



**UNIVERSITY OF WISCONSIN COLLEGES**

**ALCOHOL AND OTHER DRUG EDUCATION PROGRAM**

**BIENNIAL REVIEW: JANUARY 1, 2016 – DECEMBER 31, 2017**

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October 5, 2018

Dear Reader,

As the current Chief Executive Officer for the UW Colleges service provider, I am pleased to certify that I have reviewed this document related to the 2016-2017 Prevention Program for the UW Colleges. I can confirm the following:

- The Drug and Alcohol Abuse Prevention Program is available for all students and employees on multiple web pages and the Prevention office confirms they were distributed via email to students and employees each semester.
- The Drug and Alcohol Abuse Prevention Program contains the following information:
  - Our standards of conduct for students and employees
  - Potential sanctions and penalties students and employees face if they violate these standards in regards to use of alcohol and drugs; up to and including suspension/expulsion (student) and termination (employee)
  - A description of the legal (local, state, and federal) sanctions possible for illegal use of alcohol or illicit drugs
  - Health risks associated with the abuse of alcohol or the use of illicit drugs
  - Counseling and Treatment programs available
- This Biennial Review provided information on the prevention program, assessed the effectiveness of the program, shared improvements over the past 2 years, sanction consistency, and highlighted continued opportunities for improvement. The review did not offer future recommendations for the UW Colleges as the institution will no longer be in operation.

Sincerely,

*Jacquelyn Joseph-Alvearstein, PhD.*  
*Executive Officer*  
*UW-Colleges Services*

## **The University of Wisconsin Colleges Alcohol and Other Drug Education (AODE) Program**

### **Overview**

The Associate Vice Chancellor for Student Services and Enrollment Management oversees the UW Colleges Alcohol and Other Drug Education (AODE) Program. During the Biennial Review period (January 1, 2016 to December 31, 2017), the Director of Prevention handled AODE program development, institutional initiatives, and day-to-day management for the institution. Each of the 13 campuses also had a staff member assigned to carry out campus-based program activities. These campus AODE coordinators worked in another functional area on each campus and covered AODE duties as a supplemental role. For their AODE work, they reported to the Director of Prevention. The Director of Conduct and Compliance position was developed at the end of 2015 to ensure that policy violations and sanctioning were enforced and applied consistently across the 13 campuses and UW Colleges Online.

The Director of Prevention was a member of the UW System AODA Coordinators Group and acted as the Chair of the group to advance AOD prevention efforts throughout the UW System. The Director of Conduct and Compliance was a member of the UW System Conduct Officers Group. Participation in these groups offers ongoing professional development and collegial consultation when challenges arose.

In late 2017, the University of Wisconsin System, with approval by the Board of Regents, announced the restructuring of the system. Specifically, the 13 two-year campuses would be joined with the four-year comprehensive and research institutions (a.k.a. receiving institutions). The University of Wisconsin System initiated this restructuring in order to expand access to higher education, maintain affordable tuition, and increase opportunities for students. For more information regarding the restructuring, please review the official [website](#).

As of July 2018, UW Colleges is a non-accredited service provider of central services for seven UW receiving institutions in the state. This will be the last biennial report for UW Colleges. Prevention Services are now the responsibility of the Receiving Institution.

### **Description of the AOD Program Goals and Elements**

#### **Program Goals**

The mission of the UW Colleges Alcohol and Other Drug Education Program is to promote healthy behavior through prevention and education to reduce harms related to alcohol and other drug use and abuse.

The goals of the AODE Program are listed below:

- Provide students with accurate and relevant alcohol and other drug information, including the inherent risks associated with these substances and how use/abuse can impact academic success

- Promote healthy choices concerning the use of alcohol and other drugs, emphasizing the elimination of illegal use, high-risk behavior, and harmful use
- Develop, disseminate, interpret and support the enforcement of campus regulations that are consistent with institutional policies and local, state, and federal laws
- Support a safe and healthy educational environment that fosters student learning and retention
- Equip faculty and staff to better identify, assist, and/or refer students exhibiting signs of substance abuse
- Support local community coalitions that address alcohol and other drug abuse whenever possible

### **Program Elements**

AODE Program staff provide the following in order to help achieve the goals above:

- Prevention-focused programming on alcohol and other drugs of abuse, addictions, and alcohol assisted sexual assault
- Classroom presentations utilizing “best-practice” educational strategies
- Curricular integration of alcohol and other drug information
- Courses for Credit: HES 124-Alcohol and Other Drugs: Awareness and Alternatives, and HES 224 Drugs, Behavior, and Society
- Social marketing campaigns
- Student subscriptions to Student Health 101 (a monthly online wellness magazine), Alcohol Check-Up To Go, and Marijuana Check-Up To Go (UW Colleges in 2018 provides Screen U)
- Information, training and consultation for faculty and staff
- Administration of the National College Health Assessment
- AODE website: [www.uwc.edu/aode](http://www.uwc.edu/aode)
- Compliance with the Drug-Free Schools and Campuses Act and other legal mandates
- Educational interventions with individual students including alcohol screenings and feedback sessions as well as web-based programs used for sanctioning
- Consultation and support to community coalitions in counties where UWC campuses reside
- Consultation with other offices such as athletics, Office of Equity, Diversity and Inclusivity, and Conduct and Compliance

### **Program Activities**

In 2016 and 2017, the UW Colleges underwent a re-structuring which resulted in a staff reduction. Due to the staff reduction, staff needed to prioritize efforts and campaigns. Still, in this biennium, a variety of programming efforts were implemented. UW Colleges continued to focus on alcohol and prescription drug prevention, since those were the two areas that seemed to have the biggest negative impact on student success. Those were also the areas where the remaining staff felt they could have the biggest impact on reducing harms (alcohol) and preventing abuse (prescription drugs).

The expectation for staff on each campus was to provide alcohol prevention and prescription drug prevention activities each semester, an alcohol screening day each semester, and tabling events at least once per year on the following topics: nicotine/tobacco, marijuana awareness, synthetic drug awareness, gambling, Veterans substance awareness, alcohol assisted sexual violence, and stress relief without substance abuse. The Director of Prevention prepared all materials and distributed them to the campus to disperse.

Social marketing utilizing print media and electronic messaging were more heavily utilized during this biennium. UW Colleges continued the successful campaigns from the past which included: info series on serving size/counting drinks/BAC impacts; a series titled “refuse to abuse” related to prescription drug abuse; and single topic posters on: alcohol’s impact on academic success, blackouts, driving sober, and alcohol assisted sexual assault. UW Colleges continued with the series promoting sexual consent titled “Consent is Sexy” which included a poster addressing consent under the influence of alcohol or other drugs.

The institution continued the subscription to Student Health 101, an e-magazine focused on student health and wellness that was emailed/texted to students each month. Most months included pages that were written specifically for UWC students on AOD related topics. In 2017, these were ceased due to the Director of Prevention Services leaving for another institution.

## **Policy Distribution**

### **Students**

In the fall of each year, all students received a letter sent to their official campus e-mail address. This e-mail informs students about the Drug-Free Schools and Campuses Act, and contains a direct link to the [website](#) that contains the full text of the policy statement and other required information. Information is also included about local community agencies that provide services for alcohol and drug issues. The email is sent from the Director of Conduct and Compliance. New students receive a similar email in the spring semester.

The information is included on the AODE [page](#), the Annual Campus Security Reports [page](#) and the Admissions [page](#).

Students were informed about alcohol and other drug policies and practices as part of new student orientation where they also received a paper copy summarizing the Students Rights and Regulations Handbook and a link to find the document online.

### **Employees**

Every semester, employees received a letter sent to their official campus email address. This email informed faculty about the Drug-Free Schools and Campuses Act, and contained a direct link to the [website](#) that contains the full text of the policy statement and other required information. Information is also included about local community agencies that provide services for alcohol and drug issues.

The information is also on the [employment](#) website for applicants to review.

On occasion, emails regarding prevention programming, best practices for assisting alcohol/drug involved students, ideas for curricular infusion, and information about emerging trends were sent to faculty and staff. Professional development opportunities were provided annually, at minimum, for interested UWC faculty and staff by the AODE Program staff on a variety of topics based on need and requests.

### **Policies Distributed**

This is an excerpt from the UWC Drug and Alcohol Abuse Policy Program:

### **Standards of Conduct and Disciplinary Sanctions**

The University of Wisconsin System and the University of Wisconsin Colleges prohibits the unlawful possession, use, distribution, manufacturing, or dispensing of illicit drugs and alcohol by students, employees, and guests. In addition, the use, possession, and distribution of alcoholic beverages on UW Colleges campuses or at university activities is prohibited unless permitted by the chief administrative officer or in established campus or institutional regulations.

The State of Wisconsin governs age restrictions for the lawful consumption of alcohol. The State of Wisconsin's definition of controlled substances can be found in [CH. 961, Wis. Stat.](#) University of Wisconsin System policies regarding drugs and drug paraphernalia can be found at [Chapter UWS 18.09 \(2-3\)](#) and [Chapter UWS 18.15 \(1\)](#). The University of Wisconsin System's policy on alcohol can be found at [Chapter UWS 18.09](#). It is important to note that Students and Employees are subject to both institutional sanctions and to criminal sanctions provided by the federal, state, and local law.

### ***Student Disciplinary Sanctions***

The unlawful possession, use, distribution, manufacturing, or dispensing of illicit drugs and alcohol are offenses which are subject to disciplinary action, up-to and including expulsion, at the University of Wisconsin Colleges. A student who is found responsible for violating these policies will be assigned appropriate disciplinary sanctions. The University of Wisconsin System has a clearly defined Student Non-Academic Disciplinary Procedures: [Chapter UWS 17](#). Under [Chapter UWS 17.10](#), the University of Wisconsin System outlines the possible sanctions a student may be assigned. It is important to note that one or more of these sanctions can be assigned and could include mandated AOD counseling. The sanctions include:

- A written reprimand
- Denial of specified university privileges
- Payment of restitution
- Educational or service sanctions, including community service
- Disciplinary probation
- Imposition of reasonable terms and conditions on continued student status
- Removal from a course in progress
- Enrollment restrictions on a course or program
- Suspension
- Expulsion

At the University of Wisconsin Colleges, the [Office of Conduct and Compliance](#) has oversight of student discipline.

### ***Employee Disciplinary Sanctions***

The unlawful possession, use, distribution, manufacturing, or dispensing of illicit drugs and alcohol are offenses in which employees are subject to disciplinary action, up-to and including termination, if these violations take place on university property, university activities, at an off-campus work site, or during the employees work hours. An employee may be referred to an appropriate counseling and/or treatment program. Procedures for employee discipline vary by employment status. These policies include:

- UWS Chapter 4: Dismissal Faculty  
(<https://docs.legis.wisconsin.gov/code/register/2016/726B/insert/uws4>)
- UWS Chapter 6: Complaints and Grievances  
([https://docs.legis.wisconsin.gov/code/admin\\_code/uws/6](https://docs.legis.wisconsin.gov/code/admin_code/uws/6))
- UWS Chapter 7: Faculty (special) Dismissal  
(<https://docs.legis.wisconsin.gov/code/register/2016/726B/insert/uws7>)
- UWS Chapter 11: Academic Staff Dismissal  
(<https://docs.legis.wisconsin.gov/code/register/2016/724B/insert/uws11>)
- UPS Operational Policies (university staff):  
<https://www.wisconsin.edu/ohrwd/download/policies/ops/gen0.pdf>

At the University of Wisconsin Colleges, the [Office of Human Resources](#) has oversight of employee discipline.

The University of Wisconsin Colleges offers a confidential Employee Assistance Program through FEI. FEI is available 24/7 by calling (866) 274-4723 or visiting their [website](#). Username is SOWI. Employees are encouraged to utilize these services.

### **Legal Sanctions**

#### ***Federal***

#### **Alcohol**

In the United States, the Bureau of Alcohol, Tobacco, and Firearms enforces all federal alcohol laws; including the Interstate Transport in Aid of Racketeering or 18 [U.S.C.](#) The Federal Government's primary law governing alcohol policy is the 21<sup>st</sup> Amendment. The 21<sup>st</sup> Amendment repealed national prohibition and gave States the right to determine policy regarding the sale, importing, distribution, and possession of alcohol for the State. Under the Federal Uniform Drinking Age Act of 1984, Congress set the minimum legal drinking age to 21 and at this time every State abides by that standard. More information can be found on the [NIH website](#). Another resource for Alcohol-related policies in the United States can be found on the [Alcohol Policy Information System](#).

## Illicit Drugs

The Drug Enforcement Agency publishes the “Drugs of Abuse” handbook. The most current edition was released in 2017 and can be found [here](#). This handbook contains information regarding the Controlled Substance Act, U.S. Chemical Control, descriptions of different drugs, and resources. It also includes the penalties for violating federal drug trafficking laws.

It is important to note that penalties can differ depending on the type of drug, the amount, the criminal history of the alleged offender, and other circumstances. Not every case is the same nor will it have the same consequences. The Drug Abuse Prevention and Control under [Title 21 U.S.C.](#) offers information on penalties of drug laws.

Federal Trafficking Laws are as follows:

### FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500-4999 grams mixture	<b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	5 kgs or more mixture	<b>First Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40-399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture	<b>Second Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	1 kg or more mixture	<b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. <b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
LSD (Schedule I)	1-9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<b>First Offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. <b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. <b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
All other Schedule IV drugs	Any amount			
Flunitrazepam (Schedule IV)	Other than 1 gram or more	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. <b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
All Schedule V drugs	Any amount			

## FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

\*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

### *State of Wisconsin*

#### Alcohol

The State of Wisconsin follows the Federal Uniform Drinking Age Act of 1984. Individuals must be 21 years of age or older to drink alcohol. [Chapter 125](#) of the Wisconsin State Legislature outlines policies and penalties regarding Alcohol Beverages. Some important highlights include:

- [Prohibition](#) of the Sale of alcohol to those who are underage
- [Restrictions](#) of sales to intoxicated persons
- [Responsibilities](#) regarding sales and distribution of alcohol; including providing for underage persons
- [“Amnesty”](#) Information regarding emergency assistance
- [Proof of Age](#) standards and penalties

Penalties include, but are not limited to: fines, loss of license and other privileges, work programs, probation, and/or imprisonment.

[Chapter 346.63](#) of the Wisconsin State Legislature outlines the State of Wisconsin’s operating a vehicle under the influence of an intoxicant or other drug and the penalties outlined for violations of this statute.

#### Illicit Drugs

The State of Wisconsin’s list of offenses and penalties can be found in [CH. 961, Wis. Stat.](#) Some highlights include:

- [Prohibition](#) of manufacturing, distribution, or delivery of a controlled substance
  - Schedule I and II narcotic drugs is a Class E felony
  - Schedule I, II, and III nonnarcotic drugs is a Class H felony
- [Possession](#) with intent to manufacture, distribute or deliver a controlled substance
- [Locational](#) offenses and penalties
- [Immunity](#) guidelines for aiding a person in crisis
- [Treatment](#) Options

Penalties include, but are not limited to: fines, forfeitures, loss of license and other privileges, treatment, probation, and/or imprisonment.

***Local***

Local Law Enforcement has the jurisdiction to issue underage drinking citations, false ID citations, etc. These citations typically are adjudicated through the county courthouse and decisions are binding. Typical penalties include, but are not limited to, fines and deferment courses. The University of Wisconsin Colleges does not have a Police Force, so community police will be called if needed.

**Violations and Sanctions**

The incidence of students violating alcohol and other drug policies is extremely low given that most of our students commute to campus. In this biennium, 8 of the 13 campuses offered a limited amount of student housing. Two of the campuses (Marinette and Marathon County) operate their own student housing, one campus (Richland Center) is operated by the Foundation, and four campuses (Baraboo/Sauk County, Barron County, Fox Valley, Marshfield/Wood County, and Fond du Lac) offer housing operated by private vendors on land adjacent to or near campus. During the last review, the UW Colleges had created a Conduct and Compliance Office to coordinate conduct efforts and insure a more consistent and educational approach to policy enforcement, staff training, and sanctioning. This was a successful approach which led to more consistency and thus better service for students. The new department also worked with police departments in the communities to better address response and protocol.

Alcohol Reports at each Campus:

Campus	2016	2017
Baraboo/Sauk County	11	9
Barron County	0	0
Fond du Lac	2	0
Fox Valley	1	1
Manitowoc	0	0
Marathon County	14	0
Marinette	0	0
Marshfield/Wood County	8	2

Richland	11	9
Rock County	0	0
Sheboygan	0	0
Washington County	0	0
Waukesha	0	0

Drug Reports at each Campus:

Campus	2016	2017
Baraboo/Sauk County	0	3
Barron County	0	0
Fond du Lac	0	0
Fox Valley	0	0
Manitowoc	0	0
Marathon County	4	0
Marinette	1	0
Marshfield/Wood County	0	0
Richland	2	3
Rock County	0	0
Sheboygan	0	0
Washington County	0	0
Waukesha	0	0

Due to the low numbers, the potential for others to determine identities of our students is a concern. The following sanctions were imposed for the violations:

- Written reprimands
- Educational program through Judicial Educator, a written report, and an educational follow up meeting
- Referrals to counseling center for an AOD assessment for those who had a serious incident or a repeated incident
- Probation for those who had a serious incident or a repeated incident or hosted

**Summaries of the AOD Program strengths and weaknesses**

The University of Wisconsin Colleges worked to ensure that it is in compliance with all policies and laws relating to alcohol and other drug issues. AODE program staff were knowledgeable about current best practices and research relating to prevention programming, and they endeavored to deliver a comprehensive program based on what is currently known. The staff corrected the issue discovered in the 2014-2015 biennium review: inconsistent employee notification.

Two ongoing obstacles to implementing a more comprehensive program are personnel and financial constraints. Best practices are all-encompassing and reach across institutional

boundaries. Given current staffing and budgets, current staff are unable to do all they would like to do in order to reach goals. Staff do a considerable amount of work given what they have.

The paragraphs below describe the challenges and also positive efforts of the institution:

AODE program staff face the unique challenge of functioning in a two-year, primarily non-residential institution. Programming efforts must be scheduled in such a way that commuter students can participate. In compliance with the state legislative initiative that provided the positions and funding to support the program, the emphasis must be on education, information and referral, and educational intervention strategies rather than counseling. Therefore, students are referred to campus counseling staff and local community resources when counseling and treatment are deemed appropriate.

To further address the challenges described above, and to enhance the likelihood of reaching greater numbers of students, the AODE program staff have embraced an institutional approach to programming. The institutional website uses current technology to appeal to students who might not attend campus events but who are comfortable accessing information online. The website has been broadened to include a number of additional topics such as mental health, sexual assault and relationship violence, as well as general wellness. The website is continually being updated to be more appealing and engaging for students.

Also on the AODE program website, staff has included Screen U, a free program for students to assess alcohol and drug use.

AODE staff worked with conduct and compliance staff to develop effective sanctioning and identify gaps in educational needs.

AODE program staff are involved in new student orientation sessions. When invited by campuses, they inform students about drinking risks, harm reduction, and address the relationship between alcohol and sexual assault. Program services and resources are also shared. When AODE program staff are not able to be present for orientation sessions, a video version of the presentation is shown. Written information is also provided per federal guidelines to all incoming students.

On campus assessments were not as often this biennium due to staff reductions, however, AODE staff did insure each campus was reached.

The e-magazine Student Health 101 was purchased for every UW Colleges student, including UWC Online students. The resource was also made available to all faculty and staff. Each month an email was sent highlighting the monthly content and linking to the current edition. The magazine is personalized with the UW Colleges logo and we also added UWC AOD-specific articles many months throughout the year. AODE program staff worked to promote the benefits of reading the magazine and often offered incentives for students who did so. Some faculty also utilized the magazine in their courses as assignments or extra credit. These emails ended in 2017 with the departure of the Director of Prevention.

The AODE Program has always worked to encourage faculty and staff to promote positive and appropriate messages related to alcohol and other drugs.

AODE staff work to support the efforts of community coalitions addressing substance use/abuse issues. Several UWC campus communities have active coalitions. Program staff encourage campus involvement with coalition initiatives, provide expertise related to student alcohol and other drug use/abuse, and assist with prevention efforts when available to do so. However, staff are unable to be active working members of any one specific community coalition. Since the AODE Program's inception in 1990, there has always been a 1.3 FTE staffing level for the institution. Given the minimal staffing and very small budget, much work has done with very little. Those resources were reduced significantly in spring 2015 due to drastic base budget cuts to the institution. AODE Program staffing was reduced to approximately 1.0 FTE. While more needs be done to develop new coalitions and to actively participate in existing coalitions across the state, this is unrealistic given the current staffing levels and the level of direct student programming that continues to take place.

A long-standing area of weakness for this program has been the ability to evaluate the impact and effectiveness of our efforts. While the program enjoys a positive reputation, we can only speculate that the evidenced-based programs that have been successful at other institutions will also create positive change when implemented in our environment. Program staff use anecdotal evaluation measures and seek student feedback, but we do not have the capacity to do much more. It has been the practice to do the best we can with the limited resources that we have.

### **Recommendations for the UW Colleges AOD Program**

The UW Colleges is no longer an accredited institution and all prevention efforts have transferred to the receiving institutions. As the UW Colleges no longer exists, this will be the final review and recommendations for further development of the program are not necessary.