

TARLETON STATE UNIVERSITY

DRUG AND ALCOHOL ABUSE PREVENTION REPORT



2022

BIENNIAL REVIEW

PREPARED IN COMPLIANCE WITH THE DRUG-FREE
SCHOOLS AND COMMUNITIES ACT (DFSCA)

ACADEMIC YEARS 2020-2021 AND 2021-2022

PUBLISHED: DECEMBER 23, 2022

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Introduction

Tarleton State is a comprehensive national public university offering relevant and market-responsive programs at five locations across North Central Texas. It has come a long way since its founder and benefactor bequeathed his life savings (\$100,000) to provide rural students of modest means with the opportunity he never had.

John Tarleton College swung wide its gates in 1899 and became a founding member of The Texas A&M University System in 1917 as a two-year school. In 1959 Tarleton became a four-year institution to better serve the state's regional education needs. University status arrived in 1973.

Today, Tarleton is a front-runner for anyone seeking a university degree. It serves more than 15,000 students from 233 Texas counties, 47 states and 40 countries and offers more than 120 academic degree options at the home campus in Stephenville and in Fort Worth, Waco, Midlothian, Bryan and online. Students matriculate in one of seven colleges — Agriculture and Natural Resources; Business; Education; Engineering; Health Sciences; Liberal and Fine Arts; and Science and Mathematics.

A second structure is rising from the prairie on the Fort Worth campus (\$66 million Interprofessional Education Building), and design is underway for a College of Health Sciences building in Stephenville. These state-of-the-art facilities will increase access to a top-flight education and expand offerings that address the region's growing need for healthcare experts and educators.

The efforts of expert faculty and exceptional student researchers have earned Tarleton the elevated designation of Doctoral Universities: High Research Activity by the Carnegie Classification of Institutions of Higher Education, putting the university among only 132, or 4%, of schools across the country so recognized. And an invitation to join the prestigious Association of Public and Land-grant Universities underscores Tarleton's place among the top schools in the U.S., Canada and Mexico.

From athletics to the arts, rodeo to rockets and innovation to instruction, Tarleton is pushing boundaries to promote the finest examples of student success, transform the national fabric of higher education and create a place of prominence among America's great public universities.

Transition to the Western Athletic Conference in NCAA Division I is increasing national recognition for student-athletes and academic programs. It extends the university's geographic reach, supports enrollment growth, boosts the value of a Tarleton degree, heightens diversity and expands community connections.

For almost 125 years the university has remained true to John Tarleton's vision to be a first-choice destination for all students. All means all. That commitment includes health and wellness opportunities for students as well as employees. A safe learning and working environment — one that fosters intellectual, physical and psychological well-being — is top priority.

To that end, Tarleton strives to educate students and employees in alcohol and drug abuse prevention.

In a cooperative effort, the following departments have focused efforts to implement programs to promote a healthy environment for the university community and enforce regulations for prevention of alcohol and drug abuse:

Division of Student Affairs
Dean of Students Administrative Office
Student Counseling Services
Student Health Services
Department of Residence Life
Tarleton Police Department
Division of Academic Affairs
Tarleton State University Athletics
Division of Finance and Administration
Employee Services Department
University Compliance and Strategic Initiatives

The focus of the Council on Alcohol and Other Drugs (CAOD) is to collaborate in a joint effort to review the effectiveness of university alcohol and drug abuse programs and initiatives and to ensure compliance with U.S. Department of Education, The Drug- Free Schools and Campuses Regulations [EDGAR Part 86], reporting requirements.

Tarleton's Philosophy and Policy Concerning Alcohol and Other Drug Use

Tarleton State University (Tarleton), as part of The Texas A&M University System (A&M System), strictly prohibits the unlawful manufacture, distribution, possession or use of illicit drugs or alcohol on system property, while on official duty or as part of any system activities. The possession, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws.

The enforcement of alcohol laws on campus is the primary responsibility of the Tarleton Police Department. The possession of alcoholic beverages by anyone under 21 years of age is illegal. With prior university approval, possession and consumption of alcoholic beverages are restricted to special use buildings and facilities as designated by the president, approved by the system chancellor and reported to the Board of Regents on an annual basis. Individuals, organizations or groups violating alcohol or drug policies or laws may be subject to sanctions by the university. Clarification regarding alcohol and controlled substances for students can be found on the Division of Student Affairs website, under [Student Rules](#).

[Tarleton Rule 34.02.01.T1, Drug and Alcohol Abuse Prevention](#)

[System Policy 34.02, Drug and Alcohol Abuse](#)

[System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs](#)

Texas State Laws Governing Alcohol and Drugs

Minor in Possession (MIP) - TX PC Sec. 106.5

A minor (individual under the age of 21) consuming or possessing an alcoholic beverage, except in the visible presence of the minor's adult parent, guardian or spouse. Class C Misdemeanor.

Public Intoxication (PI) - TX PC Sec. 49.02

Appearing in a public place while intoxicated so much that the person may endanger him/herself or another person. Class C Misdemeanor

Driving under the Influence (DUI) - TX PC Sec. 106.041

A minor is operating a motor vehicle in a public place while having any detectable amount of alcohol in the minor's system. Class C Misdemeanor.

Driving While Intoxicated (DWI) - TX PC Sec 49.04

Operating a motor vehicle, aircraft or watercraft in a public place while intoxicated. A blood alcohol concentration (BAC) of .08 will automatically be a DWI, but this is not the only criterion. Class B Misdemeanor. First offense with a BAC of .15 or greater is enhanced to a Class A Misdemeanor

Providing Alcohol to a Minor or Purchasing Alcohol for a Minor – TX PC Sec. 106.6

The providing of alcohol to a minor, the purchasing of alcohol for a minor or the providing for a location for minors to drink is a violation of state law. Class A Misdemeanor.

Penalties

Class C Misdemeanor

Fine up to \$500; additional penalties include community service, an alcohol-awareness course and 180-days to one-year driver's license suspension.

Class B Misdemeanor

Fine up to \$2,000; additional penalties include community service and jail confinement not to exceed 180 days.

Class A Misdemeanor

Fine up to \$4,000; additional penalties include up to one year in jail and a 180-days driver's license suspension.

Alcoholic Beverages

The possession, sale, or furnishing of alcoholic beverages on the Tarleton campus is governed by statements in the Student Rules, in the Student Code of Conduct section, and Texas state law. Laws regarding the possession, sale, consumption, or furnishing of alcohol is controlled by the Texas Alcoholic Beverage Commission (TABC). The enforcement of alcohol laws on campus is the primary responsibility of the UPD. The possession, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws. Violators may be subject to university disciplinary action, criminal prosecution, and fine and imprisonment (or a combination). It is unlawful to sell, furnish, or provide alcoholic beverages to a person under the age of 21. The possession of alcoholic beverages by anyone less than 21 years of age is illegal. It is also a violation of the student code of conduct for anyone to possess or consume alcohol in any public or private area of campus without prior university approval. Organizations or groups violating alcohol or drug policies or laws may be subject to sanctions by the university. Additional clarification regarding alcohol and controlled substances policies can be found in the Student Code of Conduct.

Illegal Drugs

The Tarleton campus has been designated "Drug Free." The unlawful possession, sale, manufacture, or distribution of any illegal drugs, controlled substances and/or drug paraphernalia is illegal under both state and federal laws. These laws are strictly enforced by the UPD. Violators may be subject to university disciplinary action, criminal prosecution, and fine and imprisonment (or a combination). The university reserves the right to employ an outside agency to assist in the detection of illegal drugs, controlled substances and/or drug paraphernalia.

Alcohol and Drug Education Program Initiatives

Tarleton's drug and alcohol abuse prevention efforts and activities for students and employees are many and varied. This section outlines strategies and programs used by campus administration.

Division of Student Affairs

The Division of Student Affairs is committed to implementing programs that are effective at reducing abusive drinking behavior and its consequences. As such, research is used to identify programs most likely to be effective with college students. Potential initiatives have been tailored to suit Tarleton's culture. The following initiatives are intended to impact students at the environmental and at the individual level. The long-term strategy is to progressively change the culture of drinking at Tarleton by providing accurate information to students including normative data as well as accurate information about substances; normalizing harm-reduction tactics and non-drinking/non-use behavior; encouraging student wellness, including building coping skills and healthy connections and social lives. The long-term outcome is to reduce the number of students who engage in abusive drinking and other self-destructive behaviors that affect academic performance and future wellness.

It is the commitment of the division to continue "creating an inclusive environment by cultivating a setting that ensures student engagement, success, and holistic development are at the forefront of all decision-making processes, programs, initiatives, and policies, which encourages diversity, equity, inclusion, and accessibility throughout the student experience."

– Dr. Diana Ortega-Feerick, Vice President for Student Affairs

Student Affairs Programming and Outreach

On-line Prevention Programming

All first-time in college and transfer students are required to complete online training on sexual assault prevention, alcohol and substance abuse prevention. Tarleton is currently using programs provided by Get Inclusive, a recognized leader in prevention education.

Risk Management Training for Student Organizations

The Division of Student Affairs provides risk management training to officers and advisors of registered student organizations each year. This training includes information regarding the terminology, definitions, and the resources that are available to report an incident and in obtaining support. This training module includes information on domestic violence, dating violence, stalking, and other topics.

Summer Programming for New Students

Summer programming for students new to Tarleton reflected an emphasis on the university's core values of integrity, excellence and respect. Students who attended Duck Camp learned social norming information about alcohol. During Transition Week, students participated in bystander intervention training during which they again learned about the role of alcohol in violence, how to spot warning signs of an impending assault, and how to safely take action. Some students received additional training via classroom presentations during First Year Seminar (FYS) courses.

Residence Hall Outreach

Counseling Services offers workshops in various residence halls in the fall, primarily addressing marijuana and in the spring addressing substance use and abuse.

Residence Life staff hosted community programs and passive programs providing educational opportunities about safe drinking practices substance abuse, and warning signs amongst peers.

Spring Break Programming

Many Tarleton students look forward to Spring Break and travel to places which are often viewed as party destinations. There are unmistakable alcohol-related hazards associated with many Spring Break destinations.

Outreach for 2021 and 2022 included education about alcohol and illegal substance use; laws related to drinking, driving, and illegal substance use; education about harm-reduction tactics; and education about the medical amnesty law and policy.

Alternative Spring Break

Alternative Spring Break is an annual service trip available to students during Spring Break that focuses on working to impact a community that has been affected by social injustice and/or natural disaster. Just as the title says, this is an alternative to students who prefer to spend time their break being “good citizens” and “giving back”.

Overall, our goal is to take college students who are passionate about service and give them an opportunity to serve in a way that cannot be provided locally.

Alcohol-Free Programming

Students have access to ongoing activities and programs that are alcohol-free throughout the academic year. Examples include:

- Students have access to the Campus Rec Center seven days a week. The Rec Center maintains evening and holiday hours. Within the rec students not only have access to workout equipment, an indoor track, racquetball courts, and a climbing wall, classes are offered at various times each day.
- The Rec Center also houses the Outdoor Pursuits office which coordinates a variety of trips throughout each academic year and rents equipment to students, faculty, and staff.
- The Stephenville community has a paved walking trail and disc-golf course that are free to use and located at the local park. The community Parks and Recreation department host a variety of events throughout the year.
- Students may access the Thompson Student Center year-round. The center houses ping pong and pool tables as well as video game systems students can check out from the information desk. Study and meeting areas are available, and a food court is located on the main floor.
- Tarleton has a vibrant fine arts community, and a variety of theater and music productions are available to faculty, staff, and students each semester.
- Tarleton Athletics sponsors 16 NCAA Division 1 sports within the Western Athletic Conference. Our athletic teams provide a strong sense of campus and community pride highlighted by our many traditions and fan attendance. Although alcohol is now available through our concession stands at a small number of athletic events, policies are enforced to uphold underage drinking and removal of fans for disorderly conduct.
- A variety of service-oriented opportunities are available to students, faculty, and staff each year. Tarleton coordinates a service-oriented spring break trip each year and hosts a service day each spring. Students have the opportunity to engage in service learning as part of Tarleton’s Applied Learning Experiences.
- Tarleton’s Office of Student Involvement & Family Relations and the Tarleton Activities Board coordinate a variety of activities each semester that are available at various times including

evenings and weekends. The majority of events are free to students and available at various campuses.

Intervention Services and Training

The Division of Student Affairs addresses a wide range of student needs, including concerns around substance use and abuse. Over the past several years the division and university partners have provided the following:

- “Under the Influence” is an online education program provided through a partnership with 3rd Millennium Software. The Dean of Students Administrative Office often assigns this program as an educational sanction for students who are involved in alcohol-related incidents.
- “Marijuana 101” is an online education program provided through a partnership with 3rd Millennium Software. The Dean of Students Administrative Office often assigns this program as an educational sanction for students who are involved in drug-related incidents.
- A sanction process for student athletes who test positive or show signs of substance abuse
- Screenings and brief interventions relating to alcohol and marijuana use, usually embedded within outreach events and programming
- Student Counseling Services provides ongoing counseling, which students may access as needed, while enrolled.
- Consultation services for faculty, staff, and students who have concerns about a student are available with both Student Counseling Services and members of the CARE Team.
- Mental Health First Aid training is provided by Student Counseling Services which helps faculty, staff, and students recognize and respond appropriately to crises, including the use or abuse of substances.
 - Training for faculty, staff, and students regarding recognizing and responding appropriately to substance use / abuse is available.
 - **NCAA Specific:**
Tarleton Athletics Coaches underwent Mental Health First Aid Training in Spring of 2022 with follow up education provided in October of 2022.

Residence Life

Residential Leader Training

The Residential Leaders (RL) undergo a week-long training session prior to the residence halls opening in August and prior to the start of the Spring semester. Additional trainings are offered monthly through Continuous Development meetings with campus partners like Dean of Students Administrative Office, University Police Department, and Counseling Services. During training, the staff is educated on issues surrounding alcohol and drug use on Tarleton’s Stephenville campus. The following describes the session presentations:

Alcohol & Drug Training: The RL staff is trained to identify a student who has had excessive alcohol and how to address the student. They are introduced to different resources that are available on campus which include both counseling and educational programs.

Writing Incident Reports: The RL staff receives education regarding documentation of an alcohol related incident. The staff is trained to identify the behaviors of students who have been drinking and how to respond to the situation.

Behind Closed Doors: This session is an opportunity for the RL staff to practice handling various problematic scenarios they may encounter, including alcohol and drug related incidents, in a controlled environment. The RL is introduced to different scenarios in an incident training

simulation. During the simulation, they are provided with instant feedback to improve their skills from professional staff members and campus partners like Dean of Students Administrative Office and Counseling Services.

Confidentiality: The RL staff are introduced to the regulations associated with the Family Educational Rights and Privacy Act (FERPA).

Residence Hall Guidelines: The RL staff are introduced to the guidelines and procedures included in the Guide to Community Living.

Transformational Programming Model: The RL staff is introduced to the relationship development model that is utilized by Residence Life. The focus of the model is getting RLs familiar with respective residents to provide support in areas such as academics, connection to the campus, and personal development.

Residential Hall Director Training

The full-time Residential Hall Directors undergo additional training prior to the start of move in for each academic year. Residential Hall Directors (RHD) also attend RL training and receive periodic additional training including topics such as:

Incident Response: The RHDs are trained to respond to incident and crisis situations. RHD s respond, document and follow up on incidents to build an environment that adheres to university guidelines. RHDs also submit updates for the university database system used to track behavioral incidents in the residence halls.

Confidentiality: The RHDs are provided insights into the legal matters related to the regulations associated with the Family Educational Rights and Privacy Act (FERPA).

Residence Hall Guidelines: The RHDs review the guidelines included in the Guide to Community Living.

Transformational Programming Model: The RHDs review the relationship development model utilized by Residence Life. The model focus deals with familiarization of residents to provide support in areas such as academics, connection to the campus, and personal development.

Student Conflict Resolution: The RHDs are introduced to associated responsibilities in helping solve student conflicts ranging from roommate problems to incident response and crisis intervention.

Academic Affairs

University Curriculum

Many academic courses at Tarleton State University address the use and abuse of alcohol and other drugs, as it is interconnected within numerous students' academic fields of study. The issues of drug and alcohol use and abuse have been integrated into the curriculum of these academic schools and departments.

College of Education

- Department of Curriculum and Instruction
- Department of Psychological Sciences

College of Health Sciences

- School of Kinesiology
 - Department of Health and Human Performance
 - Department of Sport Science
- Department of Counseling
- Department of Medical Laboratory Sciences, Public Health, & Nutrition Science
- Department of Social Work and Communication Disorders
- School of Nursing

College of Liberal and Fine Arts

- School of Criminology, Criminal Justice and Public Administration
 - Department of Public Administration
 - Department of Criminal Justice

Employee Assistance Programs

Tarleton's Employee Assistance Program (EAP) provides free and confidential assessments, short-term counseling, referrals, prevention, and education services for faculty and staff employees and their dependents. Information regarding the EAP program may be found on the Employee Services web page located at <https://www.tarleton.edu/hr/>. The printable EAP brochure is available online <https://assets.system.tamus.edu/files/benefits/website/Flyers/ComPsychFlier.pdf>, and is manually distributed. The EAP Helpline and contact information is also linked on the Title IX web page. The EAP Helpline and contact information is also linked on the University Title IX web page located at <https://www.tarleton.edu/titleix/>.

The Employee Services Department can assist employees in finding counselors, drug or alcohol abuse assistance programs, and treatment facilities upon request by the employee. Employees may request this information from any Employee Services representative by email, telephone, or face-to-face.

Educational Efforts

Each new employee receives a copy of The Texas A&M University System Policy *34.02* and Regulation *34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs*. New employees acknowledge receipt of the policy and regulation through signed acknowledgements filed in the personnel files. Current employees receive annual notification and reminders of the policy and regulation by email. The email contains links to the policy which can be downloaded at any time.

Alcohol and Drug Testing

Employees may be tested for alcohol and/or drugs due to reasonable suspicion, following a job in jeopardy agreement, or because they are required to participate in alcohol and drug testing per the Texas Department of Transportation regulations.

Alcohol and Other Drug Program Goals and Effectiveness

Student Affairs Programming and Intervention

Goals/Program Outcomes:

- Increase student knowledge of basic drug and alcohol information
- Increase student knowledge of harm-reduction strategies
- Increase student skills in reducing risk, managing pressure to drink / use, and recognizing an alcohol-related emergency
- Reduce high-risk substance use behavior
- Develop a student culture at Tarleton in which abstinence and responsible drinking are endorsed by students.

Ongoing On-line Assessment:

EverFi (2018 - 2022)

As students complete EverFi online training, they first complete a brief pre-test, and then they are prompted throughout the courses to answer additional questions. Some of the questions ask about students' behaviors, experiences, and beliefs. Some of the questions test students' knowledge of the content. When students answer the content-based questions incorrectly, the program provides feedback and gives them the opportunity to answer again until the correct answer is selected, so students know the correct answer by the time they complete each section. Tarleton then uses this information to better inform our prevention activities. Data indicates improved scores on EverFi's post-completion data. Post-test data showed improved scores. There is also qualitative data showing students' ability to identify harm-reduction strategies they will use and healthy coping-skills they can use.

Get Inclusive (2022 – Present)

As students complete the Get Inclusive online training, they complete brief questionnaires throughout the course. Some of the questions ask about students' behaviors, experiences, and beliefs. Some of the questions test students' knowledge of the content. When students answer the content-based questions incorrectly, the program provides feedback and gives them the opportunity to answer again until the correct answer is selected, so students know the correct answer by the time they complete each section.

Tarleton will continue to use data from online training programming to better inform our prevention activities.

Employee Assistance Program Assessment

Goals/Program Outcomes:

- Raise employee awareness of alcohol and drug abuse in the workplace
- Provide referral for substance abuse
- Increase awareness programming through Revive Wellness

Ongoing On-line Assessment:

The Employee Services Department provides all budgeted faculty and staff with free and confidential access to the Employee Assistance Program. The EAP is a university sponsored program that provides free and confidential assessments, short-term counseling, referrals, prevention and education services to

employees and their dependents. The EAP also hosts a website with resources and assessment tools. EAP provides monthly newsletters and hosts training sessions about creating a healthy work-life balance.

The Employee Services Department provides guidance in applying all state and federal laws regarding substance abuse in the workplace. When abuse of alcohol or drugs is suspected in the workplace, Employee Services works with supervisors in determining effective action. Where an employee rejects mandatory alcohol and drug treatment or fails to meet the terms of applicable disciplinary sanctions, disciplinary measures including termination may result.

Sanctioning & Enforcement

The biennial report includes a review of consistent enforcement of sanctions. A student or employee found responsible of noncompliance with federal or state laws or institutional policies, regulations, and/or rules regarding alcohol or other drug policies has committed a violation and is subject to sanctions commensurate with the offenses and any aggravating and mitigating circumstances.

Disciplinary action in cases involving drug related violations by students may result in suspension, or expulsion from Tarleton State University. Cases involving employees result in disciplinary sanctions up to and including termination. Severity of sanctions will depend upon the nature and seriousness of each case.

Tarleton Police Department

An annual review is conducted in order to:

- Determine the number of drug and alcohol-related violations and fatalities that occur on the campus or as part of any institution's activities.
- Determine the number and type of sanctions that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution campus or institution's activities.
- Ensure that the state law is consistently enforced.

The following chart shows statistical data collected on drug and alcohol arrests and disciplinary actions as reported in Tarleton's Annual Security Report. *Please note that these numbers show only those alcohol and drug offenses covered under the Clery Act.*

On-Campus Criminal Activity

Offense	2019	2020	2021	Total
Liquor Law Arrests	25	12	56	93
Drug Law Arrests	12	3	2	17
Liquor Law Disciplinary Actions	137	142	198	477
Drug Law Disciplinary Actions	22	13	10	45

OFF-CAMPUS CRIMINAL ACTIVITY

When a Tarleton student is involved in an off-campus offense, UPD officers may assist with the investigation in cooperation with local, state, or federal law enforcement. Stephenville police officers routinely work and communicate with Tarleton police officers on any serious incidents occurring on-campus or in the immediate neighborhood and business areas surrounding the Stephenville campus. Tarleton does not operate any off-campus housing or off-campus student organization facilities; however, many students live in the neighborhoods surrounding the Stephenville campus. While the Stephenville Police Department has primary jurisdiction in all areas off-campus, UPD officers may respond to student-related incidents that occur near campus. UPD officers have direct communication with the Stephenville Police Department, Fire Department, and ambulance services to facilitate rapid emergency response.

Dean of Students Administrative Office

The Dean of Students Administrative Office addresses alleged violations of university rules and/or student rules on Tarleton State University premises. Violations of any state or federal law pertaining to controlled substances that occur off campus and are not associated with a connected activity may also result in conduct charges in situations where the continued presence of the individual on campus is likely to interfere with the educational process and/or the orderly operation of Tarleton State University. Tarleton State University conduct proceedings will comply with the procedures outlined in the university rules and student rules. Any conduct action imposed by Tarleton State University may precede and be in addition to any penalty imposed by authorities off campus.

- ❖ As it relates to alcohol incidents specifically, those incidents accounted for approximately **14%** of the total number of reports seen by the Dean of Students Administrative Office during this time.
 - The prior biennial cycle report showed 18% of the total reports.
- ❖ As it pertains to violations of the illegal drugs policy, that number of violations accounted for approximately **4%** of the total number of reports seen in the Dean of Students Administrative Office.
 - The prior biennial cycle report showed 4% of the total reports.

The following table provides specific numbers of reports made to the Dean of Students Administrative Office relating to alcohol and other drug violations and individuals involved:

Charge or Issue	2020-2021 Academic Year		2021-2022 Academic Year		Total Reports
	Number of reports	Responsible Finding	Number of reports	Responsible Finding	
All	2581	-	1678	-	4259
Alcohol	324	179	269	175	593
Percentage	13%	-	16%	-	14%
Drugs	111	34	59	15	170
Percentage	4%	-	4%	-	4%

As in prior biennial cycles, alcohol violations are more prevalent in the fall semester. In part, this may be attributed to the number of home football games that occur during fall semester. The University Police Department (UPD), along with other local law enforcement agencies, take a proactive stance in addressing apparent violations of alcohol and drug laws. All violations of alcohol and drug laws addressed by the UPD, are to also be referred to the Dean of Students Administrative Office for additional review.

Disciplinary Sanctions

A variety of sanctions are typically assigned for violations of institutional alcohol policy. The most common sanction affecting a student's status is Conduct Probation. The Conduct Probation status in combination with educational requirements and intervention provides an educational tone versus a consequence or punitive model. Conduct Probation is a sanction removed from the student's confidential record in the Dean of Students Administrative Office at the end of the probation period. When necessary, Disciplinary Probation may be implemented, which is the next sanction affecting a student's status with highest frequency with an extensive alcohol education program. This sanction is typically given in conjunction, but not required to be, with 7.2 Loss of Privileges. Any finding of a violation of the Code of Student Conduct during a term of disciplinary probation may result in consideration of suspension, or expulsion as an appropriate sanction. Disciplinary Probation is considered not in good standing for the

student or organization and becomes a permanent part of the student's confidential record.

Students are assigned a variety of additional educational sanctions in addition to a review or probationary period. These most often fall under the category of educational requirements and include having the student take part in an interactive online program called “Under the Influence” or “Marijuana 101”. Depending on their affiliation, students who live in on-campus residence halls or who are members of student organizations may also be assigned sanctions that impact their standing within those organizations. For more severe violations of the alcohol policy and for many violations of the illegal drugs and controlled substances policy, students face the potential of being separated from school (suspended or expelled) because of the violation.

There has been a shift in consequences with alcohol and drug sanctioning being housed within the Dean of Students Administrative Office. Student now found responsible for violation of alcohol and/or drug rule are typically assigned an educational sanction through 3rd Millennium. The completion of these educational sanctions are recorded within the student’s conduct file. Completion of the course is now required for the student to remain in good conduct standing.

Repeat Offenders:

The below charts display a listing of charges with a count of the number of individuals who have violated the same policy a second time

Repeat Offenders for the 2021 – 2022 Academic Year			
Charge	Total Individuals Responsible	Individuals found responsible following the first incident.	Percentage of Repeat Offenders
Alcohol	175	3	1.74
Drugs	15	0	0.00

Repeat Offenders for the 2020 – 2021 Academic Year			
Charge	Total Individuals Responsible	Individuals found responsible following the first incident.	Percentage of Repeat Offenders
Alcohol	179	16	8.94
Drugs	34	3	8.82

Repeat Offenders for the 2019 – 2020 Academic Year			
Charge	Total Individuals Responsible	Individuals found responsible following the first incident.	Percentage of Repeat Offenders
Alcohol	143	11	7.69
Drugs	28	2	7.14

Repeat Offenders for the 2018 – 2019 Academic Year			
Charge	Total Individuals Responsible	Individuals found responsible following the first incident.	Percentage of Repeat Offenders
Alcohol	118	4	3.39
Drugs	34	1	2.94

Student Athletes

The Tarleton State University Department of Intercollegiate Athletics (“Tarleton Athletics”) recognizes that drug and alcohol use and abuse is a significant problem in society. The misuse or abuse of prescription drugs, non-medically indicated drugs, street drugs, performance enhancing drugs, banned nutritional supplements, and alcohol have a negative effect on an SA’s personal growth, development, well-being, athletic and classroom performance. In addition, abusers can indirectly create problems for employers, classmates, family, and society in general. Substance abuse can develop in all people of all ages and races.

Tarleton Athletics performs annual training to our student-athletes on NCAA banned substances, nutritional supplements, and the NCAA Drug Testing Program. All student-athletes are provided the NCAA banned substance list, which includes stimulants, anabolic agents, diuretics, street drugs and peptide hormones with they sign the NCAA Drug Testing Consent Form which is required for intercollegiate athletic participation. This form provides each student-athlete with NCAA rules and regulations regarding drug testing and sanctions following a positive drug test. The NCAA conducts mandatory year-round drug testing of its student-athletes and may test for both performance enhancing and street drugs. Tarleton Athletics must uphold any NCAA policies following a student-athlete positive NCAA drug test. These differ according to the substance involved and may include ineligibility and collaboration with campus and community resources.

A copy of the 2022-2023 NCAA Drug Testing Program may be accessed through the link below:
[2022-23SSI_DrugTestingProgram.pdf \(ncaaorg.s3.amazonaws.com\)](https://ncaaorg.s3.amazonaws.com/2022-23SSI_DrugTestingProgram.pdf).

Tarleton Athletics, under new leadership of their Sports Medicine Department (“Tarleton Athletics Sports Medicine”) and in collaboration with the Dean of Students Administrative Office is currently revising their institutional drug testing program which has not been updated since 2010. The policy revisions are needed to increase education and behavioral intervention programming and align with recent, NCAA Drug Testing Policy change that became effective, August 1, 2022. When finalized the goals of Tarleton Athletics Institutional Drug Testing Program will include:

- The prevention of substance abuse in the Tarleton athletic community
- The education of student-athletes (SAs) on the physical, psychological, and social effects of substance abuse
- The education of SAs that substance abuse is harmful and unethical
- To protect the health and safety of Tarleton’s SAs
- To deter the use/abuse of illegal and harmful substances among Tarleton’s SAs
- To identify, through random periodic testing, for the purpose of helping those SAs recover from using illegal substances
- To increase SA awareness of the consequences and actions to be taken in the event that they are identified as a drug offender
- To provide counseling and rehabilitation for (1) SAs with a positive drug test or (2) at-risk SAs
- To maintain the integrity of Tarleton, Tarleton Athletics, the Western Athletic Conference (“WAC”), and the National Collegiate Athletic Association (“NCAA”) by ensuring fair competition

In agreement with the policies of Tarleton and the NCAA, Tarleton Athletics prohibits the use, sale, or distribution of any and all illegal substances by its SAs and staff. This includes all illegal drugs, prescription drugs, taking non-prescription drugs for purposes other than their intended use, using

anabolic steroids, and utilizing nutritional supplements containing illicit or NCAA-banned substances.

Employees

Employees who violate The Texas A&M University System substance abuse policy and regulation are subject to discipline up to and including termination. If not terminated, employees in violation of the policy or regulation may be asked to sign a Job in Jeopardy Agreement, which requires participation and completion of a substance abuse program. Failure to successfully complete the program may result in immediate dismissal.

Summary of Alcohol and Other Drug Program Strengths and Weaknesses

Student Affairs - Substance Abuse Prevention Efforts

Substance abuse prevention efforts are imbedded within the Dean of Students Administrative Office (DSAO). Strengths and weaknesses of the program include:

Strengths

- DSAO uses evidence-based tools and best-practices when delivering programming and interventions. Many of the tools used are identified as best practices in the student conduct field. These include:
 - On-line Alcohol programming - Under the Influence through 3rd Millennium
 - On-line Drug programming - Marijuana 101 through 3rd Millennium
 - On-line new student prevention training – Get Inclusive
 - In-person brief, motivational intervention
 - In-person, normative tabling events
- DSAO works collaboratively across departments and divisions to deliver a comprehensive prevention program that includes electronic communication and marketing (social media, email, etc.); passive programming in the residence halls; in-person presentations and workshops, and individual-level interventions. Marketing efforts revolve around addressing normative misperceptions and promoting and amplifying healthy behavior.
- DSAO staff have built collaborative relationships across the campus that allow for the infusion of prevention efforts into many areas of campus. For example, DSAO works closely with Student Counseling Services (SCS) and Residential Living to provide training to residential housing personnel. The results of this partnership are increases in referrals from housing for services and support. Tabling prevention events are also common place on campus throughout the semester using partners from SCS, the local community, and Athletics.
- DSAO staff are well-trained through the Association of Student Conduct Administrators (ASCA) SCS sends staff annually to NASPA's Strategies Conference which focuses on substance abuse prevention, violence prevention, and mental health and wellness.
 - In 2020, SCS leadership presented at NASPA Strategies.
- The Assistant Director of Student Rights and Responsibilities, who oversees prevention efforts, chairs the campus Council on Alcohol and Other Drugs (CAOD). This council was reconstituted in 2022 to serve as an expanded and ongoing advisory body to address substance use and abuse as previous committees were time-limited and/or only convened for a narrow purpose.
- Online training requirement participation has increased in the past year with programming being moved into the First Year Seminar classes. Completion of get inclusive is now part of the student's course curriculum.

Weaknesses

- Like many campuses, Tarleton's Dean of Students Administrative Office and Student Counseling Services departments has faced increasing demand for services each semester with little expansion in staff. There are no full-time prevention practitioners; all staff have multiple roles. To assist with this issue we have added graduate student positions to focus on these efforts.
- The previous council overseeing alcohol and other drug prevention have been meeting less consistently over the past two years than previous years as staff have taken on higher case overloads and additional responsibilities to meet student mental health needs and to respond to

crises and emergencies, particularly in light of the 2020 pandemic.

- Data collection around CAOD and wellness-related topics has historically been inconsistent. Tarleton has previously used the ACHA and EverFi to help gather health and wellness related data about the whole student body (versus just incoming students) but has not used it consistently or recently.
- Like prevention efforts broadly, data collection and use often takes a back seat to more pressing demands. There is no one with a designated role of collecting and providing data, overseeing the deployment of appropriate instruments like the ACHA, etc.

Employee Services - Substance Abuse Prevention Efforts

The Employee Services Department has several strengths involving the provision of informational sources for employees regarding specific communication channels. Employee Services provides notification of this policy and available resources to all employees via new hire orientations and distributed annually thereafter. Tarleton Rule 34.02.01.T1 Drug and Alcohol Abuse Prevention, provides guidance to employees addicted to alcohol or drugs, to include an explanation of sanctions for violations of university policy and/or criminal statutes.

Distribution of Information to Students and Employees

Annual Notification

Faculty, staff, and students are made aware of Tarleton's alcohol and drug abuse education and prevention programs and additional resource information via annual email notifications which are sent each long semester (Spring and Fall) to all students, staff, and faculty.

Resource information includes the following:

Texas A&M University System Policy and Regulations:

34.02 Drug and Alcohol Abuse

<http://policies.tamus.edu/34-02.pdf>

34.02.01 Drug and Alcohol Abuse and Rehabilitation Programs

<http://policies.tamus.edu/34-02-01.pdf>

34.03 Alcoholic Beverages

<http://policies.tamus.edu/34-03.pdf>

Tarleton State University Rule

34.02.01.T1 Drug and Alcohol Abuse Prevention

https://www.tarleton.edu/policy/documents/34_02_01_T1.pdf

Employee Services Department

Employee Assistance Program benefit, via web resources

<https://www.tarleton.edu/hr/>

Student-Athlete General Assembly

Tarleton Student-Athlete Handbook distributed; provides information concerning the drug education and testing program.

The NCAA Banned Drugs List may be found at the following link:

<https://www.ncaa.org/2018-19-ncaa-banned-drugs-list>

Texas State Drug and Alcohol Laws:

Alcoholic Beverage Code, Title 4

<https://statutes.capitol.texas.gov/Docs/AL/htm/AL.106.htm>

Regulatory and Penal Provisions; Chapter 101, General Criminal Provision Alcoholic Beverage Code

Chapter 106, Provisions Relating to Age

Health & Safety Code Subtitle C. Substance Abuse Regulation and Crimes Chapter 481, Texas Controlled Substances Act

<https://statutes.capitol.texas.gov/Docs/HS/htm/HS.481.htm>

Recommendations

- The Council on Alcohol and Other Drugs will look at new ways to distribute alcohol and drug abuse prevention information and notifications in order to increase the likelihood that students and employees will read the information. Consideration should be given to internet platforms such as Instagram, Twitter, Facebook or other social media forums.
- Task the council with updating the previous Alcohol and Other Drug Strategic Plan for adoption by the university president, using data from the aforementioned assessment instrument and the university's new strategic plan to inform the plan
- Enhance opportunities for educating Tarleton employees about the dangers of drugs and alcohol via the Employee Services Department website, the Revive Wellness Website, and various health-based and insurance providers.
- Update the membership within the Council on Alcohol and Other Drug to include an additional member from the Division of Marketing and Communication and a stakeholder from the Stephenville community.
- Task the council with identifying and implementing an appropriate, campus-wide assessment tool to gather updated, accurate information regarding student substance use beyond exclusively first-year students
- Tarleton Athletics to provide ongoing and annual education to student-athletes on banned substances, nutritional supplements, and NCAA Drug Testing Program
- Athletics is currently revising their institutional drug testing program to enhance behavior intervention programming:
 - The success of these areas can be measured over the next few years by the number of annual positive tests and/or re-peat positive tests
- Build on existing efforts to embed prevention efforts into a holistic wellness model that, in addition to specifically addressing substance use, also:
 - Promotes healthy coping skills
 - Promotes, normalizes, and amplifies healthy behavior
 - Promotes opportunities for students to build a healthy social network
 - Provides opportunities for substance-free activities