/807.shtml>

LAW ENFORCEMENT ON CAMPUS
Cooperation: Law Enforcement on Campus <http://www.uni.edu/pres/policies/709.shtml>

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Academic Grievances-Undergraduate <http://www.uni.edu/pres/policies/1202.shtml>

Academic Grievances-Graduate <http://www.uni.edu/pres/policies/1201.shtml>

Graduate Assistant <http://www.uni.edu/pres/policies/1205.shtml>

Student Employee Grievances <http://www.uni.edu/pres/policies/1204.shtml>

FEDERAL DRUG-FREE SCHOOLS & CAMPUSES REGULATIONS

The following information is being provided to comply with the Federal Drug-Free Schools and Campus Regulations. If you have questions about the following information, please contact Mark Rowe, UNI Substance Abuse Services Coordinator, at Mark.Rowe@uni.edu or (319) 273-3423.

UNI ALCOHOL & DRUG POLICY

It is the policy of the University of Northern Iowa and the Board of Regents to provide for a drug-free work place and learning environment for students and employees. The unlawful manufacture, distribution, dispensation, possession or use of alcohol or a controlled substance by students or employees on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity is prohibited.

Students who violate this policy may receive any of a number of sanctions, including an official warning, conduct probation, suspension, expulsion, or referral for prosecution and may be required to pay for any damages they caused. Depending upon the circumstance, participation in an educational program and/or a treatment program may also be required.

Employees who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on enforced leave status, suspension, termination or referral for prosecution.

IOWA LAWS CONCERNING ALCOHOL:
State law prohibits:
-Consuming or possessing an alcoholic beverage in a public place
-Possessing an open or unsealed container in a motor vehicle if it is within the immediate reach of the driver
-Public intoxication or pretending to be intoxicated
-Giving or selling alcohol to someone under age 21 or who is intoxicated
-Lending or permitting someone to use your driver's license so that they can obtain alcohol

Each of the above violations is a simple misdemeanor offense punishable by up to 30 days imprisonment and a fine of at least $50, but not more than $500.
Fake I.D.:
Anyone under 21 who alters, displays or possesses a fictitious or fraudulently altered license and uses it to purchase alcohol can lose their driver's license for up to 6 months.

Minor in Possession (MIP):
It is illegal to consume, possess or purchase alcohol if you are under 21.
-First Offense MIP - $200 fine
-Second Offense MIP - $500 fine AND completion of a substance abuse evaluation or driver's license revocation for up to one year
-Third or subsequent Offense MIP - $500 fine and license suspension for up to one year

Operating While Intoxicated (OWI):
-Deferred Judgment is available only to a first offender who was not involved in a personal injury crash, who consented to the test and whose test result was less than .15.
-Jail/Prison and Fine Minimums:
*1st offense - 48 hours jail / $1,250 fine (reductions possible)
*2nd offense - 7 days jail / $1,850 fine
*3rd offense - 30 days jail or commit to prison (5 years maximum) / $3,125 fine
-Driver's License Sanctions:
*.02 violation (applies to persons under 21) - revocation of 60 days, second or subsequent violation is 90 days, no work permit is provided
*1st offense (defendant consented to test) - revocation of 180 days
*Subsequent violations result in harsher sanctions up to losing your vehicle.

HEALTH RISKS OF ALCOHOL CONSUMPTION:
-Violence: Fights, vandalism, sexual assaults, homicide, and suicide are far more likely when drinking is involved.
-Unprotected sex: Safer sex practices are often abandoned when drinking, which can result in unplanned pregnancy and/or sexually transmitted disease infection
-Serious injury: Most fatal automobile accidents involve alcohol use.
-Death from overdose.
-Addiction: If you have a family history of addiction, you have significantly increased risk for addiction.
-Lowered resistance to disease/illness.
-Increased risk of ulcers, heart disease, and multiple forms of cancer.
-Alcohol consumption during pregnancy can cause a range of physical deformities, brain damage and mental retardation.

HEALTH RISKS OF ILLEGAL DRUGS:
Marijuana: Possible long-term effects include apathy, lung disease, heart disease, stroke cancer and addiction. Marijuana use significantly impairs driving skills.

Stimulants: Possible long-term effects include anxiety, confusion, insomnia and psychotic symptoms, such as paranoia. Stimulants increase wakefulness and physical activity and decrease appetite. An overdose can be lethal.

Hallucinogens: Possible long-term effects include flashbacks & psychosis. The effects of hallucinogens are unpredictable and can vary dramatically based upon setting/environment. During "bad trips", the user generally feels panicked, confused, paranoid and out of control.
Subject: Student rights, responsibilities, and key resources
From: Dean of Students <deanofstudents@uni.edu>
Date: Sun, 19 Sep 2010 19:54:08 -0500
To: all-enrolled-uni-students@uni.edu

Students,

Various state and federal laws require the University of Northern Iowa to provide information and notice to students on a variety of policies and procedures. You should receive this message only once each academic year. Please review and retain this message for future reference. Consumer information pertaining to students and other constituencies may be found on line at: http://www.uni.edu/resources/consumer-info/. Paper copies of any of the information provided here are available upon request.

It is the responsibility of the student to know and follow current requirements and procedures at all levels of the university. Information about key resources, student conduct policies, student rights, and other matters affecting students are described in detail the University Student Handbook <http://www.uni.edu/studentaffairs/deanofstudents/handbook/>. These include the following:

RESOURCES FOR ALCOHOL & DRUG USE CONCERNS:

Substance Abuse Services, 101 Wellness and Recreation Center, (319) 273-3423, http://www.uni.edu/wellrec/wellness/subabuse/
-Consultation and referrals, substance abuse evaluations, educational interventions

UNI Counseling Center, 103 Student Health Center, (319) 273-2676, http://www.uni.edu/counseling/
-Individual and group counseling, consultations and referrals

-Evaluation of injuries, general medical care, urgent care and pharmacological therapies when appropriate

RESOURCES FOR SEXUAL ASSAULT & MISCONDUCT CONCERNS:

-Confidential advocacy for survivors of sexual assault, sexual misconduct, stalking, domestic violence, and other forms of relationship violence.

Seeds of Hope, Kimball Ave, Suite 355, Waterloo, IA 50702, (888) 746-4673 (24 hour crisis line) or (319) 272-1400
-Confidential advocacy for survivors available 24 hours a day, 7 days a week.

UNI Police, 30 Gilchrist Hall, (319) 273-2712, http://www.vpaf.uni.edu/pubsaf/
-Assists students in determining whether a crime was committed and what options are available for the survivor to pursue.

STUDENT CONDUCT POLICIES

Student Conduct Code <http://www.uni.edu/pres/policies/302.shtml>
Student Sexual Misconduct Policy <http://www.uni.edu/pres/policies/315.shtml>
Academic Ethics/Discipline <http://www.uni.edu/pres/policies/301.shtml>
Drug and Alcohol Policy <http://www.uni.edu/pres/policies/413.shtml>
Drug Free Schools on Campuses Regulations <http://www.uni.edu/wellrec/wellness/subabuse>
Policy on Use of Computer Resources [http://www.uni.edu/pres/policies/954.shtml]

Process for Handling of Alleged Violations of Digital Copyrights (e.g. music, video, gaming, downloads, etc.) [http://www.uni.edu/resnet/content/file-sharing-facts]

RIGHTS AND RESPONSIBILITIES

Statement of Student Rights [http://www.uni.edu/deanofstudents/studentrights]

Discrimination and Harassment Policy [http://www.uni.edu/pres/policies/1302.shtml]


Student Records and Privacy [http://www.uni.edu/pres/policies/311.shtml]

SALES AND SOLICITATION

Sales/Solicitation on Campus [http://www.uni.edu/pres/policies/807.shtml]

LAW ENFORCEMENT ON CAMPUS

Cooperation: Law Enforcement on Campus [http://www.uni.edu/pres/policies/709.shtml]

GRIEVANCES

Academic Grievances-Undergraduate [http://www.uni.edu/pres/policies/1202.shtml]

Academic Grievances-Graduate [http://www.uni.edu/pres/policies/1201.shtml]

Graduate Assistant [http://www.uni.edu/pres/policies/1205.shtml]

Student Employee Grievances [http://www.uni.edu/pres/policies/1204.shtml]

FEDERAL DRUG-FREE SCHOOLS & CAMPUS REGULATIONS

The following information is being provided to comply with the Federal Drug-Free Schools and Campus Regulations. If you have questions about the following information, please contact Mark Rowe, UNI Substance Abuse Services Coordinator, at Mark.Rowe@uni.edu or (319) 273-3423.

UNI ALCOHOL & DRUG POLICY

It is the policy of the University of Northern Iowa and the Board of Regents to provide for a drug free work place and learning environment for students and employees. The unlawful manufacture, distribution, dispensation, possession or use of alcohol or a controlled substance by students or employees on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity is prohibited.

Students who violate this policy may receive any of a number of sanctions, including an official warning, conduct probation, suspension, expulsion, or referral for prosecution and may be required to pay for any damages they caused. Depending upon the circumstance, participation in an educational program and/or a treatment program may also be required.

Employees who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on enforced leave status, suspension, termination or referral for prosecution.

IOWA LAWS CONCERNING ALCOHOL:

State law prohibits:
- Consuming or possessing an alcoholic beverage in a public place
- Possessing an open or unsealed container in a motor vehicle if it is within the immediate reach of the driver
- Public intoxication or pretending to be intoxicated
Student rights, responsibilities, and key resources

-Giving or selling alcohol to someone under age 21 or who is intoxicated
-Lending or permitting someone to use your driver’s license so that they can obtain alcohol

Each of the above violations is a simple misdemeanor offense punishable by up to 30 days imprisonment and a fine of at least $50, but not more than $500.

Fake I.D.: Anyone under 21 who alters, displays or possesses a fictitious or fraudulently altered license and uses it to purchase alcohol can lose their driver's license for up to 6 months.

Minor in Possession (MIP): It is illegal to consume, possess or purchase alcohol if you are under 21.
-First Offense MIP - $200 fine
-Second Offense MIP - $500 fine AND completion of a substance abuse evaluation or driver's license revocation for up to one year
-Third or subsequent Offense MIP - $500 fine and license suspension for up to one year

Operating While Intoxicated (OWI): Deferred Judgment is available only to a first offender who was not involved in a personal injury crash, who consented to the test and whose test result was less than .15.
-Jail/Prison and Fine Minimums:
* 1st offense - 48 hours jail / $1,250 fine (reductions possible)
* 2nd offense - 7 days jail / $1,850 fine
* 3rd offense - 30 days jail or commit to prison (5 years maximum) / $3,125 fine
- Driver's License Sanctions:
* .02 violation (applies to persons under 21) - revocation of 60 days, second or subsequent violation is 90 days, no work permit is provided
* 1st offense (defendant consented to test) - revocation of 180 days
* Subsequent violations result in harsher sanctions up to losing your vehicle.

HEALTH RISKS OF ALCOHOL CONSUMPTION:
-Violence: Fights, vandalism, sexual assaults, homicide, and suicide are far more likely when drinking is involved.
-Unprotected sex: Safer sex practices are often abandoned when drinking, which can result in unplanned pregnancy and/or sexually transmitted disease infection
-Serious injury: Most fatal automobile accidents involve alcohol use.
-Death from overdose.
-Addiction: If you have a family history of addiction, you have significantly increased risk for addiction.
-Lowered resistance to disease/illness.
-Increased risk of ulcers, heart disease, and multiple forms of cancer.
-Alcohol consumption during pregnancy can cause a range of physical deformities, brain damage and mental retardation.

HEALTH RISKS OF ILLEGAL DRUGS:
Marijuana: Possible long-term effects include apathy, lung disease, heart disease, stroke cancer and addiction. Marijuana use significantly impairs driving skills.

Stimulants: Possible long-term effects include anxiety, confusion, insomnia and psychotic symptoms, such as paranoia. Stimulants increase wakefulness and physical activity and decrease appetite. An overdose can be lethal.

Hallucinogens: Possible long-term effects include flashbacks & psychosis. The effects of hallucinogens are unpredictable and can vary dramatically based upon setting/environment. During "bad trips", the user generally feels panicked, confused, paranoid and out of control.
## University of Northern Iowa Alcohol Violations

### Frequency of Misconduct in Non-Residence - for KPI*

<table>
<thead>
<tr>
<th>Violation</th>
<th>2008-09</th>
<th>2009-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol: Contributing</td>
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<td>1</td>
</tr>
<tr>
<td>Alcohol: Minor in possession</td>
<td>13</td>
<td>15</td>
</tr>
<tr>
<td>Alcohol: Oversized container</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Alcohol: public area</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Alcohol: OWI</td>
<td>13</td>
<td>24</td>
</tr>
<tr>
<td>Public Intoxication</td>
<td>54</td>
<td>47</td>
</tr>
<tr>
<td><strong>Alcohol Total</strong></td>
<td>80</td>
<td>87</td>
</tr>
</tbody>
</table>

### Frequency of Misconduct in Residence - for KPI

<table>
<thead>
<tr>
<th>Violation</th>
<th>2008-09</th>
<th>2009-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol: Contributing</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>Alcohol: Minor in possession</td>
<td>615</td>
<td>559</td>
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<td>Alcohol: Oversized container</td>
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<td>2</td>
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<tr>
<td>Alcohol: public area</td>
<td>20</td>
<td>5</td>
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<tr>
<td>Alcohol: OWI</td>
<td>24</td>
<td>47</td>
</tr>
<tr>
<td>Public Intoxication</td>
<td>54</td>
<td>47</td>
</tr>
<tr>
<td><strong>Alcohol Total</strong></td>
<td>651</td>
<td>581</td>
</tr>
</tbody>
</table>

* Data are broken down by those violations that occur in the residence halls versus other areas of campus

### Recidivism Rate of Drug and Alcohol Violations

<table>
<thead>
<tr>
<th></th>
<th>2008-09</th>
<th>2009-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recidivism Rate</td>
<td>12%</td>
<td>13.50%</td>
</tr>
</tbody>
</table>

(Reflects the percentage of students with at least two drug or alcohol violations)
APPENDIX D

University of Northern Iowa
Student-Athlete Code-of-Conduct

2010-11

I. Introduction

All student-athletes are members of the University of Northern Iowa's student body. You are a student first, and your participation in intercollegiate athletics derives from your status as a student. Accordingly, all University policies governing student conduct apply to you.

Participation in the University of Northern Iowa intercollegiate athletic program is a privilege. You represent not only yourself, but also your teammates, others in the athletic department, the University, our community, our state, our conference and our alumni throughout the world. Given the significance of this privilege, additional responsibilities are placed upon you beyond those placed on other students at the University.

This student-athlete code of conduct is designed to inform you, the student-athlete, of the behavior expected of you, and to the potential consequences that your behavior may have on your status as a student-athlete, and applies in addition to the student conduct code of the University.

The Athletic Department may take action under this code of conduct regarding your participation in the University's intercollegiate athletics program, and also regarding the awarding, renewal, and modification of a scholarship that you may now have or may receive in the future. This Code of Conduct is intended to complement, not replace, the University student conduct code or conduct rules that your sport team has adopted, including consequences for violating university policy or sport team rules. Always remember that a coach has the right to impose additional rules and sanctions above and beyond those outlined in this policy.

II. Policies on Misconduct

If you are arrested or charged with a crime you are required to notify your head coach within 24 hours. Your head coach will inform his/her sport administrator. The sport administrator shall serve as the representative of the department in determining the appropriate application of this policy. There are two levels of misconduct that may affect your ability to fully participate in the University of Northern Iowa's intercollegiate athletic program: Level I, Level II. Charges such as minor driving offenses, etc. are not subject to the applications, definitions and sanctions of Level I and Level II misconduct.

A. Level I Misconduct

If the University of Northern Iowa Athletics Department has information which leads it to conclude that a student-athlete has been arrested or charged with a violation of local, state or federal law involving violence (sexual assault, battery, etc.), theft (any degree), drugs (possession, distribution or intent to distribute, etc.) or a major alcohol offense (OWI, providing alcohol to a minor, etc.) or illegal gambling or any felony charge, the student-athlete shall be immediately suspended from intercollegiate athletic participation, which may include practice. The suspension remains in effect until either 1) the charges are resolved by the legal system; or 2) University or departmental disciplinary measures have been issued in accordance with this policy and/or the department lifts or modifies the suspension or the term of the suspension is served.
By suspending the student-athlete, the department is not pre-judging guilt or innocence, rather the suspension protects the integrity of our department and its 18 sport programs, including all of our student-athletes, when there is an arrest or criminal charge.

1. **Sanctions for Level I Misconduct:**
   - First Offense – The student-athlete will be suspended (at least 10% of the season) from competition and may be suspended from practice. This suspension may be up to one calendar year. The Athletic Director and/or Head Coach reserve the right to dismiss the student-athlete from the team.

   The student-athlete may be required to a) Attend an assessment session with appropriate counseling provider to assess if additional intervention is needed. The student-athlete is responsible for related expenses including expenses for education, counseling, evaluation, or treatment, if any expense is entailed; b) Perform community service as directed.

   - Second Offense – The student-athlete will be suspended from practice and competition for a minimum of one calendar year. The Athletic Director and/or Head Coach reserve the right to dismiss the student-athlete from the team.

   The student-athlete will be required to a) Attend an assessment session with appropriate counseling provider to assess if additional intervention is needed. The student-athlete is responsible for related expenses including expenses for education, counseling, evaluation, or treatment, if any expense is entailed; b) Perform community service as directed.

   - Third Offense – The student-athlete will be dismissed from the team.

**B. Level II Misconduct**

A student-athlete arrested or charged with other infractions (non-Level I) violations such as public intoxication, disorderly conduct, minor in possession, etc. is subject to the following sanctions. The Athletic Director reserves the right to declare any infraction as Level I.

1. **Sanctions for Level II Misconduct:**
   - First Offense – The student-athlete is required to meet with the appropriate sport administrator, or designee to review the infraction. The student-athlete will be required to a) Perform community service as directed; b) If so directed by the sport administrator, attend an assessment session with appropriate counseling provider to assess if additional intervention is needed. The student-athlete is responsible for related expenses including expenses for education, counseling, evaluation, or treatment, if any expense is entailed.

   - Second Offense – The student-athlete is required to meet with the appropriate sport administrator, or designee to review the infraction. The student-athlete will be required to a) Attend an assessment session with appropriate counseling provider to assess if additional intervention is needed; b) Perform community service as directed; c) Shall be suspended at least 10% of all regularly scheduled competitions beginning with the next event.

   - Third Offense – Any third level II offense shall be considered a level I violation and result in appropriate level I sanctions.
Termination of scholarship benefits: The Director of Athletics may pursue revocation or modification of athletically-related financial aid, such as a scholarship, as a consequence of any and all Level I misconduct. Any action to revoke or modify athletically-related financial aid will be in accordance with NCAA and institutional procedures.

Suspension Guidelines: When suspended from competition, a student-athlete may be allowed use of facilities for academic services, athletic training and strength and conditioning. The student athlete may be suspended from practice activities.

III. Drug Testing

The University of Northern Iowa may conduct random drug tests of student-athletes throughout the year. Among the substances tested for are marijuana, cocaine and amphetamines, including ecstasy and methamphetamines. Additionally, the University may test for performance enhancing drugs on a random basis. Refer to the supplemental drug testing policy for additional details.

IV. Social Networking Sites

Members of the athletic department staff have the authority to view Facebook, My Space, or any other public online journal, and review profiles and other information for appropriate content related to being a student-athlete. Photos, “groups” or other content (including “wall-postings”), which violate or appear to violate the conditions of this code of conduct or other laws may be considered a violation of this code of conduct. This includes, but is not limited to, derogatory statements, depictions of underage drinking or alcohol use, and any reference to illicit drugs or other inappropriate behavior not reasonably related to a legitimate academic activity.

V. Hazing & Pre-Initiation Activities

All forms of hazing on the part of any individual, group or organization are subject to disciplinary action. No initiation or other activity shall be undertaken which endangers the health or safety of an individual, or demands an individual to engage in conduct of an unbecoming or humiliating nature, or in any way detracts from an individual’s academic pursuits.

For purposes of this policy and university disciplinary action, hazing is prohibited and is defined as any act which intentionally, unintentionally or recklessly endangers the physical, mental or emotional health or safety of a student and/or results in ridicule, for the purpose of admission into, affiliation with or as a condition for continued membership in any group. This applies to any group, organization or team connected with the university, regardless of the individual’s willingness to participate in any forced or required activity. Failure to report hazing activity may be considered a violation of the code of conduct.

VI. Sexual Misconduct Policy

If you or someone you know may be a victim of sexual misconduct, sexual assault, or any other behaviors prohibited under this policy, you are strongly encouraged to seek immediate assistance from Violence Intervention Services, Student Health Center, Room 60 (319) 273-2137 or UNI Police, Gilchrist Hall, Room 30, (319) 273-2712. Students will be provided counseling and medical referrals; assistance with safe housing and academic and financial concerns related to the sexual misconduct; and information concerning victim’s rights. Individuals will also be provided information concerning University, civil and criminal complaints, including how to file such complaints.
The University will not pursue disciplinary action for improper use of alcohol or other drugs against an alleged victim of sexual misconduct or against another student who shares information as either a witness to or as a reporter of sexual misconduct as long as the report is made in good faith. See “Good Samaritan Provision” Article III (D) of the Student Conduct Code.

VII. Student Hosts During Recruiting Visits

The University of Northern Iowa is committed to providing an informative and safe environment for prospective student-athletes while visiting UNI on official recruiting visits. It is the expectation of this policy that prospective student-athletes and student-athletes who will be serving as campus hosts conduct themselves in a manner that is consistent with NCAA regulations and UNI policies.

It is the student host’s responsibility to discourage and report any violations of these guidelines to the head coach.

- It is the responsibility of the University of Northern Iowa to use its best efforts to ensure the safety and well being of prospective student-athletes visiting campus. At the same time, it is incumbent upon prospective student-athletes and their student host to avoid any situations or activities that would jeopardize their safety or would be against NCAA regulations, UNI guidelines, university policies or local laws, rules and regulations.
- All entertainment of prospective student-athletes is limited to a 30-mile radius of the University of Northern Iowa. It is the responsibility of the head coach and the student host to supervise all activities, structured and unstructured, of the prospect while visiting our campus for the purpose of recruitment.
- Underage drinking (under 21) is illegal in the State of Iowa. Prospective student-athletes under age 21 are not allowed consume alcohol. If a prospective student athlete is of legal age (21) and may enter a local bar, it is the student host’s responsibility to ensure that the prospective student-athlete is aware that alcohol abuse will NOT be tolerated. Prospects who are not yet 19 years old are prohibited from being in a bar after 11:00 p.m. The student host must understand that the host money CANNOT be used to provide alcohol to any prospect regardless of age.
- The use of banned substances (illegal drugs) is prohibited during any official/unofficial visit to the University of Northern Iowa.
- Campus visits are to exclude other inappropriate behavior including, but not limited to, sexual activity, sexual harassment, and/or any type of visitation to strip clubs.
- Any gambling activities during the prospective student-athlete’s official visit are prohibited. No visit to any establishment where gambling activities take place will be acceptable.
- An enrolled student-athlete may participate as the student host during a prospective student-athlete’s official visit to the University of Northern Iowa. Non-qualifiers are not eligible to be student hosts. The student host may receive a maximum of $30.00 per day to cover actual costs of entertaining prospects (and the prospect’s parents, legal guardians or spouse), excluding the cost of meals and admission to UNI events. A maximum of $60.00 can be given to the student host for the duration of the official visit. These funds may not be used for the purchase of souvenirs such as T-shirts or other institutional mementos. At no time may a prospective student-athlete receive cash from the student host.
- A prospective student-athlete may not have contact with representatives of the University of Northern Iowa’s athletics interests (boosters). It is the responsibility of the student host to ensure that such contact does not take place when they are entertaining prospective student-athletes. If an unplanned meeting occurs, only an exchange of greeting is permissible.
Prospective student-athletes will have a curfew of 12:30 a.m. unless they are participating in activities supervised or arranged by the UNI coaching staff.

Incidents contrary to these guidelines may result in a decision by the University to decline admission or grant financial aid to a prospective student-athlete and may also result in penalties to student-athletes up to and including dismissal from the team. If there are any questions relating to these guidelines, you should contact Steve Schofield, Assistant Athletic Director for Compliance.

VIII. Appeals

A student-athlete may appeal sanctions issued as a result of violation of this policy if the policy has been incorrectly applied to the student-athlete’s circumstance, or applied in a manner deemed arbitrary and/or capricious, or new information becomes available. This appeal shall be made in writing to the Athletic Director. The basis for the appeal shall be clearly delineated, along with the specific relief sought. The Athletic Director shall respond to the appeal in writing. If the appeal is not resolved to the satisfaction of the student-athlete, further appeal may be made to the Faculty Athletic Representative. This subsequent appeal procedure shall be clearly delineated in the written response from the Athletic Director.

IX. Review

The student-athlete code of conduct is subject to annual review and revision by the athletic department, with subsequent approval of the President of the University.

X. Acknowledgment

Acknowledgment of the terms and conditions of this code of conduct is mandatory prior to athletic participation at the University of Northern Iowa.
My signature attests that I agree to uphold the professional standards of the University of Northern Iowa, the department of athletics and agree to abide by this code of conduct. Additionally, I understand that I must be conscious of the way I portray myself within the community, at athletic and campus events, social events, in class as well as through internet sites and other media.

SIGNATURE _________________________________
<table>
<thead>
<tr>
<th>Compliance Failure to Fulfill Sanction</th>
<th>Feedback to Higher Authority</th>
<th>Revocation of Contract</th>
<th>Reissue Sanction Period (Reissue Proprietary Period)</th>
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<tbody>
<tr>
<td>Transfer From Hall</td>
<td>Same as Actual Violation</td>
<td>Prohibition</td>
<td>Building Security</td>
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<tr>
<td>Prohibition With Condition</td>
<td></td>
<td>Alcohol Consumption</td>
<td></td>
</tr>
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<td></td>
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<td>(Booth/Baggie)</td>
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<td>Analogue</td>
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<td>Alcohol Consumption</td>
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<td>(Contributing)</td>
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<td>(Over Sized)</td>
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<td>Alcohol Consumption (Wine Glass)</td>
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<td>Alcohol Consumption (Large Area)</td>
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Sanctioning Guidelines for Student Conduct Violations

Department of Residence

Appendix E
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<tr>
<th>Violation</th>
<th>Action</th>
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<tbody>
<tr>
<td>Violation</td>
<td>Ban from Hall</td>
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<td>Violation</td>
<td>Transfer from Hall</td>
<td>Probation</td>
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<td>Violation</td>
<td>Probation with Condition</td>
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<td>Harassment (Verbal)</td>
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<td>Harassment (Sexual)</td>
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<td>Harassment (Stalking)</td>
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<td>Guest (Opposite Sex Overnigt)</td>
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<td>Guest (Guest Behavior)</td>
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<tr>
<td>Maximum</td>
<td>Intimidation</td>
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<td>Violation</td>
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Sanctioning Guidelines for Student Conduct Violations
Department of Residence
<table>
<thead>
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<th>Punishment</th>
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<td>Removal of Property</td>
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<td>Call to Animal Control</td>
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<td>Transfer from Hall</td>
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<tr>
<td>Property with Condition</td>
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</tr>
<tr>
<td>Property with Condition</td>
<td>Property with Condition</td>
<td>Property with Condition</td>
<td>Property with Condition</td>
<td>Property with Condition</td>
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<tr>
<td>No Exams</td>
<td>No Exams</td>
<td>No Exams</td>
<td>No Exams</td>
<td>No Exams</td>
</tr>
<tr>
<td>Removal from Residence halls following last</td>
<td>Removal from Residence halls following last</td>
<td>Removal from Residence halls following last</td>
<td>Removal from Residence halls following last</td>
<td>Removal from Residence halls following last</td>
</tr>
<tr>
<td>Suspension/Ejection</td>
<td>Transfer from Hall</td>
<td>Probation with Condition</td>
<td>Removal of Items</td>
<td>Probation</td>
</tr>
<tr>
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</tr>
<tr>
<td>Cancellation of Contract</td>
<td>Ban from Hall</td>
<td>Probation with Condition</td>
<td>Warning</td>
<td></td>
</tr>
<tr>
<td>Cancellation of Contract</td>
<td>Transfer from Hall</td>
<td>Probation with Condition</td>
<td>Warning</td>
<td></td>
</tr>
<tr>
<td>Cancellation of Contract</td>
<td>Transfer from Hall</td>
<td>Probation with Condition</td>
<td>Probation</td>
<td></td>
</tr>
<tr>
<td>Cancellation of Contract</td>
<td>Transfer from Hall</td>
<td>Probation with Condition</td>
<td>Probation</td>
<td></td>
</tr>
<tr>
<td>Probation</td>
<td>Cancellation of Contract</td>
<td>Probation with Condition</td>
<td>Probation</td>
<td></td>
</tr>
<tr>
<td>Immediate</td>
<td>Maximum</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
The Alcohol Task Force was appointed by Dr. Terry Hogan, Vice President for Student Affairs, University of Northern Iowa.

Mission

The overarching mission of the effort is to reduce the incidence of high-risk drinking and associated negative consequences at the University of Northern Iowa. In order to begin to tackle the complex set of issues and circumstances related to this mission, the specific goals of the task force are outlined in this charge which is divided into two sections.

Preparation

1. Develop a thorough understanding of the state-of-the-art relative to assessing, preventing and responding to inappropriate alcohol use and associated negative consequences on American college campuses. Learn what current research exists, what it tells us, and what approaches and practices are viewed as most effective. The focus should be determining which courses of action are supported by research.

2. Assemble and review all existing policies and practices relative to the sale, use and/or marketing of alcoholic beverages at UNI.

3. Assemble and review all existing reports, research and/or other sources of data related to alcohol use and its consequences at UNI.

4. Identify and review all resources and/or activities currently devoted to or undertaken to prevent, intervene or respond to inappropriate alcohol use at UNI.

Needs assessment and planning

1. Identify any particular problems associated with inappropriate alcohol use at UNI that need to be addressed, prioritize them, and develop recommendations for addressing.

2. Identify outstanding assessment, research or other data needs that would be important to inform future work in this area.

3. Recommend key performance indicators that should be monitored over time to assess how well we are doing in addressing identified problems.

4. Recommend an ongoing mechanism (committee, task force, coalition, staffing, etc) by which progress can continue to be made in addressing identified problems, beginning in spring term, 2009.
Alcohol Task Force Membership:

- David Towle, Counseling Center & Student Disability Services Director (Co-Chair)
- Francis Degnin, Philosophy & Religion Assistant Professor (Co-Chair)
- Julie Barnes, Substance Abuse Services Coordinator
- Don Bishop, Head Athletic Trainer
- Michael Blackwell, Center for Multicultural Education Director
- Adam Butler, Psychology Professor
- Jon Buse, Dean of Students
- William Callahan, Dean of the College of Education
- Steve Carrignan, Assistant Vice President for Educational & Sports Events Center Management
- Ambrosia Dixon, Student & NISG Chief of Staff
- William Downe, Social Work Professor
- Carol Fletcher, Assistant Director of Residential Dining
- Adam Haselhuhn, Student & Maucker Union Advisory Board
- Holly Johnson, Alumni Relations Assistant Director
- Anita Gordon Kleppe, Director of Research Services
- Samantha Keitner, Student
- Lisa Kratz, Maucker Union Director
- Clarence Lobdell, Student & NISG Vice President
- Drake Martin, Assistant Director of Residence Education
- Carmen Meeks, Graduate Student
- James O'Connor, UMPR Assistant Vice President
- Alex Raiche, NISG Director of Public Safety
- Susan Riesselman, Student
- Mark Rowe, Violence Prevention Education Coordinator
- Anthony Smothers, Academic Advisor
- Jessica Stinson, Greek Life Program Coordinator
- Katherine Van Wormer, Social Work Professor
- David Zarifis, Director of Public Safety

1. Develop a thorough understanding of the state-of-the-art relative to assessing, preventing and responding to inappropriate alcohol use and associated negative consequences on American college campuses. Learn what current research exists, what it tells us, and what approaches and practices are viewed as most effective. The focus should be determining which courses of action are supported by research.

College Drinking—Changing the Culture, an NIAAA sponsored website, recommends a "4-Tier" method for categorizing prevention approaches, stating:

"The evidence supporting the substance abuse prevention strategies in the literature varies widely. These differences do not always mean that one strategy is intrinsically better than another. They may reflect the fact that some strategies have not been as thoroughly studied as others or have not been evaluated for application to college drinkers. To provide a useful list that accounts for the lack of research as well as negative findings, Task Force members placed prevention strategies in descending tiers on the basis of the evidence available to support or refute them." (http://www.collegedrinkingprevention.gov/StatsSummaries/4tier.aspx)

It also recommend a "3-In-1 Framework", described as "comprehensive, integrated programs with multiple complementary components that target: (1) individuals, including at-risk or alcohol-
dependent drinkers, (2) the student population as a whole, and (3) the college and the surrounding community (Hingson and Howland, 2002; DeJong et al., 1998; Institute of Medicine, 1989)." (http://www.collegedrinkingprevention.gov/StatsSummaries/3inone.aspx)

The follow chart from www.collegedrinkingprevention.gov uses the 3-in-1 Framework and the 4-Tier classification system to summarize recommended prevention strategies:

<table>
<thead>
<tr>
<th>Tier</th>
<th>Strategy</th>
<th>Individuals, including At-Risk and Dependent Drinkers</th>
<th>Student Population as Whole</th>
<th>Community</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: Effective among college students</td>
<td>Combining cognitive-behavioral skills with norms clarification &amp; motivational enhancement intervention</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Offering brief motivational enhancement interventions in student health centers and emergency rooms</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Challenging alcohol expectancies</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2: Effective with general populations</td>
<td>Increased enforcement of minimum drinking age laws</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>Implementation, increased publicity, and enforcement of other laws to reduce alcohol-impaired driving</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>Restrictions on alcohol retail density</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>Increased price and excise taxes on alcoholic beverages</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>Responsible beverage service policies in social &amp; commercial settings</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>The formation of a campus/community coalition</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>3:</td>
<td>Adopting campus-based policies to</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Promising</td>
<td></td>
<td></td>
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<td></td>
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<td>------------</td>
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<tr>
<td>reduce high-risk use (e.g., reinstating Friday classes, eliminating keg parties, establishing alcohol-free activities &amp; dorms)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increasing enforcement at campus-based events that promote excessive drinking</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Increasing publicity about enforcement of underage drinking laws/eliminating &quot;mixed&quot; messages</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Consistently enforcing campus disciplinary actions associated with policy violations</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Conducting marketing campaigns to correct student misperceptions about alcohol use on campus</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Provision of &quot;safe rides&quot; programs</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Regulation of happy hours and sales</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Enhancing awareness of personal liability</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Informing new students and parents about alcohol policies and penalties</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

4: Ineffective

| Informational, knowledge-based or values clarification interventions when used alone | N/A | N/A | N/A |

BASICS is an example of a Motivational Enhancement approach that has empirical evidence to support its use with at-risk college students.

2. Assemble and review all existing policies and practices relative to the sale, use and/or marketing of alcoholic beverages at UNI.

The University of Northern Iowa has several policies addressing alcohol, including a general policy (4.13 Drugs and Alcohol) which asserts: 1) the University will provide an alcohol and drug free workplace and learning environment, 2) illegal activities are prohibited, and 3) violations of the policy will result in University discipline. ([http://www.uni.edu/president/policies/413.shtml](http://www.uni.edu/president/policies/413.shtml))

Policies specifically addressing student alcohol use include:

**Student Conduct Code**

Department of Residence Policies, Panther Planner

University of Northern Iowa Greek Alcohol Policy
http://www.uni.edu/maucker/greeklife/policies/forms/alcohol_policy.htm

Resident Assistant Alcohol Statement and Agreement
http://www.uni.edu/dor/raapplication/AlcoholAgreement.pdf

Student-Athlete Code of Conduct

UNI Athletics Substance Abuse Policies and Procedures

Other University policies which relate to alcohol include:

Alcohol at UNI, Department of Residence, Catering Policy

University of Northern Iowa Intercollegiate Athletics Tailgating Policy
http://www.vpad.uni.edu/pubsaf/alcohol/tailgating.shtml

Student Sexual Misconduct Policy
http://www.uni.edu/president/policies/315.shtml

Entertainment of University Guests
http://www.uni.edu/president/policies/1307.shtml

Personal Conduct Rules
http://www.uni.edu/president/policies/303.shtml

Identified Policy Concerns:

- The UNI Athletic Department has identified a need for a "Student-Athlete Code of Conduct" and "UNI Athletics Substance Abuse Policies and Procedures." Both policies are under development and review.

- The current wording of the Good Samaritan Provision (Article III, Section D of the Student Conduct Code) may not be effective in encouraging students to seek medical assistance when needed. Also, students may not be sufficiently aware of its existence.

- The UNI Drug and Alcohol Policy prohibits unlawful activities but provides no guidance regarding legal but undesirable, unhealthy, or risky activities or behaviors.

- The University lacks a policy specifically addressing student alcohol use.

- The University does not have a specific policy or guidelines regarding notification of parents of students who have violated alcohol policies (as allowed under FERPA).

- Current alcohol-related policies at UNI are difficult to locate online.
For instance, the "A-Z Index" has no listings for the terms "alcohol", "drug", "substance abuse" or "UNI Substance Abuse Services."

The UNI Substance Abuse Services homepage provides valuable links to UNI policies, state, federal, and local laws, but is difficult to locate and not complete regarding policies. A revision of this website is in progress.

A web user who knows that UNI Substance Abuse Services is located within University Health Services is mistakenly taken to the Student Health Clinic website which currently does not have a direct link to UNI Substance Abuse Services on its homepage.

3. Assemble and review all existing reports, research and/or other sources of data related to alcohol use and its consequences at UNI.

- The primary source of data regarding alcohol use and its consequences at UNI is the American College Health Association National Collegiate Health Assessment, which was conducted at UNI in the Spring 2008 semester. The survey provides data on drinking patterns and consequences, as well as data on illicit and prescription drug use.

- Additional sources of data identified include:
  - UNI Department of Public Safety arrest reports and calls for service.
  - Discipline records from the Dean of Students Office and the Department of Residence.
  - Referrals to and services provided by UNI Substance Abuse Services.
  - Counseling and Health Clinic records of services related to alcohol abuse.

- The NCHA 2008 Survey of UNI students found:

  - Alcohol Use Patterns:
    - 74% drank alcohol in the previous month
    - 12% never drink alcohol
    - 14% have used alcohol, but not in the previous month
    - 52% reported binge drinking at least once in the previous 2 weeks (5 or more drinks for males; 4 or more for females).
    - 61% of male UNI students reported binge drinking.
    - 48% of female UNI students reported binge drinking

  - Consequences of Drinking:
    - 8% driving after drinking
    - 43% doing something while drinking they later regretted
    - 38% forgetting what they did or where they were
    - 21% were physically injured
    - 21% had unprotected sex
    - 12% alcohol use negatively affected academic performance
    - 6% were involved in a fight
    - 4% physically injured someone else
Strategies used (usually or always) to minimize alcohol problems when going out or "partying":

- 85% use a designated driver
- 78% eat before or during drinking
- 55% keep track of how many drinks consumed
- 29% determine in advance a limit on number of drinks
- 28% have a friend tell them when they've had enough
- 22% avoid drinking games
- 20% choose not to use alcohol

Perceptions of Drinking by Others:

- UNI students believe 36% of other students drink daily while only 0.1% of students actually report daily drinking.
- UNI students believe that 1.6% of students never drink alcohol while 14% of students actually report never drinking alcohol.

■ UNI Public Safety reported for 2006-07, 2007-08, and 2008-09:

- An average of 268 arrests for Minor In Possession.
- An average of 64 arrests for Public Intoxication.
- An average of 13 arrests for OWI.
- An average of 9 students required medical assistance (on campus).
- An average of 7 arrests for disorderly conduct.
- An average of 12 arrests for Open Container.

■ Student Discipline records showed for 2006-07 and 2007-08:

- An average of 464 referrals were made for discipline because of alcohol misuse.
- An average of 198 referrals were made for Alcohol Edu.
- An average of 23 students were referred to Taking Stock.
- An average of 24 students were referred for Substance Abuse Evaluations.

■ Counseling Center data for 2008-09 showed:

- 10.5% of clients presented with Alcohol Abuse or Alcohol Dependence problems.

Conclusions about student alcohol use:

1. Although most UNI students report drinking alcohol, a sizeable minority do not drink.
2. A majority of male students reported binge drinking.
3. UNI students overestimate daily drinking and underestimate abstinence from alcohol by their peers.
4. UNI students experience significant negative consequences from drinking alcohol.
5. Students often use 2 strategies to avoid problems with alcohol, using a designated driver and eating before or during drinking, but do not frequently use other strategies such as setting limits, counting drinks, or avoiding drinking games.
Identified Data Concerns:

- It is difficult to identify UNI students in community arrest and complaint records, providing an incomplete record of alcohol-related legal offenses involving UNI students.
- Changes in ACHA NCHA survey may make evaluation of data trends difficult between initial and subsequent administrations.
- Communication protocols with Sartori hospital need continuing development to identify and provide appropriate intervention services to students who have alcohol-related emergency health problems.
- The ACHA NCHA provides data about the impact of drinking on individuals but does not provide data about the alcohol-use environment.
- Budget cuts may limit the frequency of survey data collection.

4. Identify and review all resources and/or activities currently devoted to or undertaken to prevent, intervene or respond to inappropriate alcohol use at UNI.

Report of the Drug and Alcohol Programs Available at the Universities, Board of Regents, December 4, 2007
http://www2.state.i.a.us/regents/meetings/DocketMemos/07Memos/dec07/1207ITEM05d.pdf

University Health Services

Staffing
- 1 FTE Substance Abuse Services Coordinator, 1 FTE Alcohol Prevention Educator (as it relates to gender-based violence), 3-4 Peer Health Educators (student staff), Counseling Center counselors providing individual therapy with students having alcohol/drug concerns (7 FTE counselors – 3 doctoral level and 4 master’s level; in addition, 4 interns are on staff each fall and spring semester, providing a similar level of service as the professional staff members), Student Health Clinic staff providing medical assessment and follow-up care regarding the physical effects of substances (6 FTE nurses, 3 FTE physicians, 1 FTE physician’s assistant, 1 FTE lab technician, 1 FTE pharmacist).

Prevention/Education/Outreach
- Programs, presentations; speaking in residence halls, Greek community and student organizations; passive programming campaigns (i.e. bulletin boards in residence halls, signage on-campus in general); speakers and campus events/activities to raise awareness and promote responsible/safe consumption; participation in National Collegiate Alcohol Screening Day in April; ongoing availability of an online alcohol screening tool via Mental Health Screeing.org; ongoing availability of e-Toke, an online marijuana assessment tool developed at the University of California San Diego.

Intervention
- Individual consultations/assistance/therapy; classes/workshops for UNI Alcohol Policy violators: AlcoholEdu (provided online, courses are 3-4 hours in length and purchased from Outside the Classroom.com, which also provides an annual data summary for college clients; Taking Stock (professionally-facilitated workshop that does not utilize a commercially-produced curriculum); Prime for Life Version 8.0 (curriculum-based program developed by the Prevention Research Institute in Lexington, KY, this curriculum is used across the state of Iowa for individuals arrested for drinking and driving offenses, UNI students referred for this program complete it either through Hawkeye Community College or Pathways Behavioral Services); Substance Abuse
Evaluations (Julie Barnes provides evaluations for a $100.00 fee unless the evaluation is needed for a drinking/driving offense, as students with a Zero Tolerance or Operating While Intoxicated offenses complete their required evaluations at a community-based agency). Substance abuse evaluations are available in the community at Pathways Behavioral Services or Cedar Valley Recovery Services.

**Prevalence Data Collection**
- American College Health Association – National College Health Assessment (several questions are included which address student behaviors, attitudes and perceptions related to alcohol and other drug use).

**Training Programs**
- Residence Life training for Residence Life Coordinators and Resident Assistant staff members, Greek Life new member orientation, and Camp Adventure student employees.

**Maucker Union (Student Involvement/Activities and Greek Life)**

**Staffing**
- 1 FTE Student Involvement/Activities Program Coordinator and 1 FTE Greek Life Program Coordinator.

**Prevention/Education/Outreach**
- Campus Activities Board (CAB) Thursdaze events, speakers, and Homecoming activities/events

**Training Programs**
- Greek Life new member orientation

**Northern Iowa Student Government (NISG)**

**Prevention/Education/Outreach**
- The Panther SafeRide Shuttle is a free service to Students at the University of Northern Iowa, thanks to a partnership between MET Transit and NISG. This service allows students to commute in a safe and responsible manner from their residence to late night entertainment establishments. This service was not prompted by any accidents or complaints, but rather as a proactive step in keeping our students safe. This service allows a responsible choice and benefits all parties involved. Currently the SafeRide is in its first year of service starting in August 2008. NISG provides all advertising and bears the full responsibility of costs associated with this service.

- NISG has made and distributed pamphlets on the dangers of binge drinking, safe and responsible house parties, and the importance of having a designated driver. These efforts are not against drinking or viewing it in a negative light, but rather asking students to be responsible in their decisions.

**Intervention**
- The Panther SafeRide Shuttle is a free service to Students at the University of Northern Iowa, thanks to a partnership between MET Transit and NISG. This service allows
students to commute in a safe and responsible manner from their residence to late night entertainment establishments. This service was not prompted by any accidents or complaints, but rather as a proactive step in keeping our students safe. This service allows a responsible choice and benefits all parties involved. Currently the SafeRide is in its first year of service starting in August 2008. NISG provides all advertising and bears the full responsibility of costs associated with this service. (The SafeRide Shuttle may be seen as a preventative and intervention method.)

Residence Life

Staffing
- 1 FTE Director of Residence Life, 1 FTE Assistant Director or Residence/Education, 1 FTE Area Coordinator/University Apartments and Suites, 8 Residence Life Coordinators (master's level), 4 Graduate Residence Life Coordinators (bachelor's level), 88 Resident Assistants (student staff members).

Prevention/Education/Outreach
- Passive programming campaigns (i.e. bulletin boards), events/activities to raise awareness and promote responsible/safe consumption.

Intervention
- Resident Assistant staff members addressing alcohol/other drug policy violations in campus-based housing and completing disciplinary documentation (i.e. incident report); Coordinator staff members initiating conduct meetings, holding hearings, and issuing sanctions/referrals as appropriate; Director hears appeals by students regarding Coordinator sanctions/referrals.

Training Programs
- All members of Residence Life participate (and at times lead) in new and on-going training regarding resources, policies, and the process for responding to alcohol/other drug issues/violations in campus-based housing.

Dean of Students Office

Staffing
- 1 FTE Dean of Students, 1 FTE Coordinator of New Student Programs, 1 Graduate Assistant.

Prevention/Education/Outreach
- Passive programming campaigns for Homecoming and prior to Spring Break (i.e. brochures, table tents), coordinating overall campus efforts to strive toward ensuring a safe Homecoming celebration, including risk management aspects (i.e. Personal Safety and Responsibility presentation to parents) as a part of the Summer Orientation program.

Intervention
- DOS office staff members initiating conduct meetings, holding hearings, and issuing sanctions/referrals as appropriate (for any student policy violations, issues, concerns that do not occur within campus housing), oversight of all aspects associated with the organization and operation of formal hearing panels.
University Police

Staffing
- 1 FTE Director, 1 FTE Associate Director, 1 FTE Investigator, 3 FTE Lieutenants, 12 FTE Police Officers, 15 Student Patrol members.

Prevention/Education/Outreach
- Personal Safety programs in the Residence Halls, SAFE program (2 hour self-defense program), Rape Aggression Defense program (approximately 1 month long self-defense program). Each of these 3 programs addresses dimensions of alcohol/other drug issues in connection with the overall course content.

Intervention
- Responding (emergency, tickets, arrests, referrals) to alcohol/other drug related issues/concerns: in the residence halls, if contacted for assistance by Residence Life staff; on-campus property/areas in general.

Employee Assistance Program (EAP)

Provided by Allen Hospital for UNI employees and immediate family members; short-term counseling for alcohol or drug abuse (up to 6 sessions per year).

Staffing
- Members of the EAP Committee (staff/faculty) spend roughly 1 hour/semester in meetings and additional time to review utilization reports; Human Resources staff members spend considerably more time on EAP (i.e. Nick Bambach communicates with departments on-campus requesting programming from the EAP for its employees); Deedra Dahlager, Wellness/Resource Lab Coordinator, is the EAP Liaison, which includes: coordinating and leading EAP Committee Meetings and disbursement of minutes, disbursement of such EAP publications as EAP Works and Frontline Supervisor via campus mail and list serve, UNIOnline reminders about EAP and its benefits, updating of brochure and list serve of employees in supervisory roles, coordination and communication with web master in Human Resources to keep the website updated (http://www.vpaf.uni.edu/hrs/eap/index.shtml), resource person for employees as they call with questions regarding supervisory referrals, utilization of the EAP, etc.

Training for Intervention Procedures (TIPS)

Part of the National Restaurant Association; purpose of “how to intervene in situations of inappropriate alcohol consumption;” this training is provided to all UNI dining/catering managers and student staff that serve alcohol. http://www.gettips.com

Staffing
- Chris Kenaga (Assistant Manager Rialto Dining) is the certified trainer at UNI.
Identified Programming Concerns:

- Inadequate staffing and funding for implementation of programs such as BASICS.
- Lack of adequate funding for SafeRide program.
- Need further development and funding for non-alcohol alternative programming.
- The university lacks a population level intervention.

Needs Assessment and Planning

1. Identify any particular problems associated with inappropriate alcohol use at UNI that need to be addressed, prioritize them, and develop recommendations for addressing.

As a result of reviewing current policies and practices at UNI, the following recommendations are made:

A. Students who experience problems with alcohol should receive effective intervention services. To address the first category of the 3-in-1 Framework, students at risk, it is recommended that UNI consider implementing the use of the Brief Alcohol Screening and Intervention for College Students (BASICS), which is an intervention with empirical support for use with college students. Implementation should be coordinated by the Alcohol Advisory Committee (the group to be constituted as recommended in item #4 below). Key issues for consideration include, but may not be limited to:
   a. identifying target populations
   b. securing adequate resources for implementation
      i. appropriate clinical instruments
      ii. computerization of feedback to students
      iii. sufficient number of trained staff
   c. establishment of a fee structure for the intervention

B. All UNI students would benefit from prevention activities that would reduce the likelihood of harm from drinking. Such activities would address the second category of the 3-in-1 Framework, the student population as a whole. Two prevention activities are recommended:
   a. It is recommended that UNI implement a population-level Online Primary Prevention Tool.
      i. Examination, selection, and implementation should be coordinated by the Alcohol Advisory Committee (the group to be constituted as recommended in item #4 below). Key issues for consideration include, but may not be limited to:
         1. identifying target populations
         2. timing of administration
         3. obtaining adequate financial resources
         4. development or purchase of Online Primary Prevention Tool
         5. implementation,
         6. staff to coordinate and monitor the use of the prevention tool.
   b. It is recommended that UNI establish a marketing campaign to inform students of accurate social norms and to educate students about safe alcohol practices.
      i. Identification of key normative data should be coordinated by the Alcohol Advisory Committee (the group to be constituted as recommended in item
Key issues for consideration include, but may not be limited to:

1. obtaining funding for marketing activities
2. establishing appropriate messages.

C. The UNI Good Samaritan Policy should be reviewed and revised to more clearly encourage students to seek medical intervention when needed. The policy needs to be more widely publicized to increase student awareness of the policy. The review and recommendations for publicizing the revised policy should be coordinated by the Alcohol Advisory Committee (the group to be constituted as recommended in item #4 below).

D. UNI students benefit from non-alcohol activities and programs which reduce the risk of harm from alcohol abuse. It is recommended that the University continue to develop and provide late night and weekend alternative activities. Ongoing funding support for the NISG Safe Ride Program needs to be identified.

E. The marketing of alcohol to UNI students encourages binge-drinking. It is recommended that cooperative efforts be enacted with local alcohol retailers and wholesalers to develop and implement socially responsible advertising guidelines and pricing practices. Consideration should be given to encouraging local ordinances and state legislation to reduce marketing and pricing which encourages binge-drinking.

F. Existing alcohol-related policies should be consolidated into one university policy. The University alcohol policy should reflect a philosophy of reducing harm from alcohol use through education, enforcement, and intervention.

G. More effective communication of alcohol-related policies is needed. This includes making policy and resource information easier to find on-line and expanding the number and types of communications to students, faculty, staff, and other interested parties.

2. Identify outstanding assessment, research or other data needs that would be important to inform future work in this area.

A. Continue to administer the ACHA NCHA at least every other year and utilize the data to continually assess the effectiveness of policies and programs.

B. Initiate an environmental scan to assess the drinking culture at UNI. This should be repeated every other year to monitor changes in the environment.

3. Recommend key performance indicators that should be monitored over time to assess how well we are doing in addressing identified problems.

A. Binge drinking rate (ACHA NCHA data).
B. Frequent binge drinking rate (ACHA NCHA data).
C. 30 day prevalence of drinking (ACHA NCHA data).
D. Alcohol related arrests of UNI students (UNI Public Safety and other law enforcement agencies).
E. Alcohol related emergency room visits/transports of UNI students.
4. Recommend an ongoing mechanism (committee, task force, coalition, staffing, etc) by which progress can continue to be made in addressing identified problems, beginning in spring term, 2009.

   A. Implement an Alcohol Advisory Committee to review key performance indicators, provide oversight of campus policies, develop community relationships, and advise UNI Substance Abuse Services and other programming units.

   B. The University (through the above committee) should seek federal grants to fund development of a comprehensive campus-wide approach and/or an approach that coordinates the efforts of all 3 Regents Institutions.

Summary of Recommendations

In summary, the recommendations of the Task Force are:

1. Brief Alcohol Screening and Intervention for College Students (BASICS) should be adopted for use in intervening with appropriate, targeted populations.

2. Population-level educational programming, through an online primary prevention tool and/or a continuing social marketing campaign, should be adopted.

3. The Good Samaritan provision of the Student Code of Conduct should be reviewed and revised to more clearly encourage students to seek medical intervention when needed, and the existence of this policy should be more extensively promoted to students.

4. Late night and weekend alternative programming activities should be continued and enhanced.

5. Ongoing funding for the NISG SafeRide Shuttle program should be provided.

6. Efforts should be made, in cooperation with local retailers, to reduce marketing activities (including pricing) that encourage binge drinking.

7. Existing policies should be revised and consolidated into a single, more comprehensive policy that articulates a University philosophy and specific policies regarding student alcohol use; educational, disciplinary, and intervention approaches; and alcohol marketing guidelines.

8. Communication of alcohol-related policies should be improved.

9. The American College Health Association's National College Health Assessment should be conducted every other year.

10. In addition to other assessment activities, an "environmental scan" approach should be used to further assess the drinking culture in the campus community.

11. The following should be adopted as key performance indicators:
    - Binge drinking rate (ACHA NCHA data).
    - Frequent binge drinking rate (ACHA NCHA data).
    - 30 day prevalence of drinking (ACHA NCHA data).
    - Alcohol related arrests of UNI students (UNI Public Safety and other law enforcement agencies).
    - Alcohol related emergency room visits/transport of UNI students

12. A continuing Alcohol Advisory Committee should be formed to monitor progress on key performance indicators, provide recommendations for refinement of policies and programs, and to advise Substance Abuse Services and other units as needed.

13. Grant funding should be pursued to support efforts.
University of Northern Iowa Alcohol Task Force
Overview and Charge
March, 2008

Recent research at the national level has affirmed and clarified what those on college campuses have observed for many years – there are significant negative consequences associated with the excessive use of alcohol. These negative consequences include crime, injury, academic failure, academic underperformance, poor health, addiction and damage to reputation, and affect those directly involved as well as "bystanders" – faculty, staff, students, community members, family members and others whose lives are affected as a consequence of the behavior of others.

Every college and university has a responsibility to assess the degree to which it experiences these negative consequences, and to formulate approaches to limit them and their effect. It is best, perhaps, to undertake such an effort in a proactive fashion, as is being undertaken here, as opposed to waiting for tragedy or external pressure to force action.

So, with the support of the Cabinet, a task force will be assembled and charged as is described in the following.

Mission

The overarching mission of the effort is to reduce the incidence of high-risk drinking and associated negative consequences at the University of Northern Iowa. In order to begin to tackle the complex set of issues and circumstances related to this mission, the specific goals of the task force are outlined in this charge which is divided into two sections.

Charge to the Task Force

Preparation

1. Develop a thorough understanding of the state-of-the-art relative to assessing, preventing and responding to inappropriate alcohol use and associated negative consequences on American college campuses. Learn what current research exists, what it tells us, and what approaches and practices are viewed as most effective. The focus should be determining which courses of action are supported by research.

2. Assemble and review all existing policies and practices relative to the sale, use and/or marketing of alcoholic beverages at UNI.

3. Assemble and review all existing reports, research and/or other sources of data related to alcohol use and its consequences at UNI.

4. Identify and review all resources and/or activities currently devoted to or undertaken to prevent, intervene or respond to inappropriate alcohol use at UNI.
Needs assessment and planning

1. Identify any particular problems associated with inappropriate alcohol use at UNI that need to be addressed, prioritize them, and develop recommendations for addressing.

2. Identify outstanding assessment, research or other data needs that would be important to inform future work in this area.

3. Recommend key performance indicators that should be monitored over time to assess how well we are doing in addressing identified problems.

4. Recommend an ongoing mechanism (committee, task force, coalition, staffing, etc) by which progress can continue to be made in addressing identified problems, beginning in spring term, 2009.

Timeline

Recognizing the significant scope of the charge, the task force’s work will extend into the 2008-09 academic year. These deadlines for completion are proposed:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Preparation</td>
<td>By May 2, 2008</td>
</tr>
<tr>
<td>Needs assessment and planning</td>
<td>By February 1, 2009</td>
</tr>
<tr>
<td>Implementation of recommendations</td>
<td>Beginning February, 2009</td>
</tr>
</tbody>
</table>
Executive Summary
Alcohol Task Force
University of Northern Iowa
April 15, 2009

The Alcohol Task Force was appointed by Dr. Terry Hogan, Vice President for Student Affairs. The appointed committee consisted of faculty, students, and staff members of the University of Northern Iowa. The committee was charged with reviewing UNI policies, collecting existing data about alcohol use by UNI students, identifying promising approaches to address problems associated with student alcohol use, and recommending future action.

Alcohol Policies at UNI

The University of Northern Iowa has several policies addressing alcohol, including a general policy (4.13 Drugs and Alcohol) which asserts: 1) the University will provide an alcohol and drug free workplace and learning environment, 2) illegal activities are prohibited, and 3) violations of the policy will result in University discipline. (http://www.uni.edu/president/policies/413.shtml)

Policies specifically addressing student alcohol use include:

Student Conduct Code
http://www.uni.edu/president/policies/302.shtml

Department of Residence Policies, Panther Planner

University of Northern Iowa Greek Alcohol Policy
http://www.uni.edu/maucke/greeklife/policies/forms/alcohol_policy.htm

Resident Assistant Alcohol Statement and Agreement
http://www.uni.edu/dor/raapplication/AlcoholAgreement.pdf

Student-Athlete Code of Conduct

UNI Athletics Substance Abuse Policies and Procedures

Other University policies which relate to alcohol include:

Alcohol at UNI, Department of Residence, Catering Policy

University of Northern Iowa Intercollegiate Athletics Tailgating Policy
http://www.vpaf.uni.edu/pub saf/alcohol/tailgating.shtml

Student Sexual Misconduct Policy
http://www.uni.edu/president/policies/315.shtml

Entertainment of University Guests
http://www.uni.edu/president/policies/1307.shtml

Personal Conduct Rules
http://www.uni.edu/president/policies/303.shtml

Alcohol Use Among UNI Students

Sources of data regarding alcohol use among UNI students included:

1. The American College Health Association (ACHA) National Collegiate Health Assessment (NCHA), which was conducted at UNI during the Spring semesters of 2008 and 2009.
2. UNI Public Safety arrest reports and calls for service.
3. Alcohol-related discipline records.
4. Statistical reports from University Health Services.

- The NCHA 2008 Survey of UNI students found:
  
  o Alcohol Use Patterns:
    - 74% drank alcohol in the previous month
    - 12% never drink alcohol
    - 14% have used alcohol, but not in the previous month
    - 52% reported binge drinking at least once in the previous 2 weeks (5 or more drinks for males; 4 or more for females).
    - 61% of male UNI students reported binge drinking,
    - 48% of female UNI students reported binge drinking
  
  o Consequences of Drinking:
    - 8% driving after drinking
    - 43% doing something while drinking they later regretted
    - 38% forgetting what they did or where they were
    - 21% were physically injured
    - 21% had unprotected sex
    - 12% alcohol use negatively affected academic performance
    - 6% were involved in a fight
    - 4% physically injured someone else
  
  o Strategies used (usually or always) to minimize alcohol problems when going out or "partying":
    - 85% use a designated driver
    - 78% eat before or during drinking
    - 55% keep track of how many drinks consumed
    - 29% determine in advance a limit on number of drinks
    - 28% have a friend tell them when they've had enough
    - 22% avoid drinking games
    - 20% choose not to use alcohol
  
  o Perceptions of Drinking by Others:
    - UNI students believe 36% of other students drink daily while only 0.1% of students actually report daily drinking.
    - UNI students believe that 1.6% of students never drink alcohol while 14% of students actually report never drinking alcohol.

- UNI Public Safety reported for 2006-07, 2007-08, and 2008-09:
  
  o An average of 268 arrests for Minor In Possession.
  o An average of 64 arrests for Public Intoxication.
  o An average of 13 arrests for OWI.
  o An average of 9 students required medical assistance (on campus).
  o An average of 7 arrests for disorderly conduct.
An average of 12 arrests for Open Container.

- **Student Discipline records showed for 2006-07 and 2007-08:**
  - An average of 464 referrals were made for discipline because of alcohol misuse.
  - An average of 198 referrals were made for Alcohol Edu.
  - An average of 23 students were referred to Taking Stock.
  - An average of 24 students were referred for Substance Abuse Evaluations.

- **Counseling Center data for 2008-09 showed:**
  - 10.5% of clients presented with Alcohol Abuse or Alcohol Dependence problems.

**Conclusions about student alcohol use:**
1. Although most UNI students report drinking alcohol, a sizeable minority do not drink.
2. A majority of male students reported binge drinking.
3. UNI students overestimate daily drinking and underestimate abstinence from alcohol by their peers.
4. UNI students experience significant negative consequences from drinking alcohol.
5. Students often use 2 strategies to avoid problems with alcohol, using a designated driver and eating before or during drinking, but do not frequently use other strategies such as setting limits, counting drinks, or avoiding drinking games.

**University Resources and Activities**

- **University Health Services** (Substance Abuse Services, the Student Health Clinic, and the Counseling Center) provides prevention, education, outreach, intervention, counseling, data collection, and training programs.

- **Maucker Union** (Student Involvement/Activities and Greek Life) provides alternative activities and Greek Life New Member Orientation.

- **Northern Iowa Student Government** provides support for the SafeRide Shuttle and distributes information encouraging safer practices with alcohol.

- **Residence Life** provides educational campaigns, enforcement of policy violations, and substance free housing.

- **Dining Services** provides Training for Intervention Procedures (TIPS) training to staff who serve alcohol at campus sponsored events.

- **Dean of Students Office** conducts campaigns to reduce alcohol problems related to special events such as Homecoming or Spring Break, informs new students and their parents about alcohol risk, and implements the student discipline process.

- **University Police** conduct Personal Safety programs, provide emergency assistance to Residence Life staff, and enforce alcohol related laws and policies.

**Research Supported Programs**

While there is some controversy regarding research on program effectiveness, it is generally concluded that:
• Brief motivational enhancement interventions and teaching cognitive behavioral skills are approaches that are effective with college students who are at-risk or dependent drinkers.

• Enforcement of existing laws and policies contributes to reducing alcohol problems among college students.

• Other approaches to reducing alcohol problems show some promise but need further research. These include: establishing alcohol-free alternative programming, social marketing programs, provision of ‘safe ride’ programs, consistent enforcement of campus policies, informing new students and their parents about alcohol policies and penalties, and regulation of drink specials.

Recommendations

1. Brief Alcohol Screening and Intervention for College Students (BASICS) should be adopted for use in intervening with appropriate, targeted populations.

2. Population-level educational programming, through an online primary prevention tool and/or a continuing social marketing campaign, should be adopted.

3. The Good Samaritan provision of the Student Code of Conduct should be reviewed and revised to more clearly encourage students to seek medical intervention when needed, and the existence of this policy should be more extensively promoted to students.

4. Late night and weekend alternative programming activities should be continued and enhanced.

5. Ongoing funding for the NISG SafeRide Shuttle program should be provided.

6. Efforts should be made, in cooperation with local retailers, to reduce marketing activities (including pricing) that encourage binge drinking.

7. Existing policies should be revised and consolidated into a single, more comprehensive policy that articulates a University philosophy and specific policies regarding student alcohol use; educational, disciplinary, and intervention approaches; and alcohol marketing guidelines.

8. Communication of alcohol-related policies should be improved.

9. The American College Health Association’s National College Health Assessment should be conducted every other year.

10. In addition to other assessment activities, an “environmental scan” approach should be used to further assess the drinking culture in the campus community.

11. The following should be adopted as key performance indicators:
   ▪ Binge drinking rate (ACHA NCHA data).
   ▪ Frequent binge drinking rate (ACHA NCHA data).
   ▪ 30 day prevalence of drinking (ACHA NCHA data).
   ▪ Alcohol related arrests of UNI students (UNI Public Safety and other law enforcement agencies).
   ▪ Alcohol related emergency room visits/transportations of UNI students

12. A continuing Alcohol Advisory Committee should be formed to monitor progress on key performance indicators, provide recommendations for refinement of policies and programs, and to advise Substance Abuse Services and other units as needed.

13. Grant funding should be pursued to support efforts.
APPENDIX H

Alcohol Advisory Committee Members
The committee members are drawn from across campus in an effort to provide representation of units and constituencies describe below, are appointed by the Vice President for Student Affairs and serve until replaced. Representation may include, but is not limited to:

- Academic Affairs
- Faculty
- Health Education
- Counseling/Student Health Clinic
- Residence Life
- Athletics
- Public Safety
- Student Activities/Greek Life
- Dean of Students Office
- Human Resources
- Student

Preference in making appointments will be given to individuals who have particular professional responsibilities, content knowledge and/or research interests related to the committee’s work.

Initial appointments (February, 2010)

- Academic Affairs, Anita Gordon, Sponsored Programs
- Faculty, Adam Butler, Psychology
- Health Education, Mark Rowe, Wellness & Recreation Services
- Counseling/Student Health Clinic, Dave Towle, Counseling Services (chair)
- Residence Life, Lyn Redington/Ashleigh Crowe
- Athletics, Sarah Harms, Athletics
- Public Safety, Dave Zarafis, Public Safety
- Student Activities/Greek Life, Jessie Stinson, Student Involvement & Activities
- Dean of Students Office, Jon Buse, Dean of Students
- Human Resources, Therese Callaghan, Human Resource Services
- Student, Emma Hashman, NISG
APPENDIX I

UNIVERSITY OF NORTHERN IOWA
PROFESSIONAL & SCIENTIFIC POSITION DESCRIPTION

Working Title  Substance Abuse & Violence Intervention Services Coordinator  Code  2165
Formal Title  Coordinator II  Code  2402
Reports To (Title)  Director, University Health Services
Department/College  WRS Health Education
Pay Grade  III  PEC Review Date  06/09  Prep Date  06/09

PRIMARY FUNCTION: Coordinates University Health Services (UHS) prevention and intervention initiatives with broader University and community efforts to address substance abuse and gender violence; develops and oversees innovative and research based social marketing, educational and motivational campaigns and events to affect positive student behaviors; oversees, provides and assesses intervention services to students with alcohol and other substance problems and refers them to appropriate resources; and participates in recurring assessment, reporting and grant processes related to violence intervention and substance abuse services and department, division or University initiatives.

PERCENTAGE OF TIME  CHARACTERISTIC DUTIES AND RESPONSIBILITIES

35%  1.  Provides essential training to student leaders and personnel in key roles; participates in policy review processes; serves on alcohol advisory and victim services teams; ensures programs and services address the unique needs of a diverse student population and its unique groups; participates in collaborative communication with Sartori Hospital, Seeds of Hope, Cedar Falls police and other community, state, or national agencies in broad based environmental initiatives; coordinates initiatives that address issues connecting alcohol abuse with gender misconduct and violence; collaborates with the Office of Institutional Research to produce comparative data; creates reports; and shares and reports findings where appropriate.

35%  2.  Develops, implements, and evaluates an annual plan that targets student populations and the campus in general with engaging activities and events aimed at both the prevention of substance abuse and gender violence and the promotion of healthy relationships and social interactions among students; engages and leads male students, faculty, and staff in taking active leadership roles; serves as advisor to Students Against a Violent Environment (SAVE), providing education and guidance; establishes collaborative relationships with key faculty to infuse prevention education into curriculums; engages targeted student groups, such as fraternities and athletes, in roles of leadership in prevention activities; informs the campus, via multiple and a variety of means, about the UNI student sexual misconduct policy and good samaritan rule; oversees the development of attractive and engaging visual media for passive programming; leads UNI’s participation in recognized national events, e.g., sexual assault awareness month and alcohol screening day; and supervises and directs work of a graduate student assistant.

20%  3.  Screens, assesses, refers for treatment and coordinates after-care services for students with alcohol and other drug problems; administers substance abuse evaluations; manages Brief Alcohol Screening and Intervention for College Students (BASICS) program; and conducts workshops for students, including workshops mandated for students who have violated institutional policy.

10%  4.  Assists with processes to ensure compliance with Drug Free Schools and Campuses Regulations and completion of the biennial review; pursues appropriate alcohol, other drug, and/or gender-based violence prevention grant opportunities, administering effective implementation and evaluation for those received; and participates in broader UHS, Student Affairs, and University activities and initiatives, including goal-setting and
UNIVERSITY OF NORTHERN IOWA - P&S POSITION DESCRIPTION

2165 Substance Abuse & Violence Intervention Services Coordinator

GENERAL INFORMATION: Master’s degree in health promotion/health education, social work, counseling, student affairs, or related field plus at least two years experience in prevention work related to substance abuse and gender-based violence required. Twenty hour victim counselor training; training in the provision of substance abuse evaluations, including ASAM, DSM4, and SASSI; demonstrated knowledge of prevention/intervention strategies geared toward college students; and the ability to effectively develop, implement and evaluate gender-based violence and substance abuse prevention programming is also required.
The above statements reflect characteristic duties and responsibilities of the position and are not intended to limit the university’s right to assign, direct and control duty assignments.

**Prepared By:** Lisa Frush

**Incumbent:** Mark Rowe

**Approved By:** Kathy Green
**APPENDIX J**

**UNIVERSITY OF NORTHERN IOWA**

**PROFESSIONAL & SCIENTIFIC POSITION DESCRIPTION**

**Working Title** Health Educator and Victim Services Advocate  
**Code** 2164

**Formal Title** Coordinator II  
**Code** 2402

**Reports To (Title)** Director, University Health Services

**Department/College** WRS Health Education

**Pay Grade** III  
**PEC Review Date** 06/09  
**Prep Date** 06/09

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**PRIMARY FUNCTION:** Develops and implements prevention and health promotion programming on a range of health topics for the campus community; provides a range of advocacy services for student victims of stalking, harassment, physical and sexual assault, collaborating with campus and community constituents to ensure well coordinated victim services; provides leadership for eating disorder prevention and intervention services; assists with training and prevention activities related to gender violence and alcohol use as appropriate; participates in department, division and University initiatives as appropriate; and provides bloodborne pathogen education to student and employee groups according to OSHA standards.

**PERCENTAGE OF TIME**

<table>
<thead>
<tr>
<th>CHARACTERISTIC DUTIES AND RESPONSIBILITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>35% 1. Plans, implements, and evaluates student health and wellness programs within the campus community; develops marketing and promotion of interactive programs, events, and activities; gives presentations in academic classes; and participates with the professional wellness team in broad-based environmental and social norming activities geared to influencing student behavior.</td>
</tr>
<tr>
<td>35% 2. Provides counseling, medical and legal referrals for victims of stalking, harassment, battering, sexual assault and sexual misconduct; arranges for safe housing, alternate course assignments, no contact and no trespass orders, when appropriate; helps victims with academic concerns; accompanies victims to meetings with University administrators and/or law enforcement personnel; serves as the University advisor for victims who lodge conduct code complaints; works collaboratively with campus and community departments, agencies and individuals, including the victim services team, to develop and implement effective victim services; provides training and education related to the student sexual misconduct policy, campus judicial process, and the process for filing criminal complaints; and assists with prevention initiatives.</td>
</tr>
<tr>
<td>20% 3. Provides support and guidance to individual and groups of students regarding enhancement of personal health behaviors, particularly related to eating behaviors; provides training and consultation to coaches, faculty, staff and others regarding eating disorders; speaks to athletic teams and other targeted students groups on prevention and identification of eating disorders; and serves as member of the University Health Services eating disorder team to assist students with eating disorders, providing education, intervention, and referral.</td>
</tr>
<tr>
<td>10% 4. Assists with the Brief Alcohol Screening and Intervention for College Students (BASICS) alcohol education program as needed; serves as consultant to the student health advisory committee; participates in broader department, division, and University activities and initiatives serving the University mission; and presents bloodborne pathogen programs according to OSHA standards to employee groups as requested.</td>
</tr>
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</table>
PERCENTAGE OF TIME  CHARACTERISTIC DUTIES AND RESPONSIBILITIES

GENERAL INFORMATION: Bachelor’s degree in Community Health Education, health promotion, social services or related field plus at least two years experience in health promotion or victim services in a college setting is required. Demonstrated knowledge of prevention/intervention strategies geared to college students and the ability to effectively develop and implement health promotion programs and services is also required. Twenty-hour victim counselor training is also required.

The above statements reflect characteristic duties and responsibilities of the position and are not intended to
limit the university's right to assign, direct and control duty assignments.

**Prepared By:**
Lisa Frush

**Incumbent:**
Joan Thompson

**Approved By:**
Kathy Green
APPENDIX K
University of Northern Iowa - SafeRide Ridership 2009 and 2010

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<td>MAR</td>
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<td>900</td>
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<td>AUG</td>
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<td>DEC</td>
<td>774</td>
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Totals 10113 11003
### APPENDIX L

**UNI ACHA-NCHA Data for 2008-2010 Biennial Review**  
February 2008

#### C. Academic Impacts

Within the last school year students reported the following factors affecting their individual academic performance, i.e. received an incomplete, dropped a course, received a lower grade in a class, on an exam, or on an important project (listed alphabetically):

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol use</td>
<td>11.7 %</td>
</tr>
<tr>
<td>Allergies</td>
<td>2.9 %</td>
</tr>
<tr>
<td>Assault (physical)</td>
<td>0.3 %</td>
</tr>
<tr>
<td>Assault (sexual)</td>
<td>1.0 %</td>
</tr>
<tr>
<td>Attention deficit disorder</td>
<td>5.8 %</td>
</tr>
<tr>
<td>Cold/flu/sore throat</td>
<td>26.6 %</td>
</tr>
<tr>
<td>Concern for a troubled friend or family member</td>
<td>15.9 %</td>
</tr>
<tr>
<td>Chronic illness</td>
<td>1.6 %</td>
</tr>
<tr>
<td>Chronic pain</td>
<td>2.0 %</td>
</tr>
<tr>
<td>Death of a friend/family member</td>
<td>10.4 %</td>
</tr>
<tr>
<td>Depression/anxiety disorder/seasonal affective disorder</td>
<td>14.6 %</td>
</tr>
<tr>
<td>Drug use</td>
<td>1.4 %</td>
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<tr>
<td>Eating disorder/problem</td>
<td>1.3 %</td>
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<tr>
<td>HIV infection</td>
<td>0.0 %</td>
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<tr>
<td>Injury</td>
<td>2.6 %</td>
</tr>
<tr>
<td>Internet use/computer games</td>
<td>18.7 %</td>
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<tr>
<td>Learning disability</td>
<td>2.4 %</td>
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<tr>
<td>Mononucleosis</td>
<td>2.2 %</td>
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<tr>
<td>Pregnancy (yours or partner’s)</td>
<td>0.6 %</td>
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<tr>
<td>Relationship difficulty</td>
<td>17.0 %</td>
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<tr>
<td>Sexually transmitted disease</td>
<td>0.6 %</td>
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<tr>
<td>Sinus infection/ear infection/bronchitis/strep throat</td>
<td>8.4 %</td>
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<tr>
<td>Sleep difficulties</td>
<td>28.3 %</td>
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<tr>
<td>Stress</td>
<td>33.9 %</td>
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E. Alcohol, Tobacco, and Other Drug Use
Thirty day prevalence - substance use reported by college students (male, female, total):

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<th>Alcohol</th>
<th>Percent (%)</th>
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<th>Female</th>
<th>Total</th>
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<td>12.8</td>
<td>12.1</td>
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<tr>
<td>Used 1-9 days</td>
<td>55.8</td>
<td>66.1</td>
<td>62.9</td>
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<tr>
<td>Used 10-29 days</td>
<td>20.1</td>
<td>6.7</td>
<td>10.9</td>
<td></td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>0.4</td>
<td>0.0</td>
<td>0.1</td>
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</table>

<table>
<thead>
<tr>
<th>Cigarette</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
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<td>Never used</td>
<td>64.7</td>
<td>68.8</td>
<td>67.5</td>
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<td>Used, but not in the last 30 days</td>
<td>17.4</td>
<td>21.7</td>
<td>20.1</td>
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<tr>
<td>Used 1-9 days</td>
<td>12.1</td>
<td>6.9</td>
<td>8.6</td>
<td></td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>2.7</td>
<td>1.1</td>
<td>1.6</td>
<td></td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>3.1</td>
<td>1.5</td>
<td>2.2</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Marijuana</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never used</td>
<td>72.0</td>
<td>80.5</td>
<td>77.3</td>
<td></td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>14.7</td>
<td>13.9</td>
<td>14.1</td>
<td></td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>10.2</td>
<td>4.3</td>
<td>6.6</td>
<td></td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>2.7</td>
<td>1.1</td>
<td>1.7</td>
<td></td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>0.4</td>
<td>0.2</td>
<td>0.3</td>
<td></td>
</tr>
</tbody>
</table>

Reported use versus perceived use - reported use for all students within the past 30 days compared with how often students perceived the typical student on campus used substances within the same time period:

<table>
<thead>
<tr>
<th>Percent (%)</th>
<th>Reported Use (total)</th>
<th>Perception of Typical Use</th>
<th>Used one or more days</th>
<th>Reported Use (total)</th>
<th>Perception of Typical Use</th>
<th>Used daily</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol</td>
<td>14.0</td>
<td>1.6</td>
<td>73.8</td>
<td>62.7</td>
<td>0.1</td>
<td>35.7</td>
</tr>
<tr>
<td>Cigarettes</td>
<td>67.5</td>
<td>11.6</td>
<td>10.2</td>
<td>57.9</td>
<td>2.2</td>
<td>30.5</td>
</tr>
<tr>
<td>Marijuana</td>
<td>77.3</td>
<td>25.8</td>
<td>8.3</td>
<td>63.2</td>
<td>0.3</td>
<td>11.0</td>
</tr>
</tbody>
</table>

* 8.7% of college students reported driving after having 5 or more drinks in the last 30 days.*

*Math students responding "N/A, don't drive" were excluded from this analysis.*
Estimated BAC (Blood Alcohol Concentration) of college students: This is an estimated figure based on
the reported number of drinks consumed during the last time all students (including non-drinkers)
"partied" or socialized, their approximate time of consumption, sex, and the average rate of ethanol
metabolism.

<table>
<thead>
<tr>
<th>Estimated BAC</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; .08</td>
<td></td>
<td>48.9</td>
<td>52.6</td>
<td>51.4</td>
</tr>
<tr>
<td>&lt; .10</td>
<td></td>
<td>57.4</td>
<td>59.0</td>
<td>58.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
<th>Std Dev</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.09</td>
<td>0.09</td>
<td>0.09</td>
</tr>
</tbody>
</table>

Reported number of drinks consumed the last time students "partied" or socialized:

<table>
<thead>
<tr>
<th>Number of drinks</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;= 4</td>
<td></td>
<td>34.2</td>
<td>50.9</td>
<td>45.2</td>
</tr>
<tr>
<td>&lt;= 5</td>
<td></td>
<td>40.0</td>
<td>63.3</td>
<td>55.8</td>
</tr>
<tr>
<td>&lt;= 6</td>
<td></td>
<td>47.6</td>
<td>74.0</td>
<td>65.4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
<th>Std Dev</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7.35</td>
<td>4.57</td>
<td>5.46</td>
</tr>
</tbody>
</table>

Reported number of times college students consumed five or more drinks in a sitting
within the last two weeks:

<table>
<thead>
<tr>
<th></th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
<td>38.7</td>
<td>52.5</td>
<td>47.8</td>
</tr>
<tr>
<td>1-2 times</td>
<td></td>
<td>31.1</td>
<td>32.2</td>
<td>32.1</td>
</tr>
<tr>
<td>3-5 times</td>
<td></td>
<td>24.4</td>
<td>13.9</td>
<td>17.4</td>
</tr>
<tr>
<td>6 or more times</td>
<td></td>
<td>5.8</td>
<td>1.3</td>
<td>2.7</td>
</tr>
</tbody>
</table>
College students reported doing the following when they "partied" or socialized during the last school year.:

<table>
<thead>
<tr>
<th>When at a party or when going out….</th>
<th>usually or always</th>
</tr>
</thead>
<tbody>
<tr>
<td>alternate non-alcoholic with alcoholic beverages:</td>
<td>17.7%</td>
</tr>
<tr>
<td>determine in advance not to exceed a set number of drinks:</td>
<td>29.5%</td>
</tr>
<tr>
<td>choose not to drink alcohol:</td>
<td>20.5%</td>
</tr>
<tr>
<td>use a designated driver:</td>
<td>85.5%</td>
</tr>
<tr>
<td>eat before and/or during drinking:</td>
<td>78.1%</td>
</tr>
<tr>
<td>have a friend let you know when you have had enough:</td>
<td>27.8%</td>
</tr>
<tr>
<td>keep track of how many drinks being consumed:</td>
<td>55.1%</td>
</tr>
<tr>
<td>pace drinks to one or fewer an hour:</td>
<td>19.8%</td>
</tr>
<tr>
<td>avoid drinking games:</td>
<td>22.3%</td>
</tr>
<tr>
<td>drink an alcoholic look-alike:</td>
<td>4.7%</td>
</tr>
</tbody>
</table>

*Students responding "N/A, don't drink" were excluded from this analysis.

96.6% of college students reported usually doing or always doing one or more of the above behaviors when drinking alcohol during the last school year.:

*Students responding "N/A, don't drink" were excluded from this analysis.

College students who drank alcohol reported the following consequences occurring in the last school year as a result of their own drinking.:

<table>
<thead>
<tr>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being physically injured</td>
<td>23.8%</td>
<td>20.2%</td>
<td>21.2%</td>
</tr>
<tr>
<td>Physically injured another person</td>
<td>4.4%</td>
<td>3.9%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Being involved in a fight</td>
<td>9.0%</td>
<td>4.4%</td>
<td>5.9%</td>
</tr>
<tr>
<td>Doing something they later regretted</td>
<td>45.2%</td>
<td>42.4%</td>
<td>43.5%</td>
</tr>
<tr>
<td>Forgetting where they were or what they had done</td>
<td>44.1%</td>
<td>36.2%</td>
<td>38.5%</td>
</tr>
<tr>
<td>Having someone use force or threat of force to have sex with them</td>
<td>0.5%</td>
<td>1.3%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Having unprotected sex</td>
<td>23.9%</td>
<td>19.3%</td>
<td>20.7%</td>
</tr>
</tbody>
</table>

*Students responding "N/A, don't drink" were excluded from this analysis.
## Demographics and Student Characteristics

<table>
<thead>
<tr>
<th>Age:</th>
<th>Students describe themselves as:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average age: 20.13 years</td>
<td>Heterosexual: 97.2 %</td>
</tr>
<tr>
<td>Median:      20.00 years</td>
<td>Gay/Lesbian: 1.8 %</td>
</tr>
<tr>
<td>Std Dev:     1.22 years</td>
<td>Bisexual: 0.6 %</td>
</tr>
<tr>
<td></td>
<td>Transgendered: 0.0 %</td>
</tr>
<tr>
<td></td>
<td>Unsure: 0.4 %</td>
</tr>
</tbody>
</table>

| 18 - 20 years: 67.1 %          |                  |
| 21 - 24 years: 32.4 %          |                  |
| 25 - 29 years: 0.6 %           |                  |
| 30+ years: 0.0 %               |                  |

<table>
<thead>
<tr>
<th>Sex*</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Female: 66.0 %</td>
<td></td>
</tr>
<tr>
<td>Male: 32.3 %</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Student status:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1st year undergraduate: 24.8 %</td>
<td></td>
</tr>
<tr>
<td>2nd year undergraduate: 26.3 %</td>
<td></td>
</tr>
<tr>
<td>3rd year undergraduate: 36.6 %</td>
<td></td>
</tr>
<tr>
<td>4th year undergraduate: 8.5 %</td>
<td></td>
</tr>
<tr>
<td>5th year or more undergraduate: 3.1 %</td>
<td></td>
</tr>
<tr>
<td>Graduate or professional: 0.0 %</td>
<td></td>
</tr>
<tr>
<td>Adult special or other: 0.7 %</td>
<td></td>
</tr>
<tr>
<td>Full-time student: 99.9 %</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Relationship status:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Single: 55.5 %</td>
<td></td>
</tr>
<tr>
<td>Married/domestic partner: 2.2 %</td>
<td></td>
</tr>
<tr>
<td>Engaged or committed dating</td>
<td></td>
</tr>
<tr>
<td>relationship: 41.8 %</td>
<td></td>
</tr>
<tr>
<td>Separated: 0.1 %</td>
<td></td>
</tr>
<tr>
<td>Divorced: 0.3 %</td>
<td></td>
</tr>
<tr>
<td>Widowed: 0.0 %</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Students describe themselves as:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>White: 94.6 %</td>
<td></td>
</tr>
<tr>
<td>Black – not Hispanic: 0.3 %</td>
<td></td>
</tr>
<tr>
<td>Hispanic or Latino: 1.1 %</td>
<td></td>
</tr>
<tr>
<td>Asian or Pacific Islander: 1.4 %</td>
<td></td>
</tr>
<tr>
<td>American Indian or Alaskan Native: 0.3 %</td>
<td></td>
</tr>
<tr>
<td>Other: 1.1 %</td>
<td></td>
</tr>
</tbody>
</table>

* Cases where sex is missing are included in the calculation of percentages for this variable
APPENDIX M

UNI ACHA-NCHA Data for 2008-2010 Biennial Review

February 2009

### C. Academic Impacts

Within the last 12 months, students reported the following factors affecting their individual academic performance, defined as: received a lower grade on an exam, or an important project; received a lower grade in the course; received an incomplete or dropped the course; or experienced a significant disruption in thesis, dissertation, research, or practicum work; (listed alphabetically):

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol use</td>
<td>6.4 %</td>
</tr>
<tr>
<td>Allergies</td>
<td>3.1 %</td>
</tr>
<tr>
<td>Anxiety</td>
<td>17.9 %</td>
</tr>
<tr>
<td>Assault (physical)</td>
<td>0.7 %</td>
</tr>
<tr>
<td>Assault (sexual)</td>
<td>0.5 %</td>
</tr>
<tr>
<td>Attention Deficit/Hyperactivity Disorder</td>
<td>3.8 %</td>
</tr>
<tr>
<td>Cold/Flu/Sore throat</td>
<td>16.9 %</td>
</tr>
<tr>
<td>Concern for a troubled friend</td>
<td>11.0 %</td>
</tr>
<tr>
<td>Chronic health problem or serious illness</td>
<td>3.1 %</td>
</tr>
<tr>
<td>Chronic pain</td>
<td>1.7 %</td>
</tr>
<tr>
<td>Death of a friend or family member</td>
<td>4.5 %</td>
</tr>
<tr>
<td>Depression</td>
<td>8.3 %</td>
</tr>
<tr>
<td>Discrimination</td>
<td>0.0 %</td>
</tr>
<tr>
<td>Drug use</td>
<td>1.2 %</td>
</tr>
<tr>
<td>Eating disorder/problem</td>
<td>1.2 %</td>
</tr>
<tr>
<td>Finances</td>
<td>4.8 %</td>
</tr>
<tr>
<td>Gambling</td>
<td>0.0 %</td>
</tr>
<tr>
<td>Homesickness</td>
<td>4.8 %</td>
</tr>
<tr>
<td>Injury</td>
<td>1.2 %</td>
</tr>
<tr>
<td>Internet use/computer games</td>
<td>15.0 %</td>
</tr>
<tr>
<td>Learning disability</td>
<td>2.4 %</td>
</tr>
<tr>
<td>Participation in extracurricular activities</td>
<td>7.2 %</td>
</tr>
<tr>
<td>Pregnancy (yours or partner's)</td>
<td>0.2 %</td>
</tr>
<tr>
<td>Relationship difficulties</td>
<td>11.7 %</td>
</tr>
<tr>
<td>Roommate difficulties</td>
<td>10.9 %</td>
</tr>
<tr>
<td>Sexually transmitted disease/</td>
<td></td>
</tr>
<tr>
<td>infection (STD/I)</td>
<td></td>
</tr>
<tr>
<td>Sinus infection/Ear infection/</td>
<td></td>
</tr>
<tr>
<td>Bronchitis/Strep throat</td>
<td>7.1 %</td>
</tr>
<tr>
<td>Sleep difficulties</td>
<td>22.8 %</td>
</tr>
<tr>
<td>Stress</td>
<td>28.8 %</td>
</tr>
<tr>
<td>Work</td>
<td>14.5 %</td>
</tr>
<tr>
<td>Other</td>
<td>1.5 %</td>
</tr>
</tbody>
</table>
E. Alcohol, Tobacco, and Other Drug Use
Reported use versus perceived use - reported use for all students within the past 30 days compared with how often students perceived the typical student on campus used substances within the same time period. The last line of each table combines all categories of any use in the last 30 days.

<table>
<thead>
<tr>
<th>Alcohol</th>
<th>Actual Use</th>
<th>Perceived Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Never used</td>
<td>17.2</td>
<td>18.2</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>5.5</td>
<td>12.3</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>62.5</td>
<td>60.3</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>14.8</td>
<td>8.9</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>0.0</td>
<td>0.3</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>77.3</td>
<td>69.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cigarette</th>
<th>Actual Use</th>
<th>Perceived Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Never used</td>
<td>70.8</td>
<td>74.7</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>20.8</td>
<td>15.8</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>5.4</td>
<td>7.2</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>2.3</td>
<td>2.1</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>0.8</td>
<td>0.3</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>8.5</td>
<td>9.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Marijuana</th>
<th>Actual Use</th>
<th>Perceived Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Never used</td>
<td>75.4</td>
<td>80.5</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>14.6</td>
<td>13.0</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>7.7</td>
<td>4.1</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>1.5</td>
<td>2.0</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>0.8</td>
<td>0.3</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>10.0</td>
<td>6.5</td>
</tr>
</tbody>
</table>
Findings continued

<table>
<thead>
<tr>
<th>Tobacco from a water pipe (hookah)</th>
<th>Actual Use</th>
<th>Perceived Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Never used</td>
<td>79.2</td>
<td>84.9</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>16.2</td>
<td>12.0</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>3.1</td>
<td>3.1</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>1.5</td>
<td>0.0</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>4.6</td>
<td>3.1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>All other drugs combined*</th>
<th>Actual Use</th>
<th>Perceived Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Never used</td>
<td>54.6</td>
<td>73.4</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>20.0</td>
<td>19.5</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>15.4</td>
<td>5.8</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>6.2</td>
<td>0.3</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>3.8</td>
<td>1.0</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>25.4</td>
<td>7.2</td>
</tr>
</tbody>
</table>

*Includes cigars, smokeless tobacco, cocaine, methamphetamine, other amphetamines, sedatives, hallucinogens, anabolic steroids, opiates, inhalants, MDMA, other club drugs, other illegal drugs. (Excludes alcohol, cigarettes, tobacco from a water pipe, and marijuana).

- 5.2% of college students reported driving after having 5 or more drinks in the last 30 days.*
- 30.8% of college students reported driving after having any alcohol in the last 30 days.*

*Students responding "N/A, don't drive" and "N/A don't drink" were excluded from this analysis.

Estimated Blood Alcohol Concentration (or eBAC) of college students reporting 1 or more drinks the last time they "partied" or socialized. Students reporting 0 drinks were excluded from the analysis. Due to the improbability of a student surviving a drinking episode resulting in an extremely high eBAC, all students with an eBAC of 0.50 or higher are also omitted from these eBAC figures. eBAC is an estimated figure based on the reported number of drinks consumed during the last time they "partied" or socialized, their approximate time of consumption, sex, weight, and the average rate of ethanol metabolism.

<table>
<thead>
<tr>
<th>Estimated BAC</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;.08</td>
<td></td>
<td>55.9</td>
<td>56.7</td>
<td>56.4</td>
</tr>
<tr>
<td>&lt;.10</td>
<td></td>
<td>60.8</td>
<td>66.8</td>
<td>64.9</td>
</tr>
</tbody>
</table>

|           |   |   |     |
| Mean       | 0.09 | 0.08 | 0.09 |
| Median     | 0.05 | 0.06 | 0.06 |
| Std Dev    | 0.09 | 0.08 | 0.08 |
Findings continued

Reports the number of drinks consumed the last time students "partied" or socialized. Only students reporting one or more drinks were included.

<table>
<thead>
<tr>
<th>Number of drinks*</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 or fewer</td>
<td></td>
<td>30.0</td>
<td>40.3</td>
<td>36.9</td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>7.7</td>
<td>8.5</td>
<td>8.2</td>
</tr>
<tr>
<td>6</td>
<td></td>
<td>6.9</td>
<td>9.9</td>
<td>9.2</td>
</tr>
<tr>
<td>7 or more</td>
<td></td>
<td>33.8</td>
<td>15.7</td>
<td>21.4</td>
</tr>
</tbody>
</table>

Mean: 7.12, Median: 6.00, Std Dev: 5.53

*Students reporting 0 drinks were excluded.

Reports the number of times college students consumed five or more drinks in a sitting within the last two weeks:

<table>
<thead>
<tr>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A don't drink</td>
<td>17.7</td>
<td>19.8</td>
<td>19.1</td>
</tr>
<tr>
<td>None</td>
<td>31.5</td>
<td>44.0</td>
<td>40.0</td>
</tr>
<tr>
<td>1-2 times</td>
<td>30.0</td>
<td>27.6</td>
<td>28.5</td>
</tr>
<tr>
<td>3-5 times</td>
<td>16.9</td>
<td>7.8</td>
<td>10.8</td>
</tr>
<tr>
<td>6 or more times</td>
<td>3.8</td>
<td>0.7</td>
<td>1.6</td>
</tr>
</tbody>
</table>

Percent of college students who reported using prescription drugs that were not prescribed to them within the last 12 months:

<table>
<thead>
<tr>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antidepressants</td>
<td>0.8</td>
<td>3.4</td>
<td>2.6</td>
</tr>
<tr>
<td>Erectile dysfunction drugs</td>
<td>0.8</td>
<td>0.7</td>
<td>0.7</td>
</tr>
<tr>
<td>Pain killers</td>
<td>6.2</td>
<td>6.6</td>
<td>6.4</td>
</tr>
<tr>
<td>Sedatives</td>
<td>1.5</td>
<td>3.1</td>
<td>2.6</td>
</tr>
<tr>
<td>Stimulants</td>
<td>3.8</td>
<td>2.1</td>
<td>2.6</td>
</tr>
</tbody>
</table>

*Used 1 or more of the above*
**Findings continued**

College students reported doing the following *most of the time* or *always* when they "partied" or socialized during the last 12 months:*

<table>
<thead>
<tr>
<th>Activity</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alternate non-alcoholic with alcoholic beverages</td>
<td>18.1</td>
<td>16.7</td>
<td>19.0</td>
<td></td>
</tr>
<tr>
<td>Avoid drinking games</td>
<td>30.5</td>
<td>26.9</td>
<td>32.5</td>
<td></td>
</tr>
<tr>
<td>Choose not to drink alcohol</td>
<td>25.9</td>
<td>22.9</td>
<td>27.0</td>
<td></td>
</tr>
<tr>
<td>Determine in advance not to exceed a set number of drinks</td>
<td>33.7</td>
<td>30.6</td>
<td>35.5</td>
<td></td>
</tr>
<tr>
<td>Eat before and/or during drinking</td>
<td>81.0</td>
<td>80.6</td>
<td>81.1</td>
<td></td>
</tr>
<tr>
<td>Have a friend let you know when you have had enough</td>
<td>33.3</td>
<td>23.6</td>
<td>38.1</td>
<td></td>
</tr>
<tr>
<td>Keep track of how many drinks being consumed</td>
<td>60.6</td>
<td>55.6</td>
<td>63.1</td>
<td></td>
</tr>
<tr>
<td>Pace drinks to one or fewer an hour</td>
<td>27.5</td>
<td>16.7</td>
<td>32.8</td>
<td></td>
</tr>
<tr>
<td>Stay with the same group of friends the entire time drinking</td>
<td>89.1</td>
<td>85.8</td>
<td>91.3</td>
<td></td>
</tr>
<tr>
<td>Stick with only one kind of alcohol when drinking</td>
<td>48.4</td>
<td>45.4</td>
<td>49.8</td>
<td></td>
</tr>
<tr>
<td>Use a designated driver</td>
<td>85.7</td>
<td>83.3</td>
<td>86.7</td>
<td></td>
</tr>
</tbody>
</table>

**Reported one or more of the above**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>99.4</td>
<td>99.2</td>
<td></td>
</tr>
</tbody>
</table>

*Students responding "N/A, don't drink" were excluded from this analysis.

College students who drank alcohol reported the following consequences occurring in the last 12 months as a result of their own drinking:*

<table>
<thead>
<tr>
<th>Consequence</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did something you later regretted</td>
<td>35.5</td>
<td>38.0</td>
<td>34.2</td>
<td></td>
</tr>
<tr>
<td>Forgot where you were or what you did</td>
<td>33.8</td>
<td>35.2</td>
<td>32.6</td>
<td></td>
</tr>
<tr>
<td>Got in trouble with the police</td>
<td>4.7</td>
<td>6.5</td>
<td>3.9</td>
<td></td>
</tr>
<tr>
<td>Had sex with someone without giving your consent</td>
<td>0.6</td>
<td>1.9</td>
<td>0.0</td>
<td></td>
</tr>
<tr>
<td>Had sex with someone without getting their consent</td>
<td>0.3</td>
<td>0.9</td>
<td>0.0</td>
<td></td>
</tr>
<tr>
<td>Had unprotected sex</td>
<td>16.9</td>
<td>13.0</td>
<td>18.9</td>
<td></td>
</tr>
<tr>
<td>Physically injured yourself</td>
<td>16.1</td>
<td>19.4</td>
<td>14.2</td>
<td></td>
</tr>
<tr>
<td>Physically injured another person</td>
<td>2.0</td>
<td>0.9</td>
<td>2.6</td>
<td></td>
</tr>
<tr>
<td>Seriously considered suicide</td>
<td>0.9</td>
<td>0.9</td>
<td>0.9</td>
<td></td>
</tr>
</tbody>
</table>

**Reported one or more of the above**

| Activity                                                                 | Male | Female | Total |
|                                                                         | 53.5 | 53.4   |       |

*Students responding "N/A, don't drink" were excluded from this analysis.
### Demographics and Student Characteristics

#### Age:
- Average age: 20.13 years
- Median: 20.00 years
- Std Dev: 1.75 years

<table>
<thead>
<tr>
<th>Age</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 - 20 years</td>
<td>56.5%</td>
</tr>
<tr>
<td>21 - 24 years</td>
<td>41.6%</td>
</tr>
<tr>
<td>25 - 29 years</td>
<td>1.9%</td>
</tr>
<tr>
<td>30+ years</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

#### Gender*
- Female: 68.8%
- Male: 30.5%
- Transgender: 0.0%

#### Student status:
- 1st year undergraduate: 42.4%
- 2nd year undergraduate: 6.0%
- 3rd year undergraduate: 26.0%
- 4th year undergraduate: 15.7%
- 5th year or more undergraduate: 4.0%
- Graduate or professional: 6.0%
- Not seeking a degree: 0.0%
- Other: 0.0%

- Full-time student: 99.3%
- Part-time student: 0.7%
- Other student: 0.0%

#### Relationship status:
- Not in a relationship: 45.0%
- In a relationship but not living together: 46.7%
- In a relationship and living together: 8.3%

#### Marital status:
- Single: 93.3%
- Married/Partnered: 3.6%
- Separated: 0.2%
- Divorced: 0.2%
- Other: 2.6%

#### Students describe themselves as:
- White: 94.4%
- Black – not Hispanic: 0.2%
- Hispanic or Latino/a: 1.2%
- Asian or Pacific Islander: 1.9%
- American Indian, Alaskan: 0.9%
- Native or Native Hawaiian: 0.2%
- Biracial or Multiracial: 0.2%
- Other: 7.9%

#### International Student:
- International: 7.9%

#### Students describe themselves as:
- Heterosexual: 97.1%
- Gay/Lesbian: 1.7%
- Bisexual: 1.0%
- Unsure: 0.2%

#### Housing:
- Campus residence hall: 52.7%
- Fraternity or sorority house: 0.0%
- Other university housing: 0.0%
- Parent/guardian home: 4.3%
- Other off-campus housing: 36.5%
- Other: 1.4%

#### Participated in organized college athletics:
- Varsity: 5.0%
- Club sports: 9.8%
- Intramurals: 30.1%

#### Member of a social fraternity or sorority:
- Greek member: 8.7%

#### Primary Source of Health Insurance:
- College/university sponsored plan: 4.7%
- Parents' plan: 88.6%
- Another plan: 3.8%
- Don't have health insurance: 2.6%
- Not sure if have plan: 0.2%

* Cases where sex is missing are included in the calculation of percentages for this variable
University of Northern Iowa
Proposal to Implement Interpersonal Anti-Violence Educational Program
Student Success – Sexual Assault Prevention

Proposal
We propose that the University of Northern Iowa initiate the use of Student Success – Sexual Assault Prevention, an online anti-violence educational program, for all new undergraduates entering UNI in the fall 2010 (first year and transfer students). Students will be required to complete the course by the beginning of fall term with a score of 80% on the post-test. Students who fail to complete the program as specified will not be allowed to register for spring term until completing the course.

This proposal has been approved by the First Year Council with endorsements from the following departments: Regents Violence Prevention Task Force, Office of Admissions, Registrar, University Police, Wellness and Recreation Services, and the Dean of Students Office.

About Student Success – Sexual Assault Prevention
Student Success teaches students about issues related to sexual misconduct, including sexual assault, sexual harassment, stalking, and dating violence. It uses gender-specific content and realistic scenarios, including stories from survivors, to deliver the content. Student Success has been approved by the U.S. Department of Justice, Office of Violence against Women, to meet the mandatory orientation requirement for colleges and universities that receive federal funds to support violence prevention initiatives. Student Success has been successfully implemented at the University of Iowa among many other colleges and universities, and empirical evidence shows it is effective in educating students about sexual misconduct.

Administration and Funding
Administrative responsibility for implementing the program will lie jointly with the Office of Violence Intervention Services and the Dean of Students Office. Funding will be provided by the Dean of Students Office with support from the UNI Flagship Grant awarded by the U.S. Department of Justice, Office of Violence Against Women.

These offices will work collaboratively with the coordinator of new student programs and the Office of Admissions in the development of a communication strategy that educates students about the expectations for completing the course. Plans are being developed to follow up with those students who fail to complete the course in the specified time frame. Based on experiences at other institutions, we expect a small number of students will not complete the course by the start of fall term. However, with appropriate follow up, we believe the number of students who will require registration holds for spring term to be minimal.

Targeting First-Year Students
Studies show as many as 1 in 4 college-aged women are victims of sexual violence. First and second year students are at the highest risk of being sexually assaulted, and the first few months of the academic year pose the highest risk for sexual assault. Student Success – Sexual Assault Prevention is a key component of a multi-faceted prevention initiative that educates first year students about gender-based violence.
What is Student Success™?

- Student Success™ is an online sexual assault prevention program that teaches students about sexual misconduct (including sexual violence, harassment, stalking, and dating violence). Student Success™ has been recommended by the U.S. Department of Justice, Office of Violence Against Women, as an effective orientation program for new students.

Why do I need to take a course about sexual misconduct?

- The University of Northern Iowa strives to create a respectful, safe, and non-threatening environment for students, faculty and staff.
- So that you will understand the types of behaviors that constitute sexual misconduct and interpersonal violence.
- According to the U.S. Department of Justice, college freshman and sophomores are at the highest risk of being sexually assaulted.

Who is required to take Student Success™?

- All new, incoming students are required to complete Student Success™. Students must complete the program between June 1, 2010 and August 1, 2010 in order to register for Spring 2011 courses.
- Note: All new, incoming International and students attending the final orientation in August are required to complete Student Success™, as well. These students must complete the program between August 15, 2010 and October 1, 2010 in order to register for Spring 2011 courses.

How long will it take me to complete the program?

- The pre-test and post-test will take approximately 10 minutes each; the video section will take approximately 90 minutes to watch.

How do I “pass” the online course?

- You must achieve a score of at least 80% on the post-test, or repeat the course until you score 80%, to be eligible to enroll for Spring 2011 courses.

Will I have to pay for the course?

- No. Funding for this program is supported by the New Student Programs office and Campus Violence Prevention Project grant.

How do I access Student Success™?

- You will receive a link via e-mail. Messages will be sent to the e-mail address you provided when you registered for Orientation. A reminder message will also be sent to your new UNI e-mail address in mid-July.
- The first time you click the link to enter the program, you will complete registration for Student Success™. You will have to use your new UNI e-mail address in this process.
- You may log out of the program and your place will be saved within the program. Always log back in through the link provided to you via e-mail!
- Check your UNI e-mail account and the personal e-mail account you provided at the time of Orientation registration for instructions and updates. Not checking your e-mail is not a valid excuse for failure.

What do I do if I am a student with a disability?

- The University of Northern Iowa prohibits discrimination in educational programs on the basis of disability. If you require an accommodation in order to participate in this educational program, please contact the UNI Student Success™ Coordinator at (319) 273-3423.

Who do I contact if I have other questions?

- Mark Rowe, UNI Student Success™ Coordinator: (319) 273-3423, studentsuccess@uni.edu.
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MVP Train-the-Trainer Workshop
February 9-12, 2010

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