



**NWTC BIENNIAL DRUG AND ALCOHOL PREVENTION
PROGRAM REVIEW
IN ACCORDANCE WITH THE
DRUG-FREE SCHOOLS AND COMMUNITIES ACT**

Northeast Wisconsin Technical College Certification

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A handwritten signature in black ink, appearing to read "H. Jeffrey Rafn", is written over a horizontal line.

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I. NWTC Mission, Vision, Values

Mission: We are a two-year technical college, serving Northeast Wisconsin by providing education, training, and life-long learning opportunities for individuals and businesses leading to the development of a skilled workforce. Our customers stimulate the economic vitality of our district as a result of the application of skills and knowledge acquired through the completion of certificates, degrees, diplomas, and courses.

Vision: NWTC is a cutting-edge, life-long learning college that transforms, strengthens, and inspires.

Values:

Everyone Has Worth

Passion and Inspiration

Creativity and Innovation

Collaboration

Emotional Intelligence

Results and Accountability

Valuing Talent and Well Being

Ethics

II. Introduction

The Drug Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education's General Administrative Regulations (Edgar Part 86) requires Northeast Wisconsin Technical College (NWTC) to provide a biennial program review of alcohol and other drug prevention programs designed to prevent the unlawful possession, use, and distribution of drugs and alcohol on campuses and at campus events.

NWTC cares about the success of its students and employees. For that reason, the College will document and evaluate its prevention efforts for this reason. Through this review, NWTC can

continually identify opportunities to improve educational and support resources for its community.

III. Biennial Review Process

This biennial review covers the period of January 1, 2019, through December 31, 2021. The review was conducted by the Drug and Alcohol-Free Schools Team. Members participating in the programming and review include:

Director of Talent Strategy -	Marcus Perez
Dean of Student Development -	John Grant
Associate Dean of General Studies -	Heidi Thomas
Disability and Student Care Case Manager -	Kelly Schumacher
District Wide Security Coordinator -	Philip Schaefer
Alcohol and Other Drug Abuse Instructor -	Michelle Grimm
Mental Health Counselor -	Dede Bruss
Marketing Content Writer -	Ann Malvitz
Student Involvement Supervisor -	Joe Richter

The assembled team and their designees compiled the relevant data and information for this report. The report will be circulated for review and comment and finalized in February 2022. The results of biennial reviews are available to the public via the NWTC website and maintained for a minimum three-year period. A printed copy of the report may be requested through the office of the Vice President of Student Services.

IV. NWTC Alcohol, Tobacco & Drug Free Working and Learning Policy

Northeast Wisconsin Technical College is strongly committed to improving the health and wellbeing of all employees and customers and complying with the State of Wisconsin law. To ensure a safe and effective learning and working environment, the possession, use, sale, transfer, or purchase of alcohol or controlled substances on College property is strictly prohibited. NWTC is also a tobacco free campus, which includes cigarettes, all electronic nicotine delivering devices, and smokeless tobacco.

Individuals may use tobacco or e-cigarettes in their personal vehicles; however, disposal of cigarette butts, smoking/smokeless materials, or garbage on campus grounds is strictly prohibited.

Violators of this policy will be subject to disciplinary action.

All students and employees are prohibited from being under the influence of alcohol or controlled substances while on College property, conducting College business, or receiving instruction. Employees and/or students seeking assistance in dealing with alcohol or other substance use/abuse are encouraged to use resources available to them, such as seeking assistance from NWTC Counseling Services, Employee Assistance Program, or referral to an appropriate rehabilitation program where possible.

NWTC is committed to the health and wellness of students and staff and supports the use of FDA approved tobacco cessation methods on campus (e.g., gum, lozenges, patches, or medication). Electronic cigarettes are not an approved cessation device and will not be permitted. For additional tobacco cessation resources, please refer to <https://www.nwtc.edu/about-nwtc/overview/policies/smoking-policy>.

The College and the Wisconsin Technical College System Board policy forbid the expenditure of tax dollars and/or student activity fees for alcoholic beverages. The advertising of alcoholic beverages is prohibited on College property and in College publications.

This policy is adopted in accordance with the 1989 Wisconsin Act 121, the Drug-Free Schools and Community Acts Amendments of 1989 (Public Law 101-226), and Wisconsin State Statute, Chapter 161, Uniform Controlled Substance Act.

V. Annual Policy Notification Process

An annual notification for all NWTC employees and students will include:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
- A description of appropriate legal sanctions for violation of local, state, or federal laws for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the abuse of illicit drugs or alcohol use.
- A list of drug and alcohol programs (counseling, treatment, rehabilitation, and re-entry) that are available to employees or students.
- A clear statement that NWTC will impose disciplinary sanctions on students and employees for violations of the standards of conduct and a description of those

sanctions, up to and including expulsion or termination of employment and referral for prosecution.

Students:

Notification of the information contained in the DAAPP will be distributed annually to all currently enrolled students at the College via individual email accounts. Notification will also be provided during the registration process, Welcome Week, and via the student handbook online.

Employees:

Notification of the information contained in the DAAPP will be distributed to all current employees of the College on an annual basis. The information will be provided via individual staff email accounts. Notification will also be provided in written form during all new employee orientation training, as well as online in the NWTC Employee Handbook Standard Operating Procedures document.

VI. Trend Data

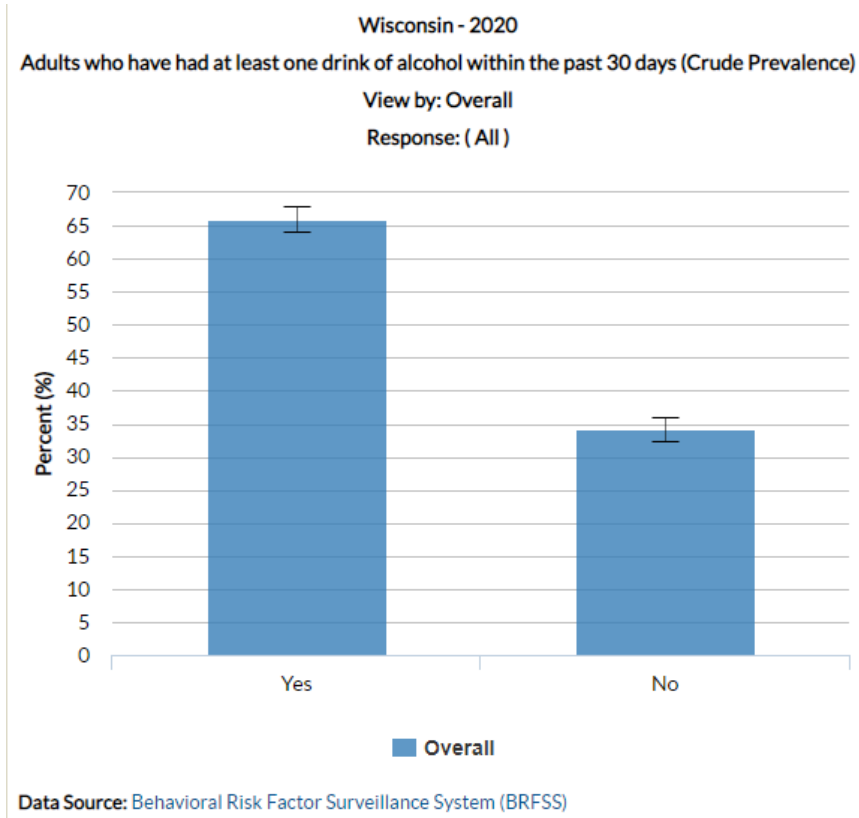
In 2019, Wisconsin ranked third in the country in terms of the percentage of adults who currently drink alcohol (64.4%), behind only Washington D.C. (68.7%) and New Hampshire (64.6%), and higher than other Midwest states like Minnesota (60.5%), Iowa (58.9%), Illinois (57.4%), and Michigan (56.7%) [Source: [Centers for Disease Control and Prevention \(link is external\)](#)]. More Wisconsin adults reported current alcohol use (in the past 30 days) than the national average (55.1%) [Source: [Substance Abuse and Mental Health Services Administration \(link is external\)](#)].

When Wisconsin adults drink, they drink more often and consume more alcohol than adults in other states, drinking an average of 2.6 drinks per drinking occasion [Source: [Centers for Disease Control and Prevention \(link is external\)](#)]. Wisconsin (21.9%) ranks third in the nation (average is 16.1%) for adult binge drinking, which is defined as four or more drinks for a woman or five or more drinks for a man on a single occasion [Source: [Centers for Disease Control and Prevention \(link is external\)](#)]. Studies show that as the perception of risk related to an activity decreases, the likelihood of adults participating in that activity increases. This relationship is demonstrated by Wisconsin adults' high rates of alcohol consumption and binge drinking, and low rates of perceived harm from drinking (37.9%) [Sources: [Centers for Disease Control and Prevention \(link is external\)](#) and [Substance Abuse and Mental Health Services Administration \(link is external\)](#)].

Trend data show that consequences related to alcohol consumption are an increasing problem in the state. While youth in Wisconsin are not binge drinking more than their national counterparts (12.7% vs. 13.7%, respectively), Wisconsin youth perceive binge drinking as less risky. Research has shown that people who start drinking before the age of 15 are four times more likely to meet the criteria for alcohol dependence at some point in their lives [Source: [Centers for Disease Control and Prevention \(link is external\)](#)]. Research has also indicated that drinking alcohol is associated with the use of drugs and interferes with brain development. Accordingly, prevention efforts should focus on addressing the low perception of risk related to alcohol consumption among Wisconsin youth [Sources: [Wisconsin Department of Public Instruction \(link is external\)](#) (PDF) and [Centers for Disease Control and Prevention \(link is external\)](#)].

Trend data show promising decreases in youth drinking. Wisconsin youth appear to mimic national trends, which shows the percentage of youth consuming alcohol has been steadily declining.

[Alcohol Use in Wisconsin | Wisconsin Department of Health Services](#)

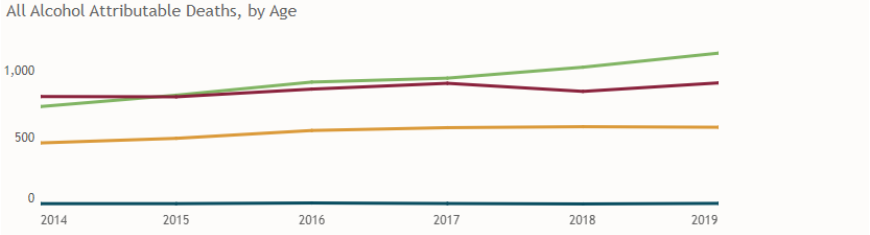
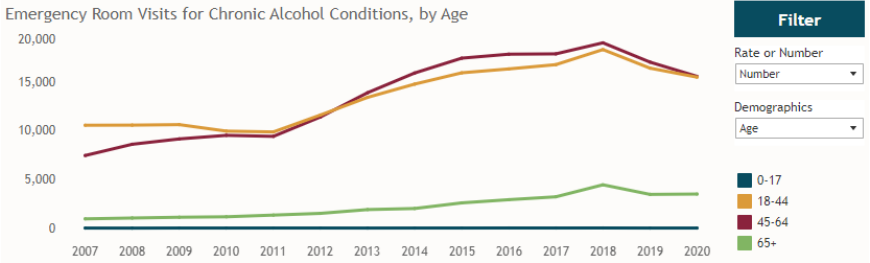


Alcohol Use Youth Population			
	Ever Consumed Alcohol	Alcohol Use in the Past Month	Perceive Great Risk from Weekly Binge Drinking
Wisconsin	58.4%	29.8%	36.7%
U.S.	56.5%	29.2%	43.1%

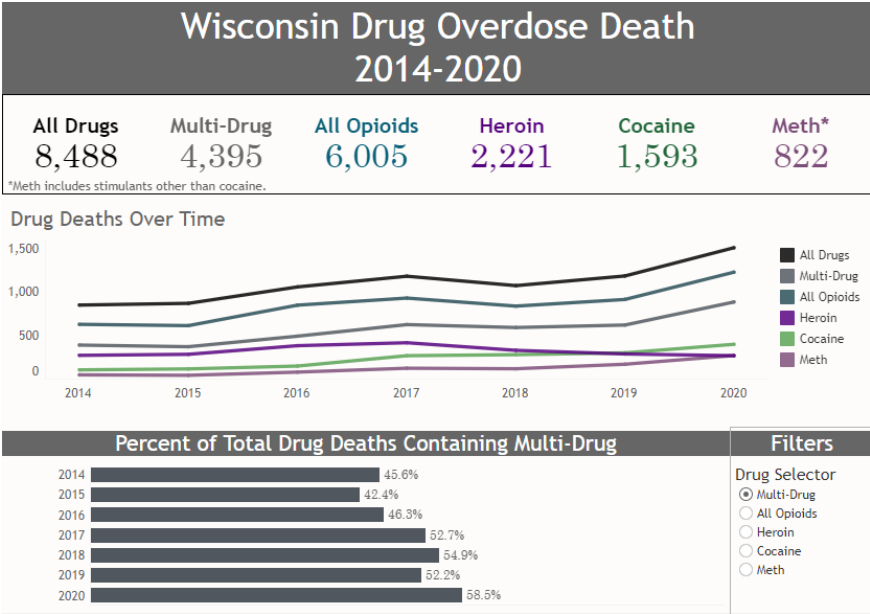
Overview:
 This dashboard displays estimates from two national health surveys, the Youth Risk Behavior Survey and the National Survey on Drug Use and Health. These surveys present a picture of youth alcohol usage in Wisconsin and the nation.

Data Source: Wisconsin Department of Health Services, DHS Interactive Dashboards, Alcohol Youth Consumption Module (Web Query)

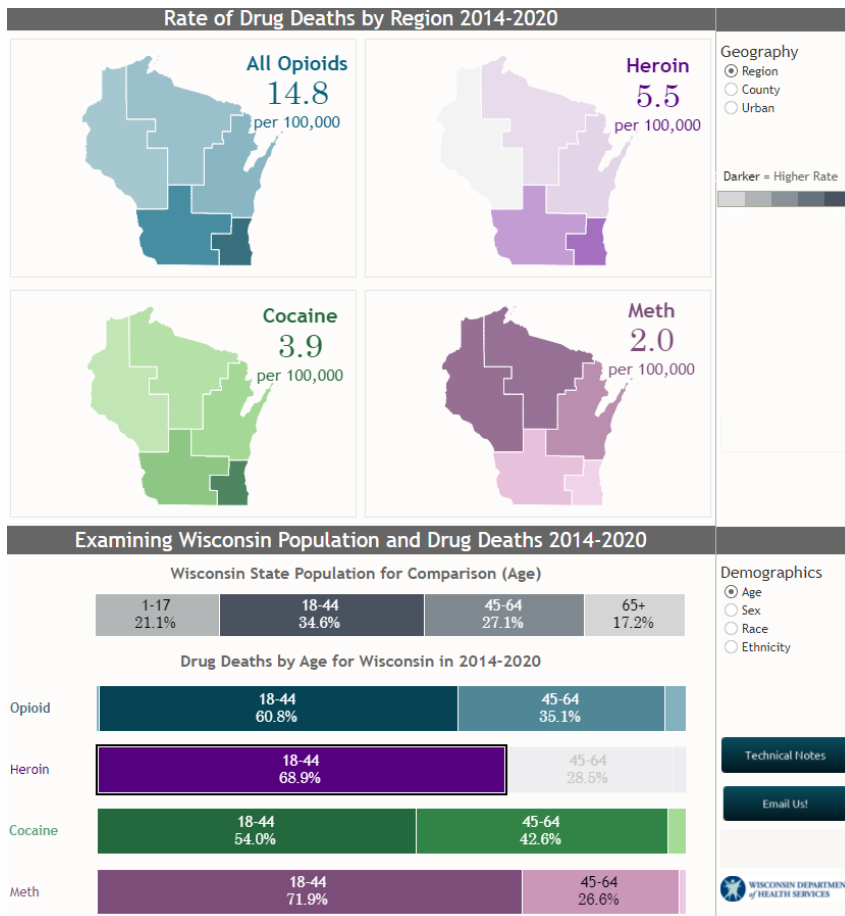
Alcohol Use: Adult Population (18+)			
	Alcohol Use in the Past Month	Binge Drinking in the Past Month	Perceive Great Risk from Weekly Binge Drinking
Wisconsin	64.8%	21.9%	37.9%
U.S.	55.1%	16.1%	45.0%



Data Source: Wisconsin Department of Health Services, DHS Interactive Dashboards



Data Source: Wisconsin Department of Health Services, Drug Overdose Deaths Dashboard



Data Source: Wisconsin Department of Health Services, Drug Overdose Deaths Dashboard

VII. AOD Related Incidents

The following table includes the reported drug and alcohol incidents and sanctions for the biennial review period. The reported incidents were much lower than the last biennial review due to the Covid pandemic's impact on student traffic on campus.

Incidents and Sanctions

Case Number	Date	Location	Violation	Findings/Sanctions
2020006801	2020-01-15	Welcome Center (Room SC240A21)	Alcohol/Drug Use	Counseling staff determined (immediately after initial suspicion was reported) that student was not under the influence and struggles with cognition issues.

2020047501	2020-09-17	Library and Welcome Center	Alcohol/Drug Use	Student met with Campus Manager and Associate Dean and accepted responsibility and agreed to see assistance from counseling staff.
2020069401	2020-10-08	AG212	Alcohol/Drug Use	Student was directed to meet with counseling.
2020072401	2020-10-27	TE105 - Welding Lab	Alcohol/Drug Use	2nd report for student. Student acknowledged 1st incident, denied 2nd. Student was removed from remainder of semester and told they would be allowed to return if an alcohol assessment was completed, and treatment plan established.
2021015801	Move date over from next column	2021-03-03 Missing location	Alcohol/Drug Use	Instructor and Associate Dean met with student, and he acknowledged having alcohol in the lab and being under the influence. Student was reminded of no tolerance policy and was dismissed from class for the day.

VIII. Programs and Interventions

Programs

NWTC's Student Involvement team partners with multiple on campus and off campus speakers and services to create alcohol and drug awareness programming. The following are the annual offerings from the last two years at NWTC:

2020 – 2021

Jackie Nitschke Center – “BIOLOGICAL, PSYCHOLOGICAL, SOCIAL IMPLICATIONS OF ADDICTION” | September 16, 2021

Join us for a conversation with Tina Baeten, Clinical Director/ Therapist/ Educator/Consultant at the Jackie Nitschke Center as we take a deeper dive into the biological, psychological, and social

implications of addiction. The mission of the Jackie Nitschke Center is to provide affordable, superior alcohol and drug treatment in a home-like environment to improve the quality of life for adult clients and their families.

Alcohol and Drug Abuse Awareness with the Jackie Nitschke Center | March 2, 2021

The mission of the Jackie Nitschke Center is to provide affordable, superior alcohol and drug treatment in a home-like environment to improve the quality of life for adult clients and their families. Join us for a conversation with Larry Connors, CEO of Jackie Nitschke Center. Larry will share with us the key role the Jackie Nitschke Center plays in Northeast Wisconsin.

2019 - 2020

“Rise Together” – The Future is Youth | April 7, 2020

We have seen addiction destroy the lives of our friends and family. We dedicate this to them. If they understood the risks of addiction in high school, even younger, their lives might be different today. Together we can help prevent addiction and promote positive mental health.

Alcohol Awareness Week | September 23 – 28, 2019

Sobering Crash Vehicle on Display | Welcome Center Entrance | All Week

“Punch Line Drunk” – Presentation | September 26, 2019

Patrick Holbert tells stories and jokes about his past addiction and current sobriety. “Punch Line Drunk” outlines his transformative journey from abusing substances to amusing audiences.

Interventions

There are several interventions and resources available to students and employees of NWTC. Some examples of these include:

Counseling - NWTC employs one part-time and three full-time licensed professional counselors who serve all students with a minimum of three credits per semester. All counselors at NWTC have many years of experience, are licensed by the State of Wisconsin as professional counselors and have at least a master's degree.

Bellin Campus Care – Currently enrolled NWTC students have access to free health care services on campus for common health ailments.

Related Education and Training

- NWTC offers the Human Services associate degree and Substance Abuse Counselor Education technical diploma. The programs support the College and local communities by producing caring, competent professionals to assist in drug and alcohol recovery programs.
- “Not Anymore” - This is an interactive, online program available to all NWTC students. The program is introduced during Welcome Week and designed to prevent sexual assault, dating and domestic violence, and stalking while helping meet Campus Save Act and Title IX education mandates. The software includes educational content on drug and alcohol consumption and impact.
- NWTC offers traffic safety, point reduction, group dynamics, multiple offenders, responsible beverage server, and juvenile AODA education classes aimed at assisting community members and offenders with increasing safety, learning about high-risk behaviors, and making responsible decisions related to drugs and alcohol.
- NWTC is in the planning stages of an AODA training for faculty and staff to be delivered in spring 2022.

Employee Assistance Program - The College provides an employee assistance program (EAP) which offers counseling services at no cost to benefit-eligible employees and their family members. NWTC’s current EAP provider is the Employee Resource Center. ERC is a partner to NWTC that enhances the lives of employees, while maximizing the performance of the organization. Their mission is to offer proven, customizable solutions that prevent and address employee issues which negatively affect productivity. ERC’s comprehensive menu of workplace services has proven successful in contributing to a healthy and engaged workforce. ERC is Wisconsin’s premier EAP, offering free-standing, face-to-face counseling models. Their approach sees an average 85% issue resolution rate in an eight-session model.

Welcome Week - This is an event for new program students that is held prior to the first week of each semester. The intent is to orient new students to resources, faculty, programming, and expectations. Starting in fall 2020, DFSCA content was delivered in Welcome Week curriculum; and a video was created with drug and alcohol messaging and included in our SOAR online orientation.

Climate Survey - In addition, NWTC will be adding drug and alcohol questions to the climate survey conducted with students. This will be the first time NWTC has collected AODA questions as part of the climate survey and data will be used to evaluate issues and create additional programming related to concerns. The survey will launch in August of 2022 for all credit bearing, adult basic education, and English language learning students. The questions to be added include:

In the last 6 months, have you...	Yes	No
Gotten into trouble on the job, in school, or at home because of drinking?	<input type="checkbox"/>	<input type="checkbox"/>
Had problems in relationships because of your drinking (e.g., loss of friends, separation, divorce, etc.)?	<input type="checkbox"/>	<input type="checkbox"/>
Drank to help you feel better about a problem?	<input type="checkbox"/>	<input type="checkbox"/>
Drank to forget school, work, or family pressures?	<input type="checkbox"/>	<input type="checkbox"/>
Gotten into trouble with the law due to alcohol?	<input type="checkbox"/>	<input type="checkbox"/>
Continued to drink to avoid the pain of alcohol withdrawal?	<input type="checkbox"/>	<input type="checkbox"/>
Sought treatment for alcohol use?	<input type="checkbox"/>	<input type="checkbox"/>

In the last 6 months, have you...	Yes	No
Gotten into trouble on the job, in school, or at home because of drug use?	<input type="checkbox"/>	<input type="checkbox"/>
Had problems in relationships because of your drug use (e.g., loss of friends, separation, divorce, etc.)?	<input type="checkbox"/>	<input type="checkbox"/>
Taken drugs to help you feel better about a problem?	<input type="checkbox"/>	<input type="checkbox"/>
Taken drugs to forget school, work, or family pressures?	<input type="checkbox"/>	<input type="checkbox"/>

Gotten into trouble with the law due to drugs?	<input type="checkbox"/>	<input type="checkbox"/>
Continued to take a drug(s) to avoid the pain of drug withdrawal?	<input type="checkbox"/>	<input type="checkbox"/>

IX. Biennial Goals and Objectives from Previous Biennium

This report attempts to address weaknesses within NWTC AODA programming and provides additional updates to our strengths. The core team at NWTC identified the following priorities after the last review submission:

- Collaborate with other Wisconsin Technical Colleges to identify best practices for implementation
- Develop training for supervisors through the required Manager Essentials course to know how to approach employee concerns of drug/alcohol use
- Develop training for faculty/staff on how to approach a co-worker or students with unusual behavior related to suspected alcohol or drug use
- Survey students on their drug and alcohol experiences and perceptions
- Investigate software for student education and development regarding drug and alcohol safety
- Implement “Not Anymore” training for all employees as a requirement

X. Program Evaluation – Strengths and Weaknesses

Strengths

- Programming available to students and staff at NWTC.
- Annual notifications provided to students and staff at NWTC.
- NWTC is also a tobacco free campus environment.
- Alcohol and drug use at NWTC are violations of the student code of conduct.
- Resources for students and staff who need help are provided.
- Very few incidents reported of alcohol or drug use on campus.
- NWTC employs both full-time and part-time security staff (including students).
- NWTC uses software (Maxient) to track and report conduct.
- Climate Survey now asks about drug and alcohol use – **NEW**.

- New NWTC website developed for drug and alcohol expectations at NWTC – **NEW**.
- AODA notifications for policies, programs and behavioral expectations have been added to both student and staff orientations – **NEW**.

Weaknesses

- Programming can be more comprehensive and promoted more heavily.
- Lack of training for staff and faculty who suspect a student is under the influence on campus.
- Student engagement in drug and alcohol awareness events could be better tracked.
- No current tool or software specifically designed for alcohol and drug education for students currently exists at NWTC.
- There is no singular office that oversees alcohol and drug violations or programming.

XI. Goals and Objectives

- Build intentional drug and alcohol information programming for students and track attendance.
- Collaborate with other Wisconsin Technical Colleges to identify best practices for implementation.
- Develop training for supervisors to better recognize warning signs of alcohol and drug concerns of employees.
- Develop training for faculty/staff on how to approach a co-worker or students with unusual behavior - In process.
- Utilize student climate survey data to learn about student AODA experiences and perceptions.
- Investigate educational software for student development and education related to drugs and alcohol.
- Implement “Not Anymore” training for all employees as a requirement.

XII. Conclusion

The Covid pandemic wreaked havoc on colleges and universities across the country and NWTC was no different. With many fewer classes on campus and far fewer activities, student engagement relative to AODA efforts was minimal. However, as this report shows, that the AODA review team prioritized the weaknesses from the last review period; incorporated new climate survey questions; developed a new drug and alcohol awareness website; and established communications with new faculty and staff through structured orientation experiences. Our goal continues to be the improvement of the entire student experience, which includes increasing student awareness and ability to make sound choices related to alcohol and

drugs. Going forward, NWTC continues to be committed to reviewing and improving its drug and alcohol programming on a consistent cycle.