

Campus Report on Alcohol and Drug Programming



MILWAUKEE INSTITUTE OF ART & DESIGN

Academic Years 2019-20 & 2020 - 21

The Milwaukee Institute of Art & Design (MIAD), in order to meet its obligation of maintaining and promoting a safe, healthy and nurturing environment for learning and working provides numerous awareness, prevention, and intervention-support activities concerning drug, alcohol, and tobacco use on campus. Because the issues related to drug and alcohol use and abuse are so prevalent in our society, the college chooses to embed its policies and practices within a wide variety of programs, departments, and campus activities rather than treat the issue as a stand-alone concern. The issue of tobacco use, although accepted within society, is addressed through the MIAD “smoke free environment” policy. The smoke free policy also prohibits smokeless tobacco and vaping. This prohibition against smoking applies to all members of the MIAD community and visitors to the college – at no time is smoking, or vaping, or the use of smokeless tobacco allowed on college property.

This Report covers the specific programs, offices, and committees that engage the topic of drug and alcohol use on our campus. This Report was prepared for Jeff Morin, President of MIAD, by Lindy Stein, Dean of Students. Oversight and data reporting responsibilities for the Drug and Alcohol Free Program is provided by:

- Lindy Stein, Dean of Students (August 2021 to present)
- Tony Nowak, Dean of Students (prior to May 2021)
- Jennifer Crandall, Associate Dean of Students
- Becky Skupien, Student Accessibility Coordinator
- Keith Kotowicz, Director of Safety & Security
- Marianne Di Ulio, Director of Residential Living & Student Engagement
- Matt Stricker, Housing Coordinator

Counseling and supportive medical assistance for students is provided through an Articulation Agreement with the Marquette University’s Counseling Center; <http://www.mu.edu/counseling/> specifically overseen by Brenda Lenz, MS., CADAC, LPC – Coordinator of Alcohol & Drug Prevention/ Treatment; Marquette University.

24-hour counseling and supportive medical assistance for faculty and staff is provided through a contracted employee assistance program agreement.

The Office of Human Resources at MIAD has initiated a practice of providing email notifications, and postings in the mailroom for preventative health care practices and opportunities for faculty and staff at MIAD. Webinars, Wellness Topics, Educational Materials/Health Promotions as well as all other Health Care information are also posted in the mailroom and on-line. Specific topics can be accessed by contacting: Dustin Hoot, Director of Human Resources at dustinhoot@miad.edu or at MIAD phone ext: 3233.

POLICY CHANGES

Only two policy changes regarding alcohol use have occurred at MIAD since the fall of 2005. Prior to 2005 MIAD was a 100% alcohol free campus. The possession and use of alcohol on campus was prohibited whether or not the activity was a MIAD-sponsored event. While alcohol possession and consumption by *students* is still prohibited on

College grounds, in the fall of 2005 a policy change was approved by the MIAD Board of Trustees to allow alcohol to be served by external licensed vendors at specific MIAD events. Those events including Board of Trustee Receptions; Donor and Dignitary Receptions & Dinners; Off-Campus Fundraising Events; and for events hosted by the MIAD Development Office.

During spring of 2006 the Board of Trustees approved a change to the MIAD alcohol policy to include one additional sponsored event: the "closed-to-the-public" Annual Graduating Student Exhibition, Preview Reception for Invited Guests and the Families of the Graduating Senior Class. This event is the single campus sponsored activity where students (graduating seniors) are in attendance. The policy change has been a success based on close monitoring, responsible alcohol use, and the absence of any alcohol-related incidents. This event continues to be closely monitored and reviewed by MIAD administration for continuation as an event with alcohol present. This event strictly adheres to all state and local laws pertaining to alcohol consumption and all other MIAD policies and practices related to alcohol on campus.

SOCIAL AND ACADEMIC MIAD SPONSORED EVENTS

All alcoholic beverages must be purchased from a listing of approved vendors. The employment of bartenders must also be arranged through from the vendor list or another licensed purveyor of alcoholic beverages approved by the Vice President for Institutional Advancement.

INSTITUTIONAL ACTIONS & REFERRALS RELATED TO DRUG & ALCOHOL VIOLATIONS

Student Referrals for Disciplinary Hearing by the Disciplinary Hearing Committee

FY20

FA19 - (no referrals)

SP20 - (no referrals)

FY21

FA20 - (no referrals)

SP21 - (no referrals)

Student Referrals for Disciplinary Hearing by the Dean of Student's Office

FY20

FA19 - (no referrals)

SP20 - (no referrals)

FY21

FA20 - (no referrals)

SP21 - (no referrals)

Student Referrals for Evaluation/Counseling at the Marquette University Counseling Center

FY20

FA19 - (4 referrals from Student Services)
SP20 - (1 referral from Student Services)

FY21

FA20 - (0 referrals from Student Services)
SP21 - (1 referral from Student Services)

Student Referrals by Faculty for Monitoring by MIAD Student Services*

FY20

FA19 - (0 referrals)
SP20 - (0 referrals)

FY21

FA20 - (0 referrals)
SP21 - (0 referrals)

Campus Crime Statistics Relating to Drugs and Alcohol provided by the Office of Safety and Security - Keith Kotowicz, Director of Security

FY20 - drug

FA19 - (no referrals; no arrests)
SP20 - (no referral; no arrests)

FY21 - drug

FA20 - (no referrals; no arrests)
SP21 - (no referral; no arrests)

FY20 - alcohol

FA19 - (no referrals; no arrests)
SP20 - (no referral; no arrests)

FY21 - alcohol

FA20 - (no referrals; no arrests)
SP21 - (no referral; no arrests)

INSTITUTIONAL ACTIVITIES & EVENTS RELATED TO THE DRUG & ALCOHOL PROGRAM

Student Services Activities & Events – All MIAD student events are alcohol free.

Annual Events

Fall Semester

Student Health Insurance Program that includes alcohol & drug counseling & preventative care coverage (WAICU – WPS)

New Student Orientation Programming on alcohol & drug awareness, policies, and support resources.

Welcome Back Street Festival

Student Party Meetings (weekly all year long)

AIDS Walk, Wisconsin

Halloween Party

Fall Blood Drive

Student/Alumni Art Sale

Spring Semester

New Student Orientation Programming on alcohol & drug awareness, policies, and support resources.

Movie Marathon

Spring Blood Drive

MIAD Define, Senior Thesis Show Symposium

End of the year Campus Party

FY20

FA19 - 81 alcohol free residence hall activities & events presented by RA Staff

FA19 – 206 alcohol free student organization events

SP20 - 43 alcohol free residence hall activities & events presented by RA Staff

SP20 – 101 alcohol free student organization events

FY21

FA20 - 88 alcohol free residence hall activities & events presented by RA Staff

FA20 - 142 alcohol free student organization events

SP21 - 64 alcohol free residence hall activities & events presented by RA Staff

(two months were not accounted for, so we do not have numbers from February or April)

SP21 - 147 alcohol free student organization events

Academic Resources Activities & Events

Annual Events

Convocation Programming with information on College AODA policies, and resources.

Academic Division Meeting Orientations for New Full & Part-Time Faculty.

Guide to Student Services referral information to all faculty & staff.

Academic advisor training on identification of and communication with students in crisis to include issues of substance use and counseling referral.

Residence Hall Staff Training

FY20

FA19 - Residence Hall staff (student & professional) are provided with training on recognizing and addressing alcohol & drug use

SP20 - Residence Hall staff (student & professional) are provided with refresher training

FY21

FA20 - Residence Hall staff (student & professional) are provided with training on recognizing and addressing alcohol & drug use

SP21 - Residence Hall staff (student & professional) are provided with refresher training

CURRENT MIAD STUDENT DRUG, ALCOHOL AND TOBACCO USE POLICIES

(Excerpted from the Student Handbook)

Effective Date: 8/2019

The Milwaukee Institute of Art & Design's Alcohol and Drug Program attempts to address not only policies and procedures for the legal use of such substances but also serves as a support mechanism for individuals who believe they are suffering from a substance abuse problem. While alcohol consumption is legal for persons over the age of 21, MIAD does not allow alcoholic beverages in any campus buildings, including the student residence at *Two50Two*. Further, alcohol may not be possessed or consumed during educational endeavors such as field trips or off-site activities. Exceptions to the alcohol free policy may be authorized by MIAD's President for alumni, fund-raising, and other official college events where procedures are employed to prevent the consumption of alcohol by anyone who is under the legal drinking age.

While tobacco use is legal for persons over the age of 18, MIAD is a tobacco-free environment. The tobacco prohibition includes smoking, vaping, and the use of smoke free (chewing) tobacco, and all are prohibited in or in front of the MIAD academic building or MIAD approved housing. The handicap ramp and stairs must remain clear and accessible at all times.

In addition, the possession and/or use of illicit drugs is never permitted on campus. Finally, the manufacture, distribution, possession, or use of controlled substances is prohibited on MIAD property or as part of any of its student activities. MIAD students should understand that civil laws become the Institute's laws and MIAD reserves the right to refer violations to civil authorities for prosecution.

Any violation of these policies or civil laws is grounds for immediate disciplinary sanctions, up to and including dismissal and referral for legal prosecution. Disciplinary sanctions may also require the successful completion of an appropriate rehabilitation program. Announcements and/or advertisements that encourage alcohol or drug abuse or excessive alcohol consumption will not be permitted on campus. (See "Bulletin Boards" in the "Services and Support Systems" section of this Handbook for more information on posting notices.)

ALCOHOL AND DRUG TREATMENT PROGRAM - PROCEDURE

A student's involvement with drugs can adversely affect academic performance, jeopardize personal wellbeing, and lead to an undermining of the professional and

academic stature of the College. MIAD's goal is to maintain a healthy and efficient atmosphere free from the effects of drug use.

1. Students desiring confidential assistance for a drug, alcohol, or other personal problem should contact the Associate Dean of Students (Room RL95 / x3344), the Student Accessibility Coordinator (RL100B / x3347), or the Dean of Students (Room RL45C / x3240). Student Services will facilitate a referral to the Substance Abuse Counselor at the Marquette University's Counseling Center. Students are also encouraged to contact or the MU Counseling Center directly (414-288-7172).
2. When an instructor or staff member believes a student should be referred for treatment, the instructor or staff member first notifies the student that he/she believes a problem exists. The instructor or staff member then contacts any of the Student Service staff members identified above to initiate the referral process to the MU Counseling Center.
3. If an incident occurs on campus that involves an individual who is violent because of alcohol or drugs, security should be contacted immediately. Security will dispatch the appropriate services.
4. Students who desire a substance-abuse support group are encouraged to contact the Associate Dean of Students (RL 95 / Ph: 414-847-3344).

PARENTAL NOTIFICATION:

The College reserves the right to notify parents/guardians of students who are found to be in violation of College policies and/or state statutes regarding underage possession or consumption of alcoholic beverages or drugs for which the student does not have a valid prescription – regardless of whether the student has signed a FERPA release of information form.

HEALTH RISKS OF ALCOHOL AND DRUGS

Alcohol: Alcohol is a mood-altering drug that depresses the central nervous system. Initially it will appear to stimulate and reduce inhibitions. When consumed in greater amount, alcohol will depress parts of the brain, leading to loss of judgment and impaired sensory perception and motor skills (impairs coordination reflexes, memory, and judgment). Abuse of alcohol can cause a number of health risks including damage to the heart and liver; irritation of the stomach lining, possibly leading to ulcers; and depression of brain centers, causing lack of coordination, confusion, disorientation, coma, stupor, and death. Brain damage is permanent when caused by alcohol abuse.

Stimulants: (Amphetamines, Cocaine). Stimulants are drugs that stimulate the central nervous system. These drugs have high potential for abuse because use can result in psychological dependence. Low doses of stimulants can cause increased heart rate, increased blood pressure, increased breathing rate, sleeplessness, and anxiety. Higher doses of stimulants cause irritability, excitability, feelings of paranoia, and illusions or hallucinations. Abuse of stimulants causes increased risk of heart failure, malnutrition, and a weakening of the body's immune system.

Depressants: (Barbiturates, narcotics, hypnotics, and tranquilizers). Depressants depress the central nervous system and may produce habituation and physical dependence. Depressants slow bodily functions, causing sleepiness or grogginess, impaired motor skills, poor memory, and faulty judgment. Large doses of depressants may cause unconsciousness or death. Depressants taken over time will result in physical dependency. Abruptly stopping the depressant can cause delirium and convulsions. If physically dependent on depressants, withdrawal from the drug must be medically supervised. When depressants are used in combination with other CNS depressants, specifically alcohol, the risk of death is greatly increased. Many unintentional overdoses result from combining alcohol with other depressants.

Hallucinogens: (PCP, LSD, and Mescaline). Hallucinogens can cause habituation and/or psychological dependence. When regular use of the drug is stopped, there are no withdrawal symptoms; however, there may be unpleasant psychological reactions. Psychological risks include breaks from reality, flashbacks, emotional breakdown, and memory lapse. More severe reactions can include convulsions, partial paralysis, delusion, hysteria, and outbreaks of violence.

Marijuana: Marijuana produces an intoxicating effect that slows reasoning abilities. It impairs concentration and problem-solving abilities. It may also result in slow reflexes and reaction time, poor peripheral vision, and possible damage to the heart and immune systems.

WISCONSIN AND FEDERAL LEGAL SANCTIONS RELATING TO ALCOHOL AND DRUG VIOLATIONS

OFFENSE	SANCTION
Procure alcohol for underage Person (under 21 years)	1 st : \$250-\$500 & 30-90 days in jail, Suspension of Drivers License 2 nd : \$300-\$500 & up to 1 year in jail, Suspension of Drivers License 3 rd : \$500-\$750 & up to 2 years in jail, Revocation of Drivers License
Underage Consumption	1 st : \$250-\$500 & 30-90 days in jail, Suspension of Drivers License 2 nd : \$300-\$500 & up to 1 year in jail, Suspension of Drivers License 3 rd : \$500-\$750 & up to 2 years in jail, Revocation of Drivers License
Driving While Intoxicated	1 st : \$440-\$550 & 6-9 Months in jail, Suspension of Drivers License 2 nd : \$550-\$1250 up to 1 year in jail, Suspension of Drivers License 3 rd : \$500-\$750 & up to 2 years in jail, Revocation of Drivers License
Open Container in Vehicle	Driver: \$125 Passenger: \$67.50
Homicide While DUI	Up to \$10,000, up to 5 years in jail, 5 year Revocation of Drivers License
Chemical Test Refusal	1 st : 12 months Revocation of Drivers License 2 nd : 24 months Revocation of Drivers License 3 rd : 36 months Revocation of Drivers License

Please note these fines may change at any time.

WISCONSIN AND FEDERAL LEGAL SANCTIONS FOR DRUG VIOLATIONS

The Controlled Substance Act (CSA 1970) is the “legal foundation” of the government’s fight against drugs in our society. The CSA has placed all controlled substances in one of five SCHEDULES (SC I-V) according to the drug’s potential for abuse and safety or dependence liability.

SCI: High potential for abuse and no medical use (i.e. LSD, opiates, mescaline, etc.)

SCII: High potential for abuse and accepted medical use (i.e. cocaine, amphetamines, marijuana)

SCIII: Has potential for abuse and accepted medical use (i.e. narcotics, stimulants, depressants)

SCIV: Low potential for abuse and accepted medical use (i.e. some depressants)

SCV: Low potential for abuse and accepted medical use (i.e. prescription drugs and some narcotics)

	Wisconsin Sanctions		Federal Sanctions
SC	Manufacture or Distribution	Possession	
I	<u>Narcotics</u> : \$25,000 and/or up to 15 years in jail <u>Others</u> : \$15,000 and/or up to 5 years in jail	<u>Narcotics</u> : \$25,000 and/or up to 15 years in jail <u>Others</u> : \$5,000 and/or up to 5 years in jail	All drugs in schedule except narcotics; \$100,000 and 20 years to life jail
II	<u>Narcotics & Others</u> : Same as above Heroin (> 3 g): \$100,000 - \$200,000 and/or up to 15 years in jail	<u>Narcotics</u> : Same as above <u>Heroin (> 3 g)</u> : \$15,000 and/or up to 5 years in jail <u>Amphetamines (3 g)</u> : \$1,000 - \$100,000 and/or up to 5 years in jail	Same as above
III	\$15,000 and/or 3 years in jail	\$10,000 and/or 3 years in jail	\$500,000 and/or 3 years in jail
IV	\$5,000 and/or 1 year in jail	\$5,000 and/or 1 year in jail	\$200,000 and/or 1 year in jail

CURRENT MIAD FACULTY & STAFF DRUG, ALCOHOL AND TOBACCO USE POLICIES (Excerpted from the Employee Handbook)

Effective Date: 9/2019

ALCOHOL AND DRUG POLICY

Alcohol and illegal drug use currently ranks as one of the major health problems in the United States. MIAD employees are our most valuable resource and your safety and health are of paramount importance. MIAD is committed to providing a safe working environment in order to minimize the occurrence of accidents and injuries. Each MIAD employee has a responsibility to represent MIAD in a manner which is free of the presence of illegal drugs and/or alcohol during scheduled work hours.

Each MIAD employee also has a responsibility to co-workers and associates to deliver services in a safe and conscientious manner. Research and practical experience have proven that even limited quantities of narcotics, abused prescription drugs or alcohol can impair reflexes and judgment. This impairment, even when not readily apparent, can have catastrophic results. For these reasons, we have adopted a policy that all employees must report to work and remain completely free from the presence of illegal drugs and the effects of alcohol.

All employees are prohibited from distributing, dispensing, possessing or using alcohol or illegal drugs while at work or on duty. The only exception to this rule is when you are attending a MIAD sponsored academic or social event where alcohol may be present. In these instances, you are expected to drink responsibly. In addition, no alcohol may be carried in to or out of the designated event area. MIAD will not serve alcohol to anyone who is not of legal drinking age.

Illegal drugs are those drugs or controlled substances, the possession of which is unlawful under federal, state, or local law, and include prescription drugs obtained without a lawful prescription or that are used in a manner inconsistent with prescription directions.

The legal use of prescribed drugs is permitted on the job so long as it does not impair an employee's ability to safely and effectively perform the essential functions of the job. Although medical marijuana can be legally prescribed in some states, marijuana is not permitted on campus because it remains a drug prohibited by Wisconsin law and federal law, particularly for educational institutions that receive federal funding. Accordingly, employees who may have obtained prescriptions for medical marijuana as allowed under state law outside of Wisconsin are, under federal and Wisconsin law applicable to MIAD, prohibited from engaging in work activities while impaired from use of marijuana and may not possess, use, or cultivate marijuana for medical or other purposes on MIAD property.

Notification of Impairment

It shall be the responsibility of each employee who observes or has knowledge of another employee who is in a condition which impairs the employee from performing his or her job duties, or who presents a hazard to the safety and welfare of others, or who is otherwise in violation of this policy, to promptly report that fact to his or her supervisor.

Drug and Alcohol Screening

Employees may be required to submit to drug/alcohol screening whenever there is a reasonable suspicion that they have violated any of the rules set forth in this policy. Reasonable suspicion may arise from, among other factors, supervisory observation, co-worker reports or complaints, performance decline, attendance or behavioral changes or results of drug searches. Employees involved in a workplace accident will be tested immediately following any claim of a workplace accident, illness or injury.

In the Circumstance of a Positive Test

Any employee who tests positive in a confirmed substance test will be subject to discipline up to and including discharge. In the rare circumstance in which an employee is not immediately terminated for violation of MIAD's drug & alcohol policy, MIAD may, at its sole discretion, allow the employee to return to work pursuant to the employee executing a written, signed agreement acknowledging:

- They tested positive or otherwise violated policy and;
- That they agree to undergo rehabilitation or counseling to assist with the problem and agree to undergo periodic unannounced screening for a set period of time and be subject to immediate termination of employment for any future violation of this policy.

MIAD expects employees who suspect they have an alcohol or drug problem to seek treatment. MIAD will help employees who abuse alcohol or drugs by providing a referral to an appropriate professional organization. However, we cannot help anyone who does not seek and accept assistance. Please see your supervisor or the Director of Human Resources for further information.

CORRECTIVE COUNSELING

It is the policy of MIAD to, in most cases, administer corrective action to employees whose work performance, behavior, or violation of rules of conduct warrants it. Typically, minor first offenses should be addressed informally with a face to face warning. Serious or more frequent violations warrant more formal correction, up to and including termination. MIAD's levels of corrective action generally include:

- Verbal Warning
- First Written Warning
- Second Written Warning, May Include Suspension
- Termination

Serious or more frequent violations may warrant immediate termination. If a serious offense has occurred, and immediate action must be taken, the supervisor should contact the Director of Human Resources immediately to discuss the appropriate course of action.

PERFORMANCE IMPROVEMENT PLAN

A Performance Improvement Plan (PIP) may be initiated to help correct an employee's work performance. A performance improvement plan can be initiated along with or following a verbal warning or any other stage of correction action. The performance improvement plan places the employee on a thirty (30) day probationary period. 4 The purpose of a PIP is to reiterate to an employee that their work performance has been and is currently not at a satisfactory level. The PIP should identify serious areas of concern in the employees work performance and reiterate Milwaukee Institute of Art & Design's expectations, and allow the employee the opportunity to demonstrate improvement and commitment in his or her work performance. Failure to meet or exceed the expectations laid out in the PIP will result in disciplinary action, up to and including termination.

EMPLOYEE NOTIFICATION

Annually, via the website, MIAD distributes to all employees its policies prohibiting illicit drugs and alcohol along with a). Description of health risks associated with drug and alcohol abuse; b). Description of the applicable legal sanctions under local, state and Federal law for unlawful possession or distribution of illicit drugs and alcohol; and c). Description of the counseling, rehabilitation or re-entry programs that are available to employees and how to access them.

REVIEW

Biennially, MIAD reviews its drug and alcohol prevention program for determining its effectiveness, implementing needed changes and assuring that any disciplinary sanctions are consistently enforced.

RECOMMENDATIONS FOR REVIEW AND IMPLEMENTATION DURING 2021-23 BIANNIUM

Adoption of Board Approved policy on use of external licensed vendors of alcohol (wine) at Board Receptions, Donor & Dignitary Receptions and Dinners, and Major Donor Events has resulted in one incident (intoxicated non-student donor at a donor event) in the 13 years since it was implemented. Policy should be continued under the current guidelines and reviewed annually to ensure on-going compliance with MIAD policies and state and federal laws.

The institution should continue to monitor the use of alcohol during the Graduating Senior Preview Reception for Invited Guests & Families of Graduating Students. To date no incidents have occurred during or following this event since adoption of the policy.

The Student Services and Student Organization practice of using events as opportunities to be alcohol free is proving to be effective in expanding student and staff attendance.

Student Services workshops on recognizing and taking appropriate steps with student substance and alcohol problems has proven to be of great value to the faculty. Faculty has responded by using the referral system. Continuation of this training during Fall and Spring Semester Convocation is recommended.

The Formal Staff – Faculty Workshop on Suicide, Alcohol and Drugs provided by the Marquette University Counseling Center has reduced the level of anxiety for faculty and staff though the acquisition of knowledge and training on recognizing the signs of when students may be having trouble and how to appropriately address these signs. Continuation of this program is recommended as part of faculty and staff training on an annual basis.

The relationships with Marquette University's Counseling Center and the Employee Assistance Program (EAP) are both proving to be valuable tools in addressing student and staff concerns. These should be continued, and where appropriate, expanded. Because the use of EAP is a confidential resource protected by HIPAA, no referral numbers have been documented. It does appear that through aggregate billing, the services are being used by the faculty and/or staff although purposes cannot be ascertained.

RECOMMENDATIONS (Continued)

The adjustment of Disciplinary Hearing practices to deal with problems at the most immediate level possible by using the referral system to Marquette University's Counseling Center is providing more rapid response to the problem of drug and alcohol use on campus. The focus of disciplinary intervention is concern for the student's welfare and not punishment. And the "hearings" are little more than a conversation, making the experience as collaborative as possible. The extremely low level of recidivism for alcohol and drug related policy violations is convincing evidence of the success of the less is more approach. Further when the collaborative approach is unsuccessful, involving the student's parents in the process is nearly always successful.

It is recommended that Offices of Academic Resources & Student Services continue to expand their use of educational workshops, substance free programs, referral to MUCC, and other practices to engage the students, faculty and staff in the problem identification, intervention, and referral process.

It is recommended that the Human Resources Office continue and expand upon the use of email notifications and posting of documents from our Health Insurance Provider related to issues of Work place stress and Drug & Alcohol use / abuse. This practice is reaching the entire staff and faculty. Combined with the Managed / Preventative Care component of the Health Care provider these two programs are becoming valuable assets to the community. Student Health Insurance is also providing support to the students since enrollees are eligible for referral beyond the Marquette University Health Care agreement.