



# WAYNE STATE UNIVERSITY

**Detroit, Michigan**

**Drug and Alcohol Prevention Program**

**2020-2021 Review**

**Submitted by:**

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(CAPS)**

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**March 2023**

We are pleased to present the 2020-2021 Wayne State University Drug and Alcohol Abuse Prevention Program review in the pages that follow.

As a summary, we would like to highlight the following program enhancements and recommendations since the 2020 review:

**Program Enhancements:**

1. The Coordinator of Student Life Wellness has been replaced by the care, support, and intervention services in the Dean of Students Office. These services include non-clinical case managers and these case managers will meet with students who received a minor in possession citation on-campus, as well as each student who had a hospital transport from campus due to precarious health after alcohol consumption.
2. Residence hall students also met with their building community director and received disciplinary sanctions to be carried out in the residence hall.
3. Wayne State University purchased a subscription to eCHECKUP TO GO which is an online alcohol education program that each student who receives an alcohol related conduct violation must complete.
4. Wayne State continues to make great strides in identifying methods for collecting information about student substance use, much of which is detailed in this report. As one example, the WSU's JED Campus project, a four year strategic planning program focused on comprehensive mental health services, completed in 2021, included drug and alcohol abuse prevention programming. The Healthy Minds Study, completed at the start of the JED Campus project by approximately 450 WSU students in April of 2017, was readministered in 2021 and completed by nearly 500 students. It found that 2% of students had been previously diagnosed with a substance use disorder. Seventy-four percent of respondents had not used any drugs in the last month (not including alcohol). Twenty-five percent had used marijuana in the last month, up from 20% in 2017.

**Healthy Minds Study 2017 (n = 457)**

**Drug use**

Over the past 30 days, have you used any of the following drugs? (Select all that apply)

20%	Marijuana
3%	Cocaine (any form, including crack, powder, or freebase)
0%	Heroin
0%	Methamphetamines (also known as speed, crystal meth, or ice)
4%	Other stimulants (such as Ritalin, Adderall) without a prescription
1%	Ecstasy
2%	Other drugs without a prescription
77%	No, none of these

## Healthy Minds Study 2021 (n = 494)

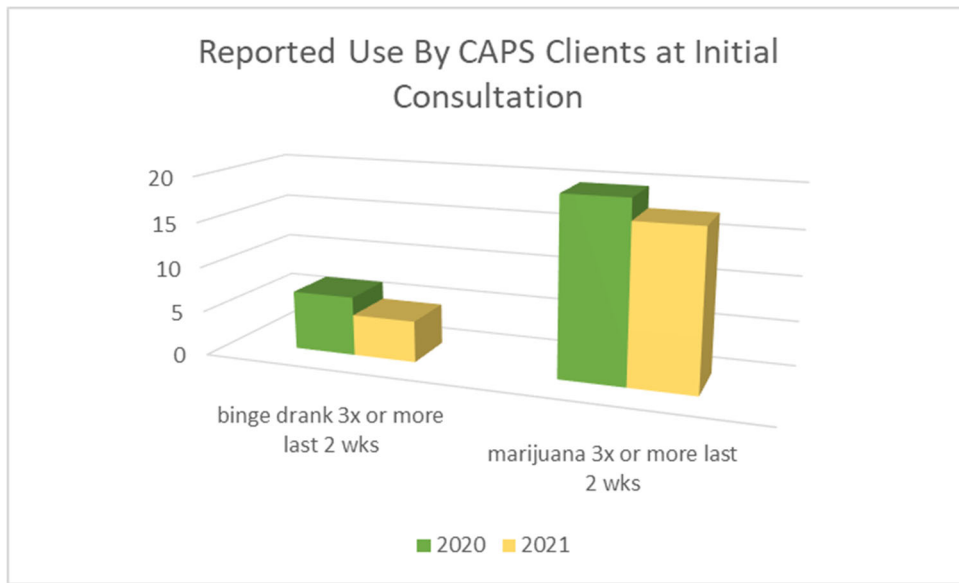
### Drug use

Over the past 30 days, have you used any of the following drugs? (Select all that apply)

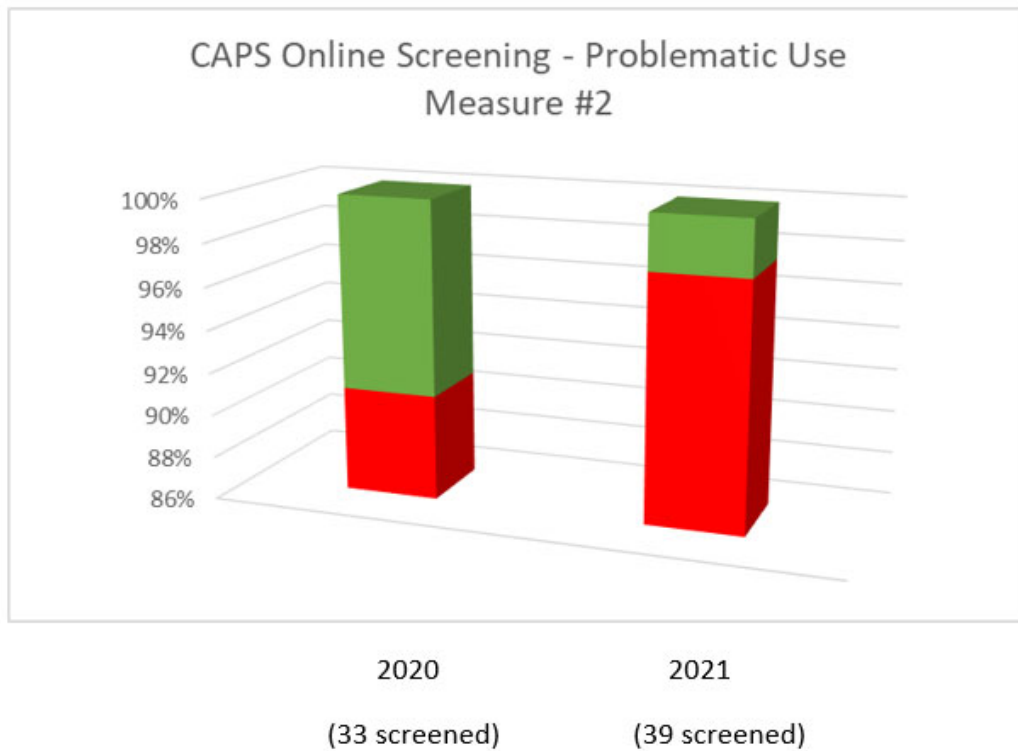
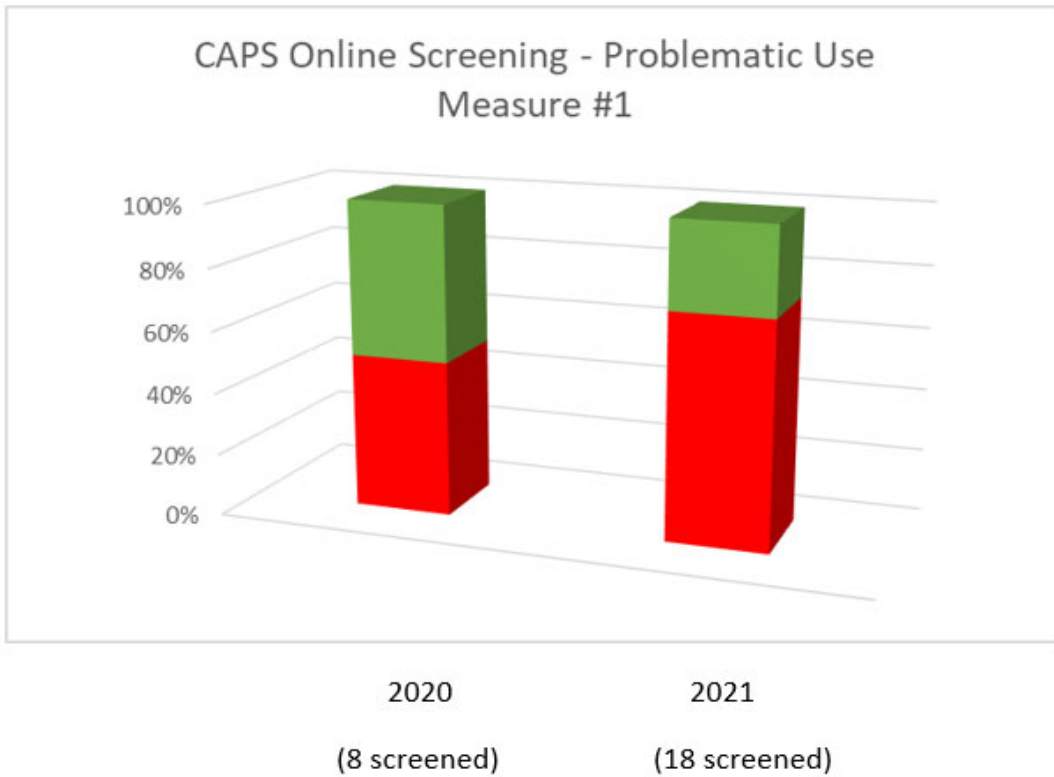
25%	Marijuana
2%	Cocaine (any form, including crack, powder, or freebase)
0%	Heroin
0%	Opioid pain relievers (such as Vicodin, OxyContin, Percocet, Demerol, Dilaudid, codeine, hydrocodone, methadone, morphine) without a prescription or more than prescribed
1%	Benzodiazepenes
0%	Methamphetamines (also known as speed, crystal meth, or ice)
2%	Other stimulants (such as Ritalin, Adderall) without a prescription or more than prescribed
0%	MDMA (also known as Ecstasy or Molly)
0%	Ketamine (also known as K, Special K)
0%	LSD (also known as acid)
1%	Psilocybin (also known as magic mushrooms, boomers, shrooms)
1%	Kratom
0%	Athletic performance enhancers (anything that violates policies set by school or any athletic governing body)
0%	Other drugs without a prescription
74%	No, none of these

5. The Office of Housing and Residential Life has continued its use of the Maxient platform for its conduct management needs. Record keeping has been designed to identify drug and alcohol violations which will lead to accurate and expedient access to related data.
6. Wayne State's Suicide Prevention Initiative continued and expanded through 2020, funded by a 3.5 year Garrett Lee Smith grant from the Substance Abuse and Mental Health Services Administration. With the conclusion of the grant period in February of 2021, many of the project activities have continued, led by the CAPS Suicide Prevention Coordinator. The association between substance abuse and suicide is well recognized.
7. The Department of Athletics provided a wide variety of alcohol and drug awareness programming. In the 2011-12 academic year, the Department of Athletics introduced a new subcommittee committed to alcohol and drug awareness. The special committee was formed to educate, inform, and provide recommendations for alternatives to high-risk activities. In the following years, albeit the special ad-hoc committee is no longer active but the efforts have been beyond consistent with the programming evolving to match the changing demographics. Below is a comprehensive list of programs the department offers:
  - Wellness at Wayne is now offered to Student-Athletes to replace our department ran Survival Skills Course: in the course, students learn tangible ways to be a successful college student with a whole unit focused on Drug and Alcohol Awareness

- Mike Green Presentation: Over the past 18 years, Mike Green has presented on more than 2000 campuses nationwide in his effort to make drug and alcohol awareness and education an integral part of every student’s life. He is a recognized leader in the field, earning the respect of his colleagues and the student he has counseled. He has made it his life’s work to help young people avoid the perils of abuse, and because Mike Green is an inspiring and dynamic speaker, kids not only sit up and listen – they buy what he is selling!
  - Speak About It Presentation: Done in conjunction with the Title IX Office all student-athletes attend the "Speak About it" Creating a Culture of Consent presentation. Speak About It is a performance-based presentation about consent, boundaries, and healthy relationships. Using a combination of humorous and provocative skits, interactive dialogue, and monologues, Speak About It addresses support, sexual assault, and bystander intervention, and alcohol and drug usage and awareness. The goal is to have a conversation about having a conversation about sex and the impact of alcohol and drugs and to leave the students feeling educated, entertained, and empowered to create change on their campus.
  - The Student-Athlete Experience Canvas Site: This course shell was created to deploy learning modules that communicate important success information, mental health tips, Sexual Misconduct and Title IX awareness and education, Bullying/Hazing, Alcohol & Drug (and prescription drug) use, and the effects on the body and mental state.
8. Alcohol consumption webinars: Campus Health Center was a recipient of the Chris Labyk Award for Promising Student Health Initiatives. This award assists college health programs undertake pilot interventions, assist with unfunded or under-funded mandates, and pursue important college health objectives that do not currently have sufficient funding. With the financial award, the WSU community was engaged with two webinars to increase alcohol use knowledge. The first webinar “Alcohol During COVID-19” was held March 2, 2021. The second webinar “Alcohol and Post-Pandemic Life” was held July 14, 2021. To accomplish the goals of this outreach program, surveys, social media posts, handouts, and giveaways were used to increase alcohol awareness across Wayne State University’s campus.
9. The Office of Counseling and Psychological Services (CAPS) has implemented clinical documentation changes in order to better collect information related to substance use. In 2020, of 655 students screened, 6.6% had engaged in binge drinking 3 times or more in the last 2 weeks, and 19.6% had used marijuana 3 times or more in the last 2 weeks. Twenty percent (20%) needed to reduce their past drug and alcohol use at least twice, and 2.6% had previous drug or alcohol treatment. In 2021, of 942 students screened, 4.6% had engaged in binge drinking 3 times or more in the last 2 weeks, and 17.3% had used marijuana 3 times or more in the last 2 weeks. Just over 17% needed to reduce their past drug and alcohol use at least twice, and 1.9% had previous drug or alcohol treatment. Due to the pandemic and converting to telemental health services, substance use evaluations decreased. In 2020, 4 students completed substance use evaluations at CAPS, while in 2021 there were no substance use evaluations completed. At the intake evaluation, which starts a course of counseling, in 2020, 13 students (4.8%) had reducing drug and alcohol use as a treatment target. In 2021, 14 students (2.6%) had a treatment target of reducing drug and alcohol use.

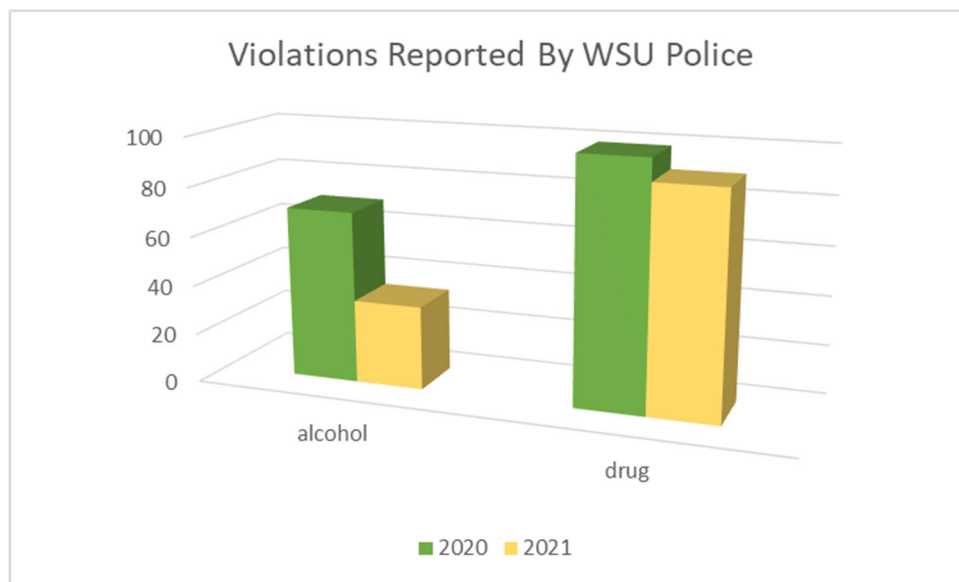


10. CAPS offers anonymous screening provided by Mindwise Innovations via a link on the CAPS website. CAPS markets this service widely. When a screening indicates the likelihood of problematic use, resources are provided so students can access professional help. About a third of individuals screened would not have been WSU students, according to demographic questions in the screening. This is because the screenings are available to anyone. In 2020, 8 individuals were screened for alcohol misuse, and 50% were indicated to have problematic alcohol use. Thirty-three individuals in 2020 completed a similar screening offered in the same package of screening tools, and 91% were suggested to have problematic substance use. In 2021, 18 individuals completed the alcohol misuse screening and 72% were suggested to have problematic alcohol use. Thirty-nine completed the other screening tool, and 97% were indicated to be at moderate or high risk for substance misuse.



- The Wayne State University police department maintains a log reflecting drug and alcohol violations addressed by the police on campus and at university sponsored events. In 2020, there were 70 alcohol violations, and all were referred to the housing disciplinary system. There were also 99 drug violation referrals, of which 98 were referred to the housing disciplinary system and 1 was referred

to the student conduct office. In 2021, there were 34 alcohol violations, and all were referred to the housing disciplinary system. There were also 90 drug violation referrals, of which 89 were referred to the housing disciplinary system and 1 was referred to the student conduct office. The drop in the number of alcohol violations was likely due to the decrease in the number of students who were living in student housing during the pandemic.



12. The university Registrar’s office compiles the number of students seeking and receiving medical withdrawals due to drug and alcohol abuse issues. In the 2020-21 academic year, 7 of 163 medical withdrawal applications (4.3%) were based on substance use diagnoses. In the 2021-22 academic year there were 2 out of 170 applications (2%). All such applications were approved both years.
13. The Campus Health Center (CHC) routinely identifies patients who have alcohol abuse and/or substance abuse histories and/or current alcohol abuse and/or substance abuse problems. New patients are screened as appropriate and health education is provided on an individual basis. CHC records indicate that in 2020, 25 students were diagnosed with substance use problems. In 2021, 26 students were diagnosed with substance use disorders. These numbers are up substantially from recent years, likely a result of having a full-time social worker on staff. A new data point for this report is number of students who received substance use counseling at CHC. This was 224 in 2020 and 219 in 2021. Additionally, CHC provides treatment referrals as appropriate.

#### Recommendations for 2022-2024:

##### ***Education and Training***

1. *The WSU Collegiate Recovery Program:* In November of 2022 WSU was awarded a Jamie Daniels Foundation grant to support the creation of a Collegiate Recovery Program (CRP; PI: Dr. Kuentzel). The project planning team includes representatives from CAPS, the School of Social Work, and the School of Medicine. The WSU CRP mission is grounded in the approach of the Association for Recovery in Higher Education (ARHE). It will provide a supportive environment within the campus culture that reinforces the decision to engage in a lifestyle of recovery from substance use and addiction. It will

provide educational opportunities alongside recovery support. These efforts will include peer education and support, particularly for reaching underrepresented and historically marginalized groups. Not only will the WSU CRP provide compassionate support to students in recovery, but there will be excellent opportunities to collect much better data to inform future programming and intervention.

The CRP will be managed by a half-time 12-month CRP Coordinator who will be supported by an hourly student assistant/peer educator. The CRP employees will recruit students in recovery to participate in the program, lead support groups for students, conduct outreach and present around campus on topics related to substance use, organize events and activities, engage in a variety of creative marketing efforts, and develop relationships and/or partnerships with a vast array of campus departments and organizations. For example, the Dean of Students Office will support the creation of new or strengthened existing student organizations focused on substance use prevention and recovery, and provide professional marketing of the CRP. Although Housing and Residential Life does not currently offer a sober living floor, this possibility will be explored. Above all, there will be a strong emphasis on empowering student volunteers to assist with carrying out the functions of the CRP, as the degree of peer involvement is expected to drive the level of success of the CRP.

2. The University distributed to all students the “Get Inclusive” online module educating students in topics of sexual violence prevention education, substance abuse prevention education, and hazing awareness education. Students were informed that this module was required. It is recommended that this module continue to be required, with the possibility of required completion before registering for classes.

### ***DAAPP Oversight***

3. It is recommended that formal appointment of a DAAPP committee be established. This committee should be appointed by the President or his/her designee and will be responsible for reviewing, on a semi-annual basis, the DAAPP efforts of the campus partners who have contributed to this report, and will compile and produce each biennial DAAPP report. The campus biennial review committee should consist of, at a minimum, the following members or their designees: the Dean of Students, the Senior Director of Housing and Residential Life, the President of the Nursing Practice Corporation (Campus Health Center), the Director of CAPS, the Associate Vice President and Chief Audit Executive, the Athletics Director, the Registrar, and the Director of Total Rewards.

### ***Student Conduct Case Management***

4. Through the Maxient student conduct case management platform, a repository has been established whereby each drug and alcohol violation addressed by the police on campus and at university sponsored events is recorded and available for data access. This should continue and expand if appropriate.

### ***Campus Health Center Behavioral Health Integration***

5. The Campus Health Center (CHC) has continued to take important steps in the direction of Behavioral Health Integration (BHI), allowing more students with substance use problems to be identified, counseled, and connected with treatment. We strongly encourage these efforts, as students are more likely to visit a primary care center than a mental health treatment center due to stigma. A 3-year



federal grant awarded to Dr. Cyntera McNeill (College of Nursing) has allowed a full-time CAPS University Counselor II to be embedded at CHC. This individual, a Licensed Social Worker, serves as a primary care case manager, adding a strong clinical focus on mental health including substance abuse. The BHI program has made possible regular trainings on mental health topics for CHC primary care staff, and the new case manager also supervises social work interns who further expand the mental health (including substance use) screening and treatment capacity of CHC. We recommend that sustainability beyond the grant period for this project is aggressively pursued.

### ***Additional Screening***

6. The Campus Health Center, in collaboration with CAPS, launched a pilot mental health triage service in late fall of 2022. This new service is in response to a 2021 Student Senate Resolution. Students who seek mental health services but need assistance identifying their best options on campus or in the community can request a screening with a mental health professional, who will then provide referrals. Students are asked if they are seeking help with substance use problems. It is recommended that mental health triage data be provided for the 2022-24 DAAPP report, and that this new service be continued and enhanced based on experience gained during the pilot phase.

**Wayne State University  
Drug & Alcohol Abuse Prevention Program**

DoE Requirements	WSU Program
<b>Information to be included in materials for students <i>and</i> employees</b>	
<p><b>1.</b> A drug-free awareness program for <b>employees</b> that includes a notice to them of unlawful activities and the actions the school will take against an employee who violates these prohibitions.</p>	<p>University Policy:</p> <p><a href="https://bog.wayne.edu/code/2-20-04">https://bog.wayne.edu/code/2-20-04</a></p> <p><a href="https://bog.wayne.edu/code/2-85-06">https://bog.wayne.edu/code/2-85-06</a></p>
<p><b>2.</b> Information on preventing drug and alcohol abuse</p>	<p>For employees, the Employee Assistance Program provided by Ulliance provides referrals for substance abuse situations and events, a flexible number of counseling sessions for employees and family members, referral services to longer term counseling resources, as well as management consultations and supervisory training for substance abuse situations. In addition, promotional materials such as flyers and Life Advisor Newsletters and Webinars are available, with information on drug/alcohol awareness, use and abuse. See Additional Information Regarding Employee Resources and Programming below.</p> <p><a href="https://hr.wayne.edu/avp/eap">https://hr.wayne.edu/avp/eap</a></p> <p>For students, each year all new students (required) and their families (optional) attend orientation and receive a presentation on drug and alcohol rules and regulations, as well as campus services to address and prevent drug and alcohol abuse.</p> <p>Each year, all students, faculty, and staff receive the university’s annual security report, which includes information on drug and alcohol abuse prevention.</p> <p><a href="https://police.wayne.edu/pdf/security-report-2022.pdf">https://police.wayne.edu/pdf/security-report-2022.pdf</a></p> <p><a href="https://police.wayne.edu/pdf/security-report-2021.pdf">https://police.wayne.edu/pdf/security-report-2021.pdf</a></p> <p><a href="https://police.wayne.edu/pdf/security-report-2020.pdf">https://police.wayne.edu/pdf/security-report-2020.pdf</a></p> <p>This report is sent via email to all students, faculty, and staff, as well as posted on the websites of the Wayne State University Police Department, Office of General Counsel, Dean of Students Office, and main university website.</p> <p>All new students are required to attend Orientation Part Two, where they attend a presentation by a nationally known speaker who speaks on student safety, highlighting information on preventing drug and alcohol abuse.</p>

DoE Requirements		WSU Program
		<p>In 2021 and 2022 the presentation was by:  <a href="https://wespeakaboutit.org/">https://wespeakaboutit.org/</a></p> <p>Students living in on-campus housing are required to review the community living guide:  <a href="https://housing.wayne.edu/pdf/community-living-guide.pdf">https://housing.wayne.edu/pdf/community-living-guide.pdf</a></p> <p>One of the four pillars of residence hall programming and education is Drug and Alcohol Prevention Awareness. Residence life staff presents active programs discussing alcohol and drug abuse prevention and regularly posts bulletin board information on drug and alcohol abuse prevention.</p> <p>Student athletes attend an annual drug and alcohol prevention program which includes a topic relevant speaker and participate in a peer to peer assistance program called WHO-Warriors Helping Others.</p>
3.	Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of drugs and alcohol by students and employees on the school's property or as part of the school's activities.	<p>Students are informed of the Student Code of Conduct. This information is presented to them at Orientation, through advertisements in The South End student newspaper, and through all student emails at the beginning of each semester.</p> <p>They also receive, through email, the annual campus security report (link noted in section two).  <a href="https://doso.wayne.edu/pdf/student-code-of-conduct.pdf">https://doso.wayne.edu/pdf/student-code-of-conduct.pdf</a></p> <p>Employees receive this information through the annual campus security report (sent via email) as well as at all new employee orientation programs.</p>
4.	A description of the sanctions under local, state, and federal law for unlawful possession, use, or distribution of illicit drugs and alcohol	<p>These descriptions are noted in the annual campus security report (link noted in section two) as well as in the WSU Board of Governors policies:  <a href="https://bog.wayne.edu/code/2-20-04">https://bog.wayne.edu/code/2-20-04</a></p>
5.	A description of any drug and alcohol counseling, treatment, or rehabilitation programs available to students and employees	<p>For employees, the university offers a variety of medical plan options that differ in the medical providers one can use, and the cost. All options provide comprehensive coverage with minimal cost-sharing for members. Inpatient services for behavioral health and substance abuse treatment are generally covered in full. Services received in an outpatient setting are covered the same as a general office visit. Depending on the medical plan option, benefits range from coverage at 100% after a \$20 copay to covered 90% after a \$100 deductible. For members needing prescription drugs, all plan options include affordable copays ranging from \$5 for generic drugs to up to \$45 for non-preferred brand name drugs. In addition, The Employee Assistance Program provided by Ulliance provides mandatory and self-referrals for substance</p>

DoE Requirements		WSU Program
		<p>abuse situations and events, which includes a flexible number of counseling sessions for employees and family members and referral services to longer term counseling and other resources. Management Consultations and supervisory training for substance abuse situations are available for advice and coaching on how to address reasonable suspicion in the workplace. In addition, employee-facing promotional materials such as flyers, Life Advisor Newsletters and Webinars are available with information on drugs/alcohol awareness and abuse.</p> <p>For students, the Office of Counseling and Psychological Services provides the following resources and services:</p> <ul style="list-style-type: none"> <li>• Individual counseling for substance use issues.</li> <li>• Substance abuse group therapy sessions.</li> <li>• Bystander training which includes alcohol prevention.</li> <li>• Free screenings for substance and alcohol abuse.</li> </ul> <p>For students, the Campus Health Center provides alcohol and drug use and abuse screenings and provides to all students, via email, the Student Health 101 online newsletter which provides custom pages specifically for Wayne State University where information on resources and services are included.</p>
6.	A description of the health risks associated with the use of illicit drugs and alcohol	<p>This information is included in regularly distributed materials, including emails to all students, faculty, and staff, digital signage on-campus, table tent displays in all dining establishments, building displays in the lobbies of all campus buildings, and all new student and employee orientations. It is also noted in <a href="http://police.wayne.edu/handbook.php">http://police.wayne.edu/handbook.php</a></p> <p>And on the main university webpage, wayne.edu, at:</p> <p><a href="https://wayne.edu/campus-safety-resources/">https://wayne.edu/campus-safety-resources/</a></p>
7.	A clear statement that the school will impose disciplinary sanctions on students and employees for violations of the standards of conduct (consistent with local, state, and federal law) and a description of these sanctions, up to and including expulsion, termination of employment, and referral for prosecution.	<p>This information is noted below, as it relates to all members of the campus community:</p> <p><a href="https://bog.wayne.edu/code/2-20-04">https://bog.wayne.edu/code/2-20-04</a></p> <p><a href="http://police.wayne.edu/handbook.php">http://police.wayne.edu/handbook.php</a></p> <p>As it relates to students:</p> <p><a href="https://doso.wayne.edu/pdf/student-code-of-conduct.pdf">https://doso.wayne.edu/pdf/student-code-of-conduct.pdf</a></p> <p>As it relates to students living on-campus:</p> <p><a href="https://housing.wayne.edu/pdf/community-living-guide.pdf">https://housing.wayne.edu/pdf/community-living-guide.pdf</a></p>

DoE Requirements	WSU Program
<b>Distribution of materials to all students and employees</b>	
<p>8. Information may be included in publications such as the student or employee handbooks, provided that these publications are distributed to each student and employee. The school must use a method that will reach every student and employee.</p>	<p><a href="https://bog.wayne.edu/code/2-20-04">https://bog.wayne.edu/code/2-20-04</a> (employees and students)</p> <p><a href="https://bog.wayne.edu/code/2-85-06">https://bog.wayne.edu/code/2-85-06</a> (employees and students)</p> <p><a href="http://police.wayne.edu/handbook.php">http://police.wayne.edu/handbook.php</a> (employees and students)</p> <p><a href="https://doso.wayne.edu/pdf/student-code-of-conduct.pdf">https://doso.wayne.edu/pdf/student-code-of-conduct.pdf</a> (students)</p> <p><a href="https://housing.wayne.edu/pdf/community-living-guide.pdf">https://housing.wayne.edu/pdf/community-living-guide.pdf</a> (students living on-campus)</p> <p>This information is presented at new student orientation, new employee orientation, residence hall orientation, the President’s annual email message, and the Dean of Students annual email message.</p>
<p>9. The school must distribute these materials <b>annually</b>. If new students enroll or new employees are hired after the initial distribution for the year, the school must make sure that they also receive the materials.</p>	<p>See responses in Section 8.</p> <p>Additionally, new employee orientations are presented each Monday, new student orientation occurs prior to each semester, and all student, faculty, and staff emails are sent at the beginning of each semester.</p>
<b>Drug &amp; alcohol abuse prevention program</b>	
<p>10. The school must certify that, on the date it signs the Program Participation Agreement (PPA), it has a drug and alcohol abuse prevention program <b>in operation</b> that is accessible to every officer, employee, or student.</p>	<p>Confirmed.</p> <p>The current PPA was signed on December 31, 2018 and is set to expire on September 30, 2024.</p>
<p>11. The school must review its program once <b>every 2 years</b> to determine its effectiveness and to ensure sanctions are being enforced.</p>	<p>As detailed in the summary above, Wayne State University has reviewed our DAAPP program to determine its effectiveness and ensure sanctions are being enforced. A key finding is that detection and reporting of student housing violations has dramatically improved. Great strides have also occurred in identifying sources of data about student substance use, ranging from surveys such as the Healthy Minds Study, to clinical data from the Campus Health Center and Counseling and Psychological Services (CAPS), to online screenings offered by CAPS.</p> <p>Wayne State continues to make great strides in identifying methods for collecting information about student substance use, much of which is detailed in this report. In 2017, the university was selected to be a member of the JED</p>

DoE Requirements		WSU Program
		<p>Campus Project. The JED Campus Project is a comprehensive public health approach to supporting the emotional well-being and success of college and university students. The WSU JED Campus project, a four year strategic planning program focused on comprehensive mental health services, completed in 2021, included drug and alcohol abuse prevention programming. JED developed and presented a mental health strategic plan to the university from this survey and this plan is available from the Office of Counseling and Psychological Services. The Healthy Minds Study, completed at the start of the JED Campus project by approximately 450 WSU students in April of 2017, was readministered in 2021 and completed by nearly 500 students. It found that 2% of students had been previously diagnosed with a substance use disorder. Seventy-four percent of respondents had not used any drugs in the last month (not including alcohol). Twenty-five percent had used marijuana in the last month, up from 20% in 2017.</p> <p>The Maxient platform continues to serve well as a case management system used for recording students of concern through care reports, etc. It is used by Housing and Residential Life, CAPS, and the Dean of Students Office.</p>
12.	<p>The school must determine during its biennial review:</p> <ul style="list-style-type: none"> <li>The number of drug and alcohol-related violations and fatalities that occur on campus or as part of any of the school's activities and that are reported to campus officials</li> <li>The number and type of sanctions imposed by the school as a result of drug and alcohol-related violations and fatalities on campus or as a part of any of the school's activities</li> </ul>	<p>Student Conduct Office reports of violations and sanctions can be found at:</p> <p><a href="https://bog.wayne.edu/meetings/351/01_Oct_2021_SAC_Agenda_Item_Y.pdf">https://bog.wayne.edu/meetings/351/01_Oct_2021_SAC_Agenda_Item_Y.pdf</a></p> <p><a href="https://bog.wayne.edu/meetings/351/25_Sept_2020_SAC_Item_F.pdf">25_Sept_2020_SAC_Item_F.pdf (wayne.edu)</a></p> <p><a href="https://bog.wayne.edu/meetings/335/31_January_2020_SAC_Item_Y.pdf">https://bog.wayne.edu/meetings/335/31_January_2020_SAC_Item_Y.pdf</a></p> <p>Employee report of services rendered is included in this report on pages 10-12.</p> <p>Wayne State University police report related data is included in this report.</p> <p>From 2018 – 2020, four students were found responsible for violating the Student Code of Conduct (SCC) policy related to <i>drugs (4.8 Illegal use, possession, manufacture or distribution of drugs.)</i> All four students received a disciplinary probation as their sanction.</p>
13.	<p>The school must make available, upon request, the results of the review as well as the data and methods supporting its conclusions.</p>	<p>Student Conduct Office report of violations and sanctions is presented to the Wayne State University Board of Governors every fall.</p> <p>Healthy Minds Study results were reviewed by the CAPS Director and the Student Senate. Some findings were published in the South End student newspaper. All materials are available upon request.</p>

## **Additional Information Regarding Employee Resources and Programming**

### **Drug and Alcohol Free Workplace Policy**

Wayne State University is committed to providing a drug-free environment for its faculty, staff, and students. The Board of Governors has made this commitment a formal policy of the University. All faculty, staff and students must abide by the terms of the Board policy as a condition of employment or enrollment at the University. The unlawful possession, use, distribution, sale or manufacture of drugs or alcohol is prohibited on University premises, at University activities, and at University work sites. The policy can be found at the following links:

<https://bog.wayne.edu/code/2-20-04>

<http://bulletins.wayne.edu/undergraduate/general-information/university-policies/>

<http://bulletins.wayne.edu/graduate/general-information/university-policies/>

Pursuant to that policy, the unlawful possession, use, distribution, dispensation, sale or manufacture of any illicit drugs, and the unlawful possession, use or distribution of alcohol on University property, or at any University work site, or as part of any University activity, is prohibited.

Any employee or student employee who is convicted of a criminal drug offense occurring at the workplace is subject to appropriate employee discipline in accordance with established University policies and collective bargaining agreements, and may be required to participate satisfactorily in a drug abuse or rehabilitation program as a condition of further employment or enrollment.

Any student or employee who, while on University premises or at any University activity, engages in the unlawful possession, sale, manufacture, distribution, or use of drugs or alcohol shall be subject to appropriate sanctions, in accordance with established University policies, the Student Code of Conduct, and collective bargaining agreements, and in conformity with local, State and federal law, up to and including expulsion or termination. A student or employee who is found to have violated this policy may be required to participate in a drug or alcohol treatment program as a condition of further employment or enrollment.

The University encourages employees who may have a problem with the use of illicit drugs or with the abuse of alcohol to seek professional advice and treatment. Individuals who seek assistance with such problems may obtain additional information on a confidential basis by telephoning the Employee Assistance Program (EAP) at 1-800-448-8326. Students may also seek referral assistance by contacting University Counseling and Psychological Services (CAPS), at 313-577-3398.

The WSU Employee Wellness Program promotes healthy living and includes a Health Risk Assessment (HRA). The HRA indicates high risk factors with regards to drug / alcohol / nicotine use. Through the use of the Ulliance Wellness Coaches and the WSU Wellness Program, any employee at high risk for substance use could be provided telephonic wellness coaching.

Below are the service reports referenced above in section 12 for employees for the last two years, 2020 and 2021. These reports give a quantifiable measure of the number of cases seen for substance use, as well as the number of services provided. Please see the chart below for a summary of services specifically related to substance use for 2020 and 2021:

	2020	2021	2 year total
<b>Substance abuse cases</b>	1	2	<b>3</b>
<b>Substance use services</b>	10	10	<b>20</b>

Service reports are presented to Wayne State on a quarterly basis. It is the role of the Ulliance Account Manager to highlight any trends or concerns that may be present in the data. Any program modifications the Account Manager would suggest, would be the result of a change in data or due to reported concerns from the university. Recommendations may include changing the content or the frequency of delivery of promotional materials and events, specifically highlighting substance use awareness or use of the EAP for concerns with the same. As part of the engagement with Ulliance, the following resources are available and can be used by eligible employees and managers/leaders. In addition, Ulliance meets regularly with WSU leaders and labor relations for continued promotion of the EAP services to all staff.

Substance Abuse Awareness Training (for Employees or Managers/Supervisors):

This 1-hour course (2 hours for Managers/Supervisors) focuses on warning signs of substance abuse and how to seek treatment and services. WSU has a bank of training hours included in its EAP contract and these hours could be used to deliver training (live or web-based) at no cost, provided the bank was not exceeded. In 2020, this training was delivered for both employees and supervisors.

**Trainings** Substance Use Awareness for Employees: 8/20/2020  
 Substance Use Awareness for Supervisors: 2/19/2020

**Smart Manager Webinars:** Smart Manager webinars are 30 minutes and are offered on a variety of topics, including medical and recreational marijuana and substance abusing employees. We offer live webinars monthly, and our Life Advisor EAP website offers on-demand versions for the employee’s convenience if participation in the live version is not possible. Smart Manager Webinars offered – Reasonable Suspicion in the Workplace (3/21/2021).

**Manager/Supervisor Orientations:** These 1-hour orientations (live or web-based) educate leaders on the management services available through the Life Advisor EAP, including management consultations, formal referrals, addressing employee performance concerns, and informally referring employees to the EAP, as well as a general overview of EAP service. The orientation can include role plays and scenarios, which could be tailored to focus on substance abuse (or any other concerns) should WSU decide that would be beneficial. In 2018, there were seven events for Employee Orientations. In 2020 and 2021 there were a total of three Manager/Supervisor Orientations on 7/8/2021, 7/21/2022, and 10/27/2022.



**Management Consultations and Formal Referrals:** The Account Management team is available 24/7 and routinely provides HR and management consultation on a wide range of issues related to difficult employee situations. Guidance on what approach to take to address and resolve such issues, such as substance use, are confidential and available to HR/Manager/Supervisor professionals. The Formal Referral is a process in which HR professionals can formally refer an individual to the EAP if that individual is experiencing work performance issues, or has violated a workplace policy. The individual will be given an opportunity to develop skills and tools to remedy workplace performance issues. This can also be specifically related to substance use, or a variety of other issues.

**Promotion of EAP:** Promotion of EAP services and specific topics, including substance use, can be in the form of monthly Life Advisor EAP newsletters for employees and quarterly Manager Bulletins. In addition, the Dedicated Account Manager can provide regularly updated information for posting on the WSU employee website. Web-based promotion information is available from Ulliance to include on the staff and faculty intranet regarding services and resources available through the EAP for employees and eligible family members.

### **WSU Programs that Support DAAP (Drug and Alcohol Abuse Prevention) For Employees**

WSU provides rich mental health coverage through employee medical plans:

1. Counseling services
2. Rehabilitation services
3. Nicotine Replacement therapy patches coverage through medical plans

WSU health care providers monitor Opioid usage within self-funded medical benefits

WSU's EAP provided by Ulliance provides the following services to the benefit eligible workforce:

1. Referral for substance abuse situations/events
2. Unlimited number of counselling sessions for employees and family members
3. Referral services to longer-term counselling resources
4. Supervisory training for substance abuse situations

WSU Wellness Plan supports DAAP with following related activities:

1. Physical fitness programs for employees to support smoking cessation efforts
2. Smoking cessation behavior modification packages