



**University of the Southwest
Biennial Review Report – 2020 & 2021
Drug and Alcohol Awareness Prevention Program**

Introduction

The Drug-Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act require each institution of higher education (IHE) that receives federal funding, including University of the Southwest (USW), to verify that it has adopted and implemented a drug and alcohol abuse prevention program (DAAPP) to aid in the prevention of possession, use and distribution of illicit drugs and alcohol abuse by USW students and employees, both on campus and at University sanctioned events. Regulation requires, at the minimum, for each IHE to disseminate the following information, in writing, to all students and employees on an annual basis:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
- Description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol
- Description of the health risks associated with the use of illicit drugs and the abuse of alcohol
- Description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students
- Statement that the institution will impose disciplinary sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct

In addition, regulation requires each IHE to conduct a biennial review guided by two critical objectives:

- Determine the effectiveness of its DAAPP
- Ensure consistent enforcement of statutes, ordinances and institutional policies related to drug and alcohol related violations

USW recognizes its legal obligation to conduct a biennial review in compliance with the Drug-Free Schools and Communities Act and has formed a committee to determine if the University fulfills the requirements of the aforementioned federal regulations.

Purpose/Intention

The purpose of the biennial review committee is to review requirements of the Drug-Free Schools and Campuses Regulations and collect university information and data to effectively evaluate the university's drug and alcohol abuse prevention program, including recommendations for future action.

The intention of this document is to meet the legal requirement of conducting a biennial review and to summarize the programs, activities and initiatives related to drug and alcohol awareness and prevention on USW's campus.

Review Committee

The Biennial Review Committee members include:

- Catarina Garcia, Director of Student Life
- Brian Arnold, Director of Counseling and Career Services
- Amanda Guzman, Director of Student Affairs
- Andrea Dodson, Title IX Coordinator
- Steve Appel, Athletic Director
- Dr. Ryan Tipton, Provost and Executive Vice President

The following university offices/departments contributed relevant data and/or information for this report:

- Department of Athletics
- Department of Human Resources
- Department of Student Life
- College of Arts & Sciences
- College of Education
- Campus Safety and Security
- University Housing
- University Counselor

Materials Reviewed

The following materials were examined to assist in the development of or supplement the biennial review:

- Complying with The Drug-Free Schools and Campuses Regulations [EDGAR Part 86], A Guide for University and College Administrators prepared by the Higher Education Center
- Student Handbook
- Employee Handbook
- Campus Safety Report
- Department of Athletics Substance Abuse Policy
- Department of Athletics Drug Testing Statistics
- Incident report records kept by Director of Student Life
- Programming records kept by Director of Student Life

Policy

Federally Mandated Policy & Annual Notification

As stated before, The Drug-Free Schools and Communities Act requires IHE's to distribute the following information, in writing, to all students and employees on an annual basis:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
- Description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol
- Description of the health risks associated with the use of illicit drugs and the abuse of alcohol
- Description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students
- Statement that the institution will impose disciplinary sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct

The Drug-Free Workplace Policy for USW employees includes all of the aforementioned requirements. All new employees must read and acknowledge this policy upon hire and all employees are required to read and acknowledge annually during a training at the start of each

academic year. USW may need to consider adding another level of distribution to employees and implementing a procedure to ensure information is updated when necessary, but appears to be in compliance as it stands.

USW promotes the education of the whole student. The university is concerned about ways in which alcohol and drug use and abuse may affect the primary academic mission of the institution, its overall atmosphere and the personal well-being of the USW community. The University has the duty to exercise the degree of care that a reasonable person would to ensure that private and public events are conducted in accordance with state law.

The primary objectives of USW policies and procedures related to alcoholic and other drugs are: (a) to promote responsible behavior and attitudes among all members of the University community; (b) to educate the university community concerning the use and effects of alcoholic and other drugs in order to promote responsible decision-making; and (c) help individuals experiencing difficulties associated with the use of alcohol and other drugs.

Alcohol, Drugs, and Tobacco Policy

The possession, distribution, and/or use of alcoholic beverages, any controlled substance or illicit drug, or tobacco product, while a student at the University of the Southwest, is prohibited. In accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free School and Communities Act Amendment of 1989, students in possession of, or exhibiting the effects of alcohol, illegal drugs, and/or tobacco products will be subject to disciplinary action. In addition to the use of the above products, USW regards the display of paraphernalia representing alcohol, drugs, and/or tobacco as incongruent with the University's policy. Any student who chooses to engage in the use of alcohol, tobacco, or illegal drugs is subject to disciplinary action. This policy applies to a student's conduct both on and off campus during any period of enrollment.

Illegal Drug Policy

Use, possession, sale, or being under the influence of illegal drugs, including but not limited to narcotics, hallucinogens, cocaine, amphetamines, or illegally used prescription drugs, or evidence of drug paraphernalia is strictly prohibited and may result in immediate dismissal from residence halls and/or expulsion from USW.

General provisions regarding the possession and distribution of illegal drugs possession, sale, or use of narcotic, mind-altering, or other illicit drugs, except for one's own prescription by a

licensed physician, is prohibited by the university and local ordinances as well as state and federal laws. Possession or use of prescription drugs prescribed to another individual is prohibited by the university. The resale of one's own prescription is also prohibited. USW will cooperate with all law enforcement agencies in the enforcement of such laws, on campus and off, and will not protect a student from such enforcement. Anyone who violates the Illegal Drug Policy is subject to university and criminal sanctions. Therefore, in addition to the university sanctions listed below, criminal penalties may be imposed for a person convicted of an offense.

USW will assist students who voluntarily submit themselves to university officials for counseling and/or substance abuse treatment and help with the misuse of alcohol or drugs. Under no circumstances will USW permit students to sell or distribute drugs to others. Persons convicted of drug possession under state or federal law may be ineligible for federal student grants and loans.

Synthetic Marijuana Policy

The possession, use, distribution, control of, and/or aroma of synthetic cannabinoids (otherwise known as synthetic marijuana) is also strictly prohibited and may result in immediate dismissal from residence halls and/or expulsion from USW. Moreover, possession, control of, delivery of, distribution of, administration of, or use of synthetic marijuana is illegal in the United States and New Mexico.

Synthetic marijuana is a mixture of herbal and chemical ingredients that mimic the effects of tetrahydrocannabinol (THC)—the active ingredient in marijuana. Side effects of synthetic marijuana may include increased heart rate, paranoid behavior, agitation and irritability, nausea and vomiting, confusion, drowsiness, headaches, hypertension, electrolyte abnormalities, seizures, loss of consciousness and/or death.

Individuals found responsible for manufacturing, possessing, importing/exporting or distributing these substances will face university, criminal and/or civil sanctions. USW students engaging in these activities will also be held responsible under the university's Illegal Drug Policy.

Drug-Free Workplace Policy

In accordance with the Drug-Free Workplace Act of 1988, 34 CFR Part 85, Subpart F, it is the policy of the University of the Southwest to maintain a drug-free workplace. It is a violation of this policy for University employees to unlawfully manufacture, distribute, dispense, possess or use a controlled substance in or on University property or property entrusted to the University.

Employees violating this policy will be subject to such discipline as deemed necessary, including but not limited to verbal and/or written warnings, suspension and/or termination.

USW Athletics Substance Abuse Policy

The University of the Southwest Athletic Department has a program for drug testing, education, and assistance to help ensure the health, safety, and welfare of its student athletes and to ensure the continued integrity of the University of the Southwest's intercollegiate athletic program. Student-athletes sign an acknowledgement stating that they submit to drug testing and understand that non-compliance with the University of the Southwest Athletic Department's Intercollegiate Athletics Drug Education, Testing, and Counseling Program and Procedures will be a breach of the agreement which permits the Athletic Department to remove them from participation in the Athletic Program.

The policy also outlines that as a condition of participation in the University of the Southwest Intercollegiate Athletic program, athletes must consent to undergo all of the standardized urinalysis tests or any other recognized tests during the academic year, pursuant to the Policy and Procedure for Drug Education Testing Program. Student-athletes acknowledge that positive test results may adversely affect the status of their participation in the athletic program and/or any athletic grant-in-aid that I may be receiving at the University of the Southwest.

Great Western Dining Service

Great Western Dining Service, Inc. is a drug-free and alcohol-free workplace and its Alcohol and Drug Abuse Policy states the following, "An employee may not use, possess, or be under the influence of alcohol. An employee may not use, possess, or be under the influence of illegal drugs. An employee may not sell, buy, transfer, or distribute any drugs. It is against the law to do so, and we will report such action to authorities. An employee may not use, possess, sell, buy, transfer or distribute drug paraphernalia. Employee may not be under the influence of inhalants. An employee may use a prescription drug only if prescribed to them by a licensed healthcare provider within the last year.

Employee may use prescription or over-the-counter drugs only if they do not generally affect the ability to work safely. Employee must follow directions, including dosage limits and usage cautions for prescription and over-the-counter drugs. Employee must keep prescription or over-the-counter drugs in their original containers or bring only a single day supply. An employee may not use machinery or dangerous equipment while taking prescription or over-the-counter drugs that impair the ability to work safely. This included company vehicles. An employee must cooperate with any investigation into substance abuse. An investigation will be done in a confidential manner to protect employee. An investigation may include tests to detect the use of alcohol, drugs or inhalants.

Education/Programming

USW is committed to education and the sound development of mind, body and spirit. Therefore, a commitment to alcohol and drug education is a continuing priority. Several departments on campus are involved in educating students and employees about alcohol and other drugs, both in and out of the classroom setting. The most engaged of these departments include the Office of the Provost and Academic Affairs, Department of Human Resources, Department of Athletics, University Housing and the University Counselor.

Below summarizes USW's educational prevention initiatives:

Office of the Provost/Academic Affairs:

Student Orientation

A review of the fall and spring orientation program revealed minimal educational conversation surrounding drug and/or alcohol use. Information focused on policy violations rather than on awareness and prevention. Orientation programming will need to be reviewed and revised.

Department of Human Resources:

Employee Orientation/Training

A mandatory training for all employees is held prior to the start of each academic year. All employees are provided with a paper copy of the University's policy for an alcohol and drug-free workplace and are required to sign/acknowledge that they have read, understand and agree to abide by the content. Included in the policy document is educational information regarding the dangers of drug and alcohol abuse in the workplace and available drug and alcohol counseling, rehabilitation and employee assistance programs.

Department of Athletics

Student-Athlete Substance Abuse Orientation

Every year, upon the start of the fall semester or preseason camp, the Head Athletic Trainer presents the Department of Athletics' Substance Abuse Policy to every team/athlete. The aforementioned presentation includes current educational content regarding how substance abuse can affect the student athlete's personal life, safety, health, academic success and athletic performance. Signs of abuse and assistance options are also included.

NAIA Academy/myPlaybook

The NAIA offers online student-athlete education through the NAIA Academy. Since the program's inception in 2015, all student-athletes at USW are required to participate. Included in the NAIA Academy is myPlaybook, which is a collection of online lessons used to promote the health and well-being of student-athletes. The myPlaybook courses include the following:

myPlaybook Req. Course #1: NAIA Rules and PED Awareness

This course will cover the NAIA's drug testing procedures and protocols and will expose student-athletes to the NAIA's banned substance list. Student-athletes will also learn about the harmful effects of using performance enhancing drugs and identify means of achieving improved athletic performance without drug intervention. Finally, a detailed demonstration of the Resource Exchange Center will be provided.

myPlaybook Req. Course #2: Dietary Supplements & Sports Nutrition

In this course student-athletes will learn about the role nutrition plays in athletic performance. Specifically, student-athletes will explore the best pre and post competition foods as well as campus dining options appropriate for student-athletes. Lastly, student-athletes will better understand dietary supplementation and will be able to make informed decisions about their own personal dietary supplement use.

myPlaybook Req. Course #3: Life Skills

Stress is an everyday occurring event. This course is devoted to exposing student-athletes to both positive and negative coping strategies as well as explore what works best for them. Ultimately, student-athletes will learn how to effectively manage their own stress by becoming more adaptive and resilient which in turn will help them perform more optimally during competition and in the classroom.

myPlaybook Req. Course #4: The Transition from College Athlete to Healthy Adult Lifestyle

Maintaining a healthy lifestyle after college can be challenging for many student-athletes. The transitions course will help senior student-athletes transition out of collegiate athletics. Student-athletes will explore their identity (who they are) outside of athletics, learn how to develop effective goals conducive to optimal health promotion, and develop decision making skills that will aid them beyond college sports.

myPlaybook Optional: Sexual Assault Awareness & Prevention

Standard education related to key sexual assault concepts is essential to promoting the health and wellbeing of all college students. myPlaybook Sexual Assault focuses on normative perceptions, behavioral intentions, and harm prevention. Specifically, this course uses evidence-based strategies to correct misperceptions regarding the prevalence and acceptability of sexual assault on campus among student-athletes, outlines content related to the rights of student-athletes and the responsibilities of their university related to sexual assault, and promotes the development of intellectual skills aimed at increasing student-athlete efficacy to be safe active bystanders.

myPlaybook Optional: Marijuana Impact on Athletic Performance

In this course, student-athletes will learn about the effects of marijuana on athletic performance. Once a student-athletes has completed this course they will better understand common myths about marijuana and its use, describe how the body reacts to marijuana use, and draw links between marijuana use and poor athletic performance. Ultimately, this course will help student athletes make healthy and informed decisions regarding marijuana use.

myPlaybook Optional: Tobacco Impact on Athletic Performance

Today's student-athlete is well aware of the harmful effects of tobacco use. Therefore, the objective of this course is to not only remind student-athletes of the short and long-term effects of tobacco use, but also curb exaggerated normative perceptions about the use and acceptability of tobacco. The course challenges positive expectancies and reinforces negative expectancies of tobacco use, as well as supports student-athletes' intentions to be tobacco free. Like other myPlaybook courses, innovative instructional design activities are used to engage the user and optimize the end-experience.

myPlaybook Optional: Alcohol Impact on Athletic Performance

The objective of the myPlaybook Alcohol and athletic performance course is to support student-athletes in making healthy decisions regarding their own personal alcohol use or their choice to not use. Specifically, this course provides effective strategies for dealing with potentially harmful situations that surround alcohol use. This is accomplished by presenting accurate student athlete use data and challenging their positive expectations regarding alcohol use. Lastly, student-athletes will consider ways in which they can use harm prevention strategies for themselves and others to reduce the potential for negative consequences associated with alcohol use.

myPlaybook Optional: Drug Prevention

This course is devoted to targeting normative perceptions held by student-athletes, their alcohol and other drug expectancies, as well as their efficacy to use harm prevention strategies for themselves and others. Student-athletes will explore alcohol and drug use by other student-athletes and compare it to their own use/non-use. Additionally, they will consider ways to reduce the negative effects of alcohol and other drug use on their athletic and academic performance. Interactive learning activities increase user-engagement and enhances the student-athletes' myPlaybook experience.

Student Welfare Program

Similar to myPlaybook, the Student Welfare Program is an internal seminar series for student-athletes focusing on their health and well-being. Designed to include a seminar once per month for all USW student-athletes, at least one per year pertains to drug and alcohol education and prevention. In 2017, a panel of knowledgeable faculty and community professionals discussed the health, safety, and social concerns related to drug and alcohol use and offered solutions and support for students struggling with addiction or the social pressures of using drugs and/or alcohol.

University Housing

Resident Assistant Training

Prior to the start of each academic year, usually one to two weeks before the fall semester begins, resident assistants participate in training. Included in said training, in addition to many other items, is a review of the Student Handbook and Honor Code. In 2020, students were educated on the appropriate ways to handle situations in the residence halls related to alcohol and drugs through participating in mock real-life scenarios.

Academics

Through courses housed in the College of Arts & Sciences and the College of Education, students are provided relevant health and psychoeducational information about the deleterious effects of drugs and alcohol.

PSY 1103 – General Psychology

This is a survey course that provides a breadth of information on key aspects of psychology. It is part of the core curriculum and must be taken by every student as part of his/her degree plan. As part of the curriculum on consciousness, a section on psychoactive drugs is presented, highlighting the detrimental effects of drugs and alcohol on the brain, body, and behavior.

Academic Year	Fall Enrollment	Spring Enrollment
2020-2021	41	N/A
2019-2020	23	10
2018-2019	28	10

PSY 3213 – Human Growth & Development

This course presents information on normal and abnormal development across the lifespan, including critical periods and how teratogens can impact the developing fetus.

Academic Year	Fall Enrollment	Spring Enrollment
2020-2021	N/A	N/A
2019-2020	18	N/A
2018-2019	16	N/A

PSY 4103 – Theories of Personality

Substance use disorders are presented in Week 14 as part of a section on personality disorders. Substance use disorders occur when the recurrent use of alcohol and/or drugs causes clinically and functionally significant impairment.

Academic Year	Fall Enrollment	Spring Enrollment
2020-2021	N/A	N/A
2019-2020	N/A	N/A
2018-2019	N/A	18

PSY 4303 – Abnormal Psychology

During the Substance-Related Addictive Disorders lecture, students cover a range of substances abused, as well as facts about substance-induced intoxication, withdrawal, tolerance, relapse prevention, and treatment.

Academic Year	Fall Enrollment	Spring Enrollment
2020-2021	N/A	6
2019-2020	N/A	21
2018-2019	N/A	21

KES 2303 – Nutrition

The nutritional aspects of alcohol and drug consumption are covered. Specifically, that drugs and alcohol modify the way the body functions in the GI tract, liver, and brain. Short-term and long-term health effects of consumption are considered as well as personal strategies for avoidance.

Academic Year	Fall Enrollment	Spring Enrollment
2020-2021	14	8
2019-2020	18	N/A
2018-2019	12	8

BIO 3213 - Nutrition

The nutritional aspects of alcohol and drug consumption are covered. Specifically, that drugs and alcohol modify the way the body functions in the GI tract, liver, and brain. Short-term and long-term health effects of consumption are considered as well as personal strategies for avoidance.

Academic Year	Fall Enrollment	Spring Enrollment
2020-2021	15	N/A
2019-2020	21	N/A
2018-2019	N/A	N/A

REL 1203 – New Testament Survey

Using the Bible as a reference, specifically the book of Colossians, students discuss using their bodies as a temple and of not abusing the body with any substance (e.g. alcohol or drugs).

Academic Year	Fall Enrollment	Spring Enrollment
2020-2021	59	38
2019-2020	41	N/A
2018-2019	84	49

Intervention, Collaboration, Coalition

USW is committed to providing students and employees with confidential referrals for professional assistance if needed. An awareness of the negative effects of alcohol consumption or drug use may assist a person in his/her efforts to make safe and responsible choices concerning alcohol and/or drugs.

USW assists students and employees who voluntarily submit themselves to university officials for counseling and/or substance abuse treatment and support their rehabilitation in the misuse of alcohol or drugs.

In some cases of misconduct, such as those concerning the consumption or possession of alcohol or other drugs, participation in an evaluation and/or treatment program may be required as part of a sanction. Such treatment may be a condition of readmission to the university or a requirement to remain at the university.

Students referred to a community drug and alcohol abuse education/assistance program as a result of a violation for 2017 and 2018:

Year	# of Students
2020	0
2019	1
2018	0

Students and employees may make an appointment with one of the outside providers listed below or consult with the University Counselor. Short-term counseling is available to USW students and employees. The University Counselor will make referrals for long-term counseling, specialized services, or rehabilitation where appropriate.

The following list is not intended to be exhaustive but is designed to provide information on local and national resources for the treatment of drug and alcohol abuse and addiction:

Local Resources	
Brian Arnold University Counselor Fadke Arts & Sciences Building 103	575.492.2104
Alcoholics Anonymous (AA)	575.397.7009
Community Drug Coalition of Lea County 107 S. Dalmont Hobbs, NM 88240	575.391.1301
Guidance Center of Lea County 920 W. Broadway Hobbs, NM 88240	575.393.3168 575.393.6633 (Crisis Line)
Opportunity House of Lea County 206 N. Turner Hobbs, NM 88240	575.397.4667
Palmer Drug Abuse Program 500 N. Dalmont Hobbs, NM 88240	575.397.6333 575.397.6237
Zia Consulting 215 W. Broadway, Suite 1 Hobbs, NM 88240	575.393.0692
National Resources	
Al-Anon	1.888.415.2666
Alcoholics Anonymous (AA)	1.855.683.0319
National Council on Alcoholism & Drug	1.800.622.2255
Narcotics Anonymous (NA)	1.818.773.9999
Substance Abuse Treatment Locator	1.800.662.4357

Enforcement

Student Honor Code

The Director of Student Life and Honor Board, consisting of faculty, staff and students are charged with upholding the standards for student conduct and behavior within the university environment. The discipline process at USW is a redemptive and restorative model. The purpose of discipline in the lives of students at USW is to help restore students to the community and provide accountability for individuals as they make future decisions. All students residing on campus are required to sign and acknowledge adherence to the Student Handbook, including the Honor Code and Alcohol, Drugs, and Tobacco Policy.

Incident reports that are submitted from the Director of Security, Director of Housing or other university departments/individuals are reviewed to determine if there has been a possible violation of the Honor Code as outlined in the Student Handbook. Students who are found to have been involved in an alcohol or drug related violation of the Honor Code are subject to the student conduct process and sanctioning.

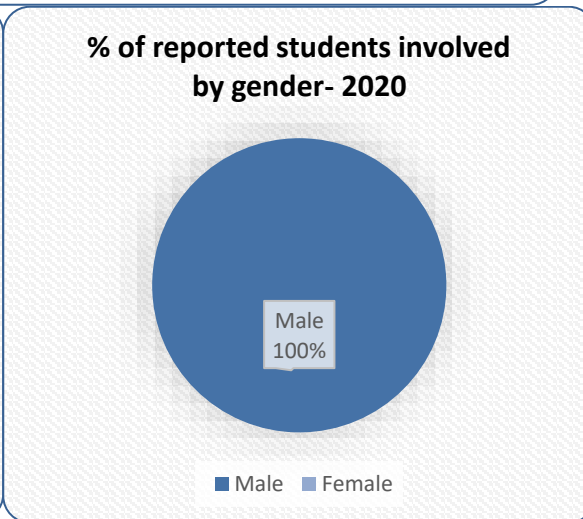
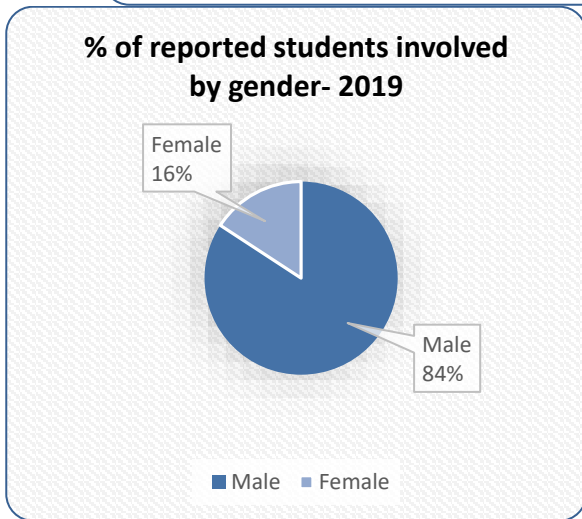
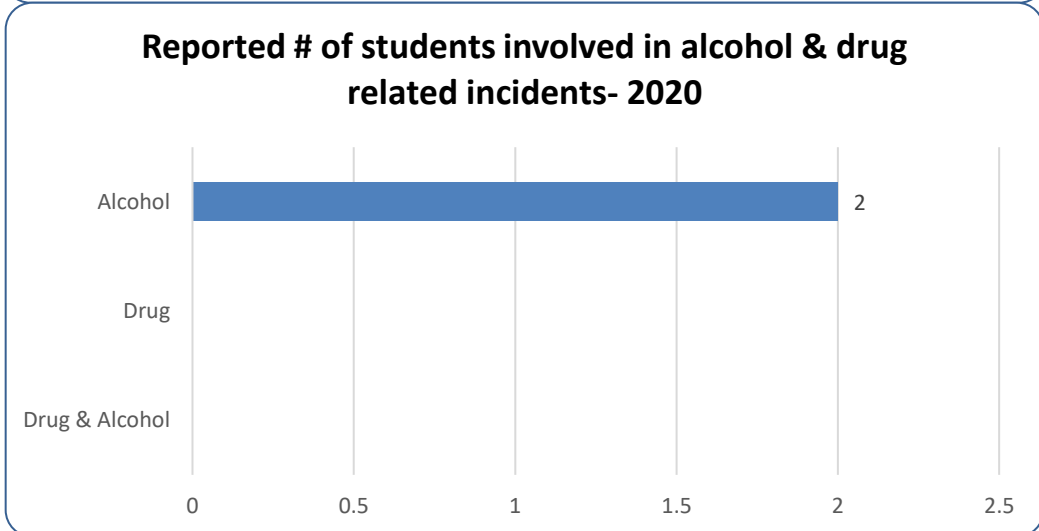
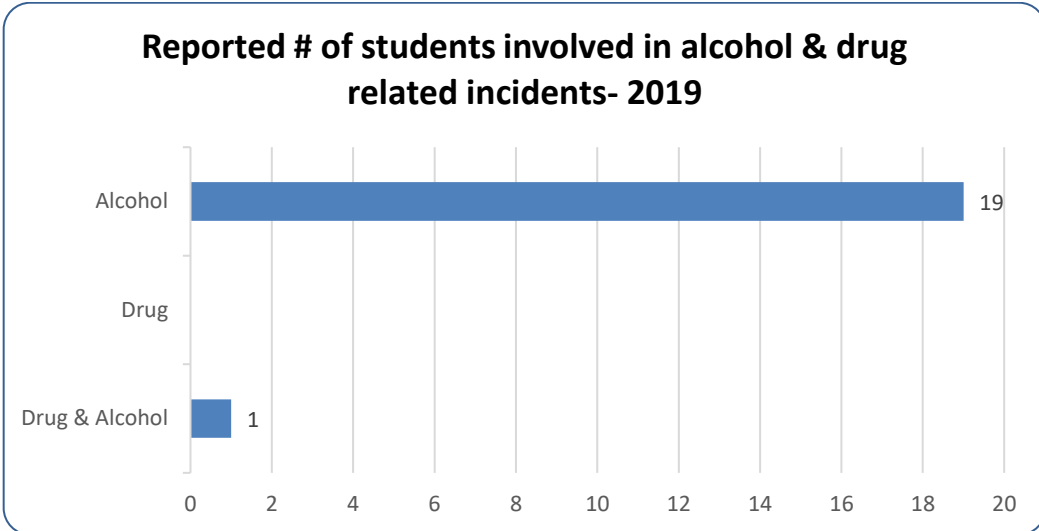
Upon receipt of an incident report, the Director of Student Life will contact the student(s) in question. The student(s) will receive written notification of the infraction and sign an acknowledgement stating the nature of the infraction. Depending upon the severity of the infraction, the Director of Student Life will issue a warning and counsel the student(s) involved or refer the incident report to the Honor Board. In the case of a repeated minor infraction, the Director of Student Life will refer the incident to the Honor Board. The Honor Board reserves the right to forward any case to Administration, regardless of the severity of alleged offense. Any violation that may result in suspension or dismissal from the university shall be automatically referred to Administration for adjudication. Within thirty (30) days of receipt of a referral, the Honor Board will communicate to the Director of Student Life the results of the Honor Board's decision and any sanctions imposed. The Director of Student Life will communicate the decision of the Honor Board to the student(s) involved in writing. The thirty (30) day period for initiating a Student Conduct Proceeding shall not be jurisdictional and, if reasonable under the circumstances, an extension of the thirty (30) day time limit shall be permissible. The student has the right to appeal the decision of the Honor Board as outlined in the Student Handbook.

The Director of Student Life, in conjunction with the Honor Board may authorize the following sanctions, individually or combined, for alcohol and drug related violations:

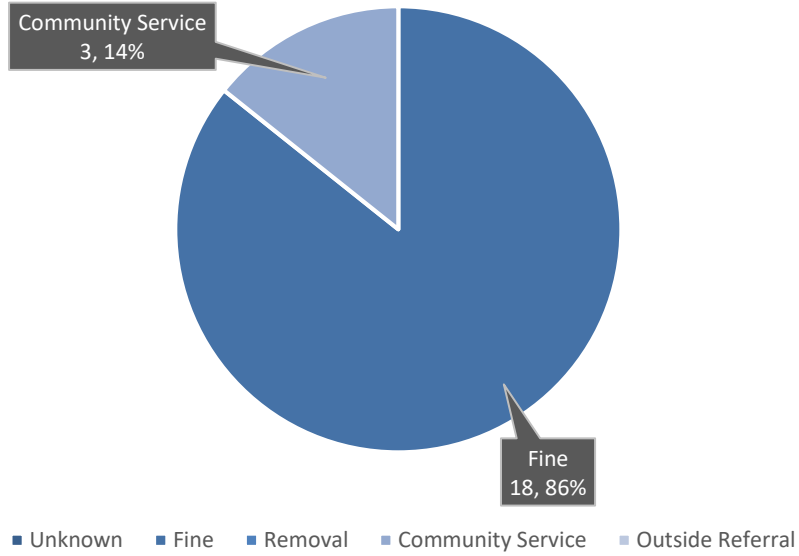
- **Warning:** A notice to the Student that the Student is violating or has violated the Code. The Warning notice will state that future incidents of a similar nature will result in a more severe sanction.

- **Disciplinary Probation:** A written reprimand for a violation of the Code with continued permission to remain enrolled in the University but under prescribed conditions during a probationary period. Disciplinary Probation is for a designated period of time and includes the possibility of the imposition of more severe disciplinary sanctions if the student is found to have committed any additional Code violations during the probationary period. Disciplinary Probation is typically thought of as a period of reflection during which the student should avoid future violations.
- **Loss of Privileges:** Denial of specified privileges for a designated period of time, which may include the ability to participate in sporting events, campus activities, etc.
- **Financial Sanctions:** Sanction resulting in the payment of money by the student to the College or an effected party.
 - **Administrative Costs-**The Student may be assessed a fine that relates to the actual costs incurred by the University to resolve or address the alleged violation.
 - **Restitution-**The Student may be required to pay restitution which serves as compensation for loss, damage, or injury. Restitution may take the form of appropriate services and/or monetary or material replacement.
- **Discretionary Sanctions:** Work assignments, service to the University, community service, or related discretionary assignments.
- **Educational Sanctions:** Participate in a specific program, complete a specific project, or complete a research assignment/paper.
- **Residence Hall Relocation:** Relocation of the Student from their current residence hall to another residence hall.
- **Residence Hall Suspension:** Separation of the Student from the residence halls for a specified amount of time, after which the Student is eligible to return. Conditions for return may be specified.
- **Residence Hall Dismissal:** Permanent separation of the Student from all University housing.
- **University Suspension:** Separation of the Student from the University for a specified period of time, after which the Student is eligible for readmission. The University may impose conditions for readmission which the Student must satisfy.
- **University Dismissal:** Permanent Separation of the Student from the University.

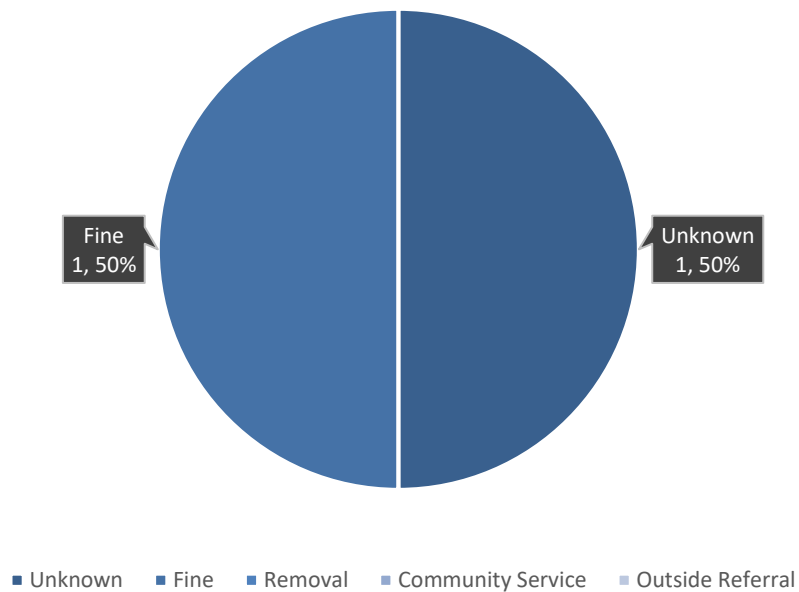
Alcohol & Drug Incidents, Students Involved, Sanctions



2019 Alcohol & Drug Related Sanctions



2020 Alcohol & Drug Related Sanctions



Numbers represented reflect number of persons involved, not number of incidents reported.

Student-Athlete Drug Testing

The USW Department of Athletics' program for drug testing, education and assistance is to help ensure the health, safety and welfare of its student athletes and to ensure the continued integrity of USW intercollegiate athletics. Random testing occurs throughout each year. Testing based on documentable, reasonable suspicion may result.

Procedures for positive urine or identification of student-athlete's drug use include:

- Student will be given an opportunity to inform USW officials prior to a first test. This must be done for a student-athlete to receive counseling.
- The student-athlete will be informed of the finding by the Provost in an interviewing process and will have the opportunity to inform of or deny drug use.
- All samples will be reconfirmed by an approved independent, certified laboratory.
- If positive is confirmed, the student-athlete will be forfeit any scholarship monies awarded to him or her. The student-athlete will immediately be placed on suspension. The student-athlete may request a retest of the sample. This request must be immediate and in writing.

Student-Athlete Drug Testing		
School Year	Tests Administered	Positive Results
2019-2020	69	14
2018-2019	48	10
2017-2018	35	3

*Due to high turnover in the Athletics Compliance office, we do not have results for the 2016-2017 school year.

Department of Human Resources

As a condition of employment, each employee must abide by the terms of the USW Drug-Free Workplace Policy and in addition, must notify employer of any criminal drug statute conviction for a violation that occurs in the workplace. This notification must take place no later than five (5) days after such conviction.

Within ten (10) days of receiving notification from the employee or otherwise receiving actual notice of a conviction, the University must notify the Department of Education of the conviction.

Within thirty (30) days of receiving notification from the employee or otherwise receiving actual notice of a conviction, the University must take one of the following actions with respect to the convicted employee:

- Take appropriate personnel sanctions against said employee, up to and possibly including termination; or
- Require the employee to satisfactorily participate in a drug abuse assistance or rehabilitation program. This program must be approved for such purposes by a federal, state, or local health, law enforcement or other appropriate agency.

The following data represents the number of alcohol and drug related incidents involving employees for 2019 and 2020:

Year	# of Employees	Outcome
2020	0	n/a
2019	0	n/a
2018	0	n/a

Social

University of the Southwest provides access to numerous substance-free events each academic year. The Department of Student Life hosts a minimum of 15 events on campus each semester. While the variety of events changes year over year, some of the most common events include: movie nights, intramural sport tournaments, karaoke nights, board game nights, outdoor game nights, holiday activities/parties and talent shows. USW Athletics also hosts several home games each year, providing additional opportunities to socialize in a substance-free environment. The schedule for all USW Athletics events can be found online.

The Scarborough Memorial Library offers spaces for students to socialize as well. Such spaces include a game room featuring ping-pong tables, a foosball table, an air-hockey table and cable television as well as a lounge area featuring two pool tables, cable television, lounge furniture and several board games and video games that are available for check out through the Director of Student Life.

The Jack and Mabel Maddox Student Life Center (SLC) and the Mabee Physical Fitness Center promote a healthy and active lifestyle and provide students the opportunity to socialize in a recreational and competitive setting. The SLC houses the university strength and conditioning facility as well as the main gym. The Mabee Physical Fitness Center is also frequented by students for use of its gymnasium/court.

Hours for the SLC (during academic year):

Monday-Thursday: 9:00am – 10:00pm

Friday: 9:00am – 5:00pm

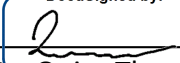
Sunday: 2:00pm – 8:00pm

Hours for the Mabee Physical Fitness Center (during academic year): 8 AM-5 PM

Findings/Conclusion

- USW offers a variety of educational prevention initiatives including new employee orientation and annual trainings for USW faculty and staff.
- USW's educational prevention initiatives are heavily focused on student-athletes due to the high percentage of the student body they represent.
- Programming in on-campus housing continues to be a top priority.
- The Department of Student Life hosts the majority, if not all, events during the evening hours. However, minimal social events take place during the late-night hours of Thursday-Saturday, resulting in limited number of University sanctioned alternatives.
- The University of the Southwest does not offer on-campus classes on Fridays, which may be conducive to increased alcohol and drug related behaviors on Thursday nights.
- The University of the Southwest understands the importance of a DAAPP and is committed to making the necessary changes to ensure compliance and to improve the campus environment.

This report has been approved by USW President Dr. Quint Thurman.

DocuSigned by:


Dr. Quint Thurman

9/30/2021

Date