BIENNIAL REUIEW

OF ALCOHOL AND OTHER DRUG (AOD)
PROGRAMS AND POLICIES

7/1/2022 to 6/30/2024

Drug-Free Schools and Communities Act (DFSCA) 34 C.F.R. Section 86





FY 2022-2024
Biennial Review of
Alcohol and Other Drug (AOD)
Programs and Policies
7.1.2022 to 6.30.2024
Drug-Free Schools and Communities Act
(DFSCA)
34 C.F.R. Section 86

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Provost, Executive Vice President and COO





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The following report was prepared by the Florida International University Alcohol and Other Drug Taskforce (AOD-TF) to meet the requirements of the 1989 amendments to the Drug-Free Schools and Campuses Act, as articulated in Part 86, the Drug-Free Schools and Campuses Regulations. The report covers the 2022-2024 academic years.

The Drug-Free Schools and Campuses Regulations (EDGAR Part 86.100 [b]) requires Florida International University (FIU) to conduct a biennial review of its Alcohol and Other Drug (AOD) programs and policies to ensure the following is in place:

- A written policy on alcohol and other drugs, including information about federal, state, local, and university sanctions for being in violation and health risks associated with misuse
- A sound distribution plan ensuring the policy is made available to all students, faculty, and staff
- Prevention programs for students, faculty, and staff that support the AOD policy
- An assessment of the effectiveness of its alcohol and other drug policies and programs

The Biennial Review Process for 2022-2024 will discuss:

- Mission and Overview of AOD Task Force Structure
- AOD Programs and Services
 - Statement of AOD Program Goals and Achievements
 - Office of Employee Assistance
 - AOD Outreach Data
 - Student Conduct and Academic Integrity Data
- AOD Program Strengths
- AOD Opportunities for improvement
- Procedures for Distribution of AOD Policy Notification
- AOD intervention/prevention research at FIU





The 1989 amendments to the Drug-Free Schools and Communities Act (DFSCA), as articulated in the Education Department General Administrative Regulations (EDGAR) Part 86, lays out several requirements with which all institutions of higher education (IHE) receiving any form of federal funding must comply. The regulations' structure and format provide enough flexibility that FIU can tailor its Task Force to suit the needs of the FIU community; support FIU initiatives; and provide a springboard for a thorough review, evaluation, and adaptation of its AOD prevention efforts. The AOD Task Force addresses the issues of alcohol and substance misuse throughout the FIU community. The Task Force will support FIU's mission to prevent the unlawful possession, use, or distribution of alcohol and illicit drugs by students, visitors, and employees. Through its members, AODTF efforts focus on creating innovative and leading practices for preventing alcohol and substance misuse, early intervention, education, enforcement, social norming, healthy alternatives, and other environmental strategies for related topics. The AODTF disseminates the information to the university community, as appropriate.



TASK FORCE GOALS

- Monitor AOD programming through reviewing and reporting on prevention of alcohol and drug use on campus and providing programming recommendations
- Review and make AOD policy recommendations to the University
- Review annual report produced by student conduct related to disciplinary sanctions for violation of AOD policy and make systematic recommendations, as needed
- Work with University administration to establish and publish Campus and Drug-Free Workplace policies and expectations, recommend accommodations for individuals with substance use problems, and publish AOD resources for the university community
- Work with university and community partners to advance the mission of the AODTF
- Produce the FIU Biennial Review and Report by December of even numbered years for the previous two fiscal years



AOD TASK FORCE REPRESENTATION

Since the landscape for alcohol and drug misuse continuously evolves, the AODTF consists of an interdisciplinary team of area experts to ensure AOD trends are identified and/or monitored for the diverse population at FIU. AODTF is co-chaired by leadership from the Division of Academic and Student Affairs and the Division of Human Resources. Departments and Academic Programs represented include:

- Counseling and Psychological Services
- Community-Based Research Institute Compliance & Integrity
- Disability Resource Center
- Student Health & Wellness, Healthy Living Program
- Office of Employee Assistance
- Housing & Residential Life
- Student Conduct and Academic Integrity

- Student Life & Development
- University Athletics
- · University Police
- Robert Stempel College of Public Health & Social Work
- Nicole Wertheim College of Nursing & Health Sciences





ADD TASK FORCE REORGANIZATION

In spring 2024, the AODTF underwent a restructuring to better align with the needs of the AOD programs. The new structure implemented five committees to track the AOD program deliverables and identify opportunities for improvement. While the AODTF transitioned to a quarterly meeting cadence, committees will meet more frequently to ensure they are on track with their respective committee initiatives.

Committee Name	Committee Charge
Data and Evaluation	Development/implementation of needs assessments and evaluation of AOD-related programs/services
Programs and Outreach	Advocate, collaborate, and educate the university community on AOD-related issues
Research	Identify AOD Prevention research being conducted at FIU that can help to inform programs/services and improve outcomes related to AOD misuse
Policy Tracking and Development	Identify relevant policies and ensure they are consistently implemented and tracked for compliance and dissemination
Biennial Report	Responsible for compiling data and information for biennial report







Programs and Outreach



Research



Biennial Report



Policy (Tracking and Notifications)



ADD PROGRAMS AND SERVICES

FIU AOD programs and services result from the coordinated efforts of several units at the university. While many of environmental and direct services are provided by Counseling and Psychological Services (CAPS), the Healthy Living Program (HLP), and the Office of Employee Assistance (OEA), students, faculty, and staff also benefit from interfacing with several other units and groups which play a role in alcohol and drug misuse prevention efforts. Students who violate campus AOD policies are referred to the office of Student Conduct and Academic Integrity (SCAI) or the University Police Department, depending on the circumstances of their AOD violation.



STATEMENT OF AOD PROGRAM GOALS AND ACHIEVEMENTS

The primary goal of FIU's AOD environmental and direct prevention strategies is to maintain student, faculty and staff health and wellbeing. For students, our goal is to maintain or enhance academic achievement, retention, and graduation rates through population-level prevention campaigns that inform university community members about the negative consequences of alcohol and/or drug misuse. The FIU Office of Employee Assistance provides education, support, and assistance for personal or family-related alcohol and drug issues. Since the prior Biennial Review, we have expanded efforts with the inclusion of direct strategies with funding support from Substance Abuse and Mental Health Association (SAMHSA)to implement individual-level strategies facilitated at CAPS and through FIU-CBRI; these strategies include motivational interviewing and guided self-change sessions. Additionally, we expanded education and prevention training through a collaboration of CAPS, FIU-CBRI, and the Robert Stempel College of Public Health & Social Work.

We measure achievement of our goals by:

- Reviewing available survey data, such as the National College Health Assessment
- Monitoring alcohol and other drug incidents as reported by Student Conduct and Academic Integrity and the University Police Department
- Providing reports on sanctions for students in violation of the University's drug and alcohol policies
- Collecting data on direct services from CAPS, OEA, and the Student Health Clinics, primarily related to alcohol and other drugs
- Distributing targeted AOD-related surveys to students actively participating in in-person events.

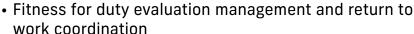


OFFICE OF EMPLOYEE ASSISTANCE (OEA)

The Office of Employee Assistance is directed by an FIU administrator/clinician and staff clinicians, and its Employee Assistance Program (EAP) provides counseling support, resources, and coaching to FIU faculty and staff.

The OEA program includes the following services:

- Mental health literacy and substance use and misuse education and outreach
- Confidential onsite or virtual services available Monday through Friday from 8:30am to 5pm
- Six (6) professional short-term counseling sessions are available, per issue/concern, per year
- Programs and services are available to active and retired faculty and staff, household members and legal dependents ages 18 and over
- Help is available for a range of services including relationship support, stress management, work/life balance, family issues, grief and loss, depression, anxiety, substance misuse and self-esteem and personal and professional development
- Online resources such as a mental health and substance misuse screening programs, psycho-educational articles, video resources, and live and recorded webinars
- Facilitated support groups and a book club that offers a reading group every semester
- Management consultations to address leadership and organizational issues
- Referral to specialists and case management to liaise clients with agencies or providers







2022-2024 OEA UTILIZATION RATE

Service Engagement	YTD	Prior YTD
Total Covered Employees	5,000	5,000
Annualized Utilization Rate	8.65%	6.87%
Total Member Services Requested	675	342
Total Organizational Services	185	177



DEA MOST COMMON PRESENTING CONCERNS

Top Presenting Issues	YTD	Prior YTD
Anxiety	26%	25%
Stress/Distress	21%	20%
Depressed Mood	15%	15%
Relationship: Maritial/Significant Other	10%	12%
Work-Related Stressors	9%	10%
Relationship: Family	6%	6%
Grief/Loss	6%	5%
Financial/Legal	2%	3%
Trauma	3%	2%
Substance Use/Misuse	1%	1%
Medical Condition	1%	1%



ADD DUTREACH

During the academic year 2022-2024, activities had a combined reach of 10,730 individuals, with audiences including students, faculty, and staff. Most AOD programming conducted was for students, with a total of 65 activities and 5,521 student encounters. Fifty (50) faculty and staff outreach events were conducted with 1,250 participants.

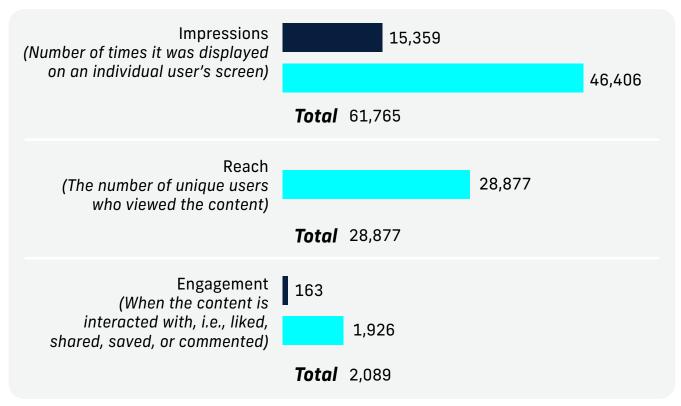
The Task Force has significantly contributed to the Alcohol and Other Drugs program's efforts in delivering education and harm-reduction strategies to the student body for the past two fiscal years. A total of 65 activities were conducted on campus, reaching over 5,000 students, each of whom received valuable insights about alcohol and drug use. Social media has played a pivotal role in amplifying the program's reach and engagement, with SHW Marketing utilizing Instagram and Twitter to share AOD initiatives. Across the two years, the content generated 61,765 impressions, reflecting the number of times it was displayed on individual user screens. Reach, which quantifies the number of unique users viewing the content, was not available for FY2022-2023 but was calculated at 28,877 for FY2023-2024. Engagement, measured by user interactions such as likes, comments, shares, and direct messages, grew from 163 unique users in FY 2022-2023 to 1,926 in FY 2023-2024, demonstrating a marked increase in the program's impact and outreach efforts.

FY 2022-2024

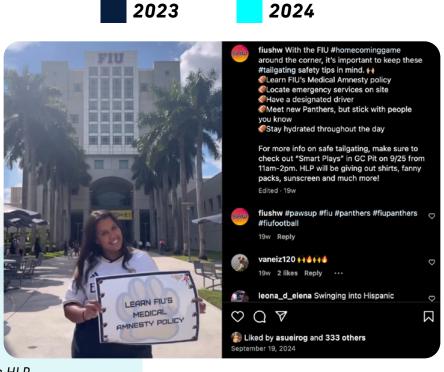
Activities	Total Activities	Total Encounters
Events: Virtual	0	0
Events: In-Person	61	5,652
Presentations/Workshops: Virtual	2	1,103
Presentations/Workshops: In-Person	19	2,725
Trainings	-	-
TOTALS	82	9,480
Grief/Loss	9,480	
Financial/Legal	1,250	
Trauma	10,730	

Social Media Reach

Social Media Total Encounters

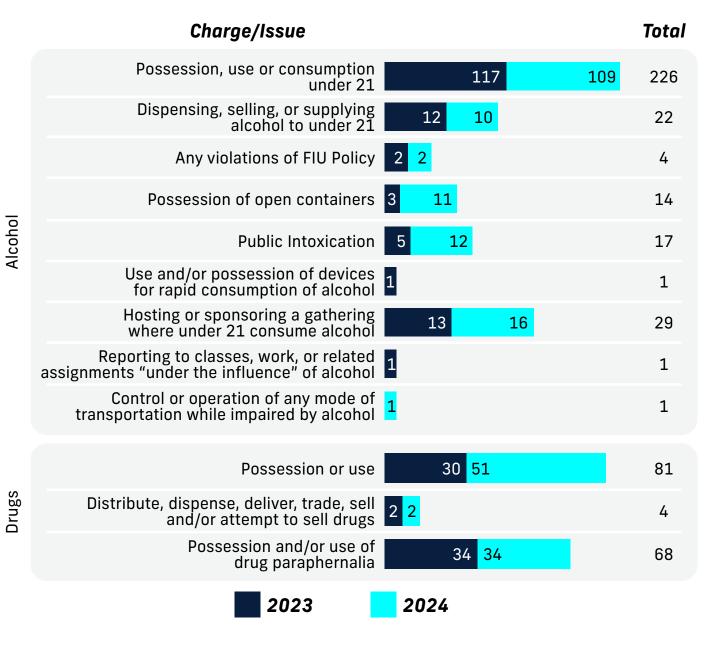


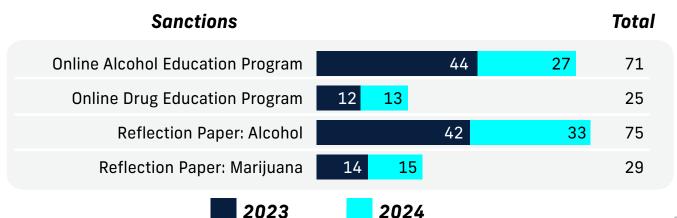
Note: Reach monitoring began in FY 2024



Smart Plays with HLP

Student Conduct and Academic Integrity Sanctions and Intervention Data







PROGRAM STRENGTHS

The current strengths of FIU's alcohol and other drugs prevention efforts stem from concerted, collaborative efforts of faculty and staff from a variety of departments (listed on Page 2). The Task Force held monthly meetings in 2022 and 2023 and quarterly meetings in 2024, with over 20 members from core departments consistently in attendance. The collaborative relationships established by the taskforce help to enhance AOD efforts throughout the university. The TF continues to explore ways to educate using technology and social media. The FIU AOD prevention program strengths from 2022-2024 include:

- AOD Coordinator Position: After many years of advocacy from the AODTF, the university identified recurring funding for an AOD Coordinator. As the current Alcohol and Other Drugs Coordinator and Health Educator III at FIU, Rachel Carson leads prevention and education efforts related to substance use and overseeing programs that promote health and wellness across campus. She manages the AOD Task Force, develops and implements outreach initiatives, and collaborates with campus partners to create resources and educational workshops aimed at reducing substance abuse and supporting student well-being.
- AODTF Strategic Planning- In the spring of 2024, the Task Force members held a strategic planning session to assess the functions of the taskforce and the desired impact. During that session, decisions were reached to restructure the task force and new priorities were established for the remainder of 2024 and beyond. The task force reviewed the Complying with the Drug-Free Schools and Campuses Regulations Guide for University and College Administrators (2006) and determined the focus for the next reporting period, 2024-2026.
- Officer Safety Course- In February of 2024, FIU launched an officer safety course, developed to help agencies use technology for rapid deployment of field analysis of dangerous drugs, including opioids like fentanyl.
- National College Health Assessment- The Student Health and Wellness, Healthy Living Program conducted the National College Health Assessment during the 2024 spring semester. Data from the survey is used to identify students' needs and develop programs/services accordingly.
- Website Updates- The Education and Outreach committee proposed improvements for the AODTF website for enhancements to the information and resources to the FIU community.
- Research Collaboration- The AODTF enabled collaboration between colleges and business units to assist in research efforts (e.g., mindfulness study recruitment, Tobacco Research Center).

Program Strengths (Cont.)

- AOD Education Pilot- With funding awarded through the technology fee, the university launched a pilot for alcohol and prescription drug education, utilizing the virtual platform, Kognito. Unfortunately, by the end of the 2024 academic year, Kognito discontinued the educational platform.
- Updates to Policy Distribution Schedules- To ensure all students, faculty, and staff are aware of the AOD related policies, expectations, and resources, the Campus and Drug-Free Workplace notification was sent out during all 3 semesters, instead of just fall/spring as in prior years.
- Student Resource Guide- The SHW monthly student resource guide featured AOD information/education in six different issues during the 22-24 academic years.



OPPORTUNITIES FOR IMPROVEMENT

- Panthers4Recovery Program- The AOD Coordinator, in collaboration with the Task Force, will work to revive Panthers4Recovery, a peer-led support group designed for individuals in recovery, passionate about recovery, or interested in promoting recovery on campus. To achieve this, the AOD Coordinator will recruit an AOD Intern to lead the peer support group and oversee its activities. Additionally, the AOD Coordinator will serve as an advisor, supporting initiatives to raise awareness about AOD education and harm reduction strategies.
- FIU Events Management Collaboration Establish a working collaboration with FIU Events Management Groups to determine how the AODTF can act as an advisor to mitigate risks on campus, provide education to attendees, as appropriate, or help create sober spaces within campus events.
- AOD Educational Sessions- The Healthy Living Program and Office of Student Conduct and Academic Integrity will develop and implement AOD educational sessions for students sanctioned due to violation of the AODrelated university policies.
- National College Health Assessment Data- Improve the dissemination from the National College Health Assessment outcomes to other areas/ departments in the university who can benefit from the data collected

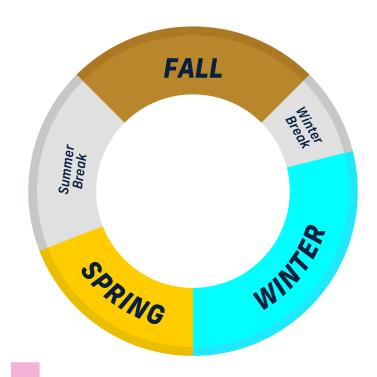


POLICY DISTRIBUTION

The FIU Alcohol and Other Drug Policy is distributed to students, faculty and staff via student handbooks, semester course registration guides, various websites (Student Affairs, Higher Education Opportunity Act Student Consumer Information, etc.) and the FIU undergraduate and graduate catalogues. In addition, the Alcohol & Drug Policy Notification is sent via email to all FIU students and employees during the first weeks of each semester.

The Office of University Compliance & Integrity verifies the messages were sent out via their automated Regulatory Compliance Calendar. Email reminders are sent out to the Senior Vice President of Human Resources and the Vice President of Student Affairs each period. When the notifications are sent, the calendar item is recorded as being completed. The calendar item is made part of the Monthly Compliance Report, which is used for reporting purposes to the University President and the University Board of Trustees. Pursuant to the regulations, these written policies and their distribution to all employees and students follow federal guidelines requiring the University to:

- Adopt and implement a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities and events.
- Develop a sound method for distribution of the policy to every student and FIU staff member each year.
- Review its AOD programs and policies every two years.





Dru	g-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy and Procedure
Overview	To ensure their well-being, Florida International University faculty, staff and students must follow appropriate Federal laws regarding the use and sale of controlled substances and alcohol.
Туре	Policy
Reference	1705.002
Policy Owner	Owner Human Resources: Employee & Labor Relations
Link	Policy # 1705.002
Notifications/ Distribution	Notifications/Distribution Biannual memo distributed to all students, faculty, and staff

Alco	Alcoholic Beverages and Illegal Drug Possession	
Overview	The consumption of alcoholic beverages by members of the university community is subject to the alcoholic beverage laws of the State of Florida and FIU policy and regulations.	
Туре	Policy	
Reference	185.001	
Policy Owner	University Police Department	
Link	Policy 185.001	
Notifications/ Distribution	Included in the annual distribution of the Annual Security and Fire Safety Report	

	Student Conduct and Honor Code
Overview	Addresses expectations for all students. Provides information on medical amnesty due to use of alcohol and other drugs.
Туре	Policy
Reference	FIU-2501
Policy Owner	Student Conduct and Academic Integrity
Link	FIU-2501: Student Conduct and Honor Code
Notifications/ Distribution	Included within the memo of the "Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention"; distributed to all students, faculty, and staff each semester.

	Alcoholic Beverages
Overview	This regulation governs the responsible and permissible possession, service, sale, consumption, and distribution of alcohol at Florida International University (FIU or University) including, but not limited to, University events, activities, property, facilities, and academic courses. This regulation will help ensure the health, safety, and well-being of all members of our community. University students, faculty, staff, and community members are subject to all applicable laws, rules, ordinances, and regulations regarding the possession, service, sale, consumption, and distribution of alcohol.
Туре	Regulation
Reference	FIU-2505
Policy Owner	N/A
Link	FIU-2505: Alcoholic Beverages
Notifications/ Distribution	Included within the Biannual memo of the "Drug-Free Campus/ Workplace Drug and Alcohol Abuse Prevention Policy and Procedure"; distributed to all students, faculty, and staff

	Smoke, Vape, and Tobacco-Free Campus
Overview	Smoking and/or vaping is prohibited in all areas of the University campus. Sale of all tobacco products and vapor-generating electronic devices is prohibited on the University campus.
Туре	Regulation
Reference	FIU-113
Policy Owner	N/A
Link	FIU-113: Smoke, Vape-Free, and Tobacco-Free Campus

The purpose of this policy is to ensure public safety and to maintain a safe, and productive work environment for those individuals who have cause to be on a vessel(s) owned and/ or operated by those individuals covered by this policy. This policy has been created to try to prevent accidents or other dangerous incidents that may result from drug and/or alcohol use. This policy supplements the FIU Boating Safety Manual, and the requirements contained in FIU Regulation 2505, Alcoholic Beverages; FIU Policy Alcoholic Beverages and Illegal Drug Possession; and FIU Policy Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention. Type Policy	ı	Orug and Alcohol Policy and Procedures for Certain University Marine Employees
•	Overview	maintain a safe, and productive work environment for those individuals who have cause to be on a vessel(s) owned and/ or operated by those individuals covered by this policy. This policy has been created to try to prevent accidents or other dangerous incidents that may result from drug and/or alcohol use. This policy supplements the FIU Boating Safety Manual, and the requirements contained in FIU Regulation 2505, Alcoholic Beverages; FIU Policy Alcoholic Beverages and Illegal Drug Possession; and FIU Policy Drug-Free Campus/Workplace
	Туре	Policy
Reference 1710.349	Reference	1710.349
Policy Owner Owner Human Resources: Employee & Labor Relations	Policy Owner	
Link Policy # 1710.349	Link	Policy # 1710.349
Notifications/ Distribution Notifications/Distribution Biannual memo distributed to all students, faculty, and staff		Notifications/Distribution Biannual memo distributed to all students, faculty, and staff



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