



2025
BIENNIAL
REVIEW
of Nelson University's
Drug & Alcohol Abuse
Prevention Program

Approved: May 28, 2025

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Biennial Review of Nelson University's Drug and Alcohol Abuse Prevention Program 2025

Introduction to Biennial Review

Federal Drug-Free Schools and Campuses Regulations require institutions of higher education to conduct a biennial review of their alcohol and other drugs programs and policies to determine program effectiveness and consistency of policy enforcement and to identify and implement any changes needed to either. The required review has two objectives:

1. To determine the effectiveness of, and to implement any needed changes to, Nelson's Drug and Alcohol Abuse Prevention Program.
2. To ensure that Nelson enforces the disciplinary sanctions for violating standards of conduct consistently.

Nelson will perform a review every two years. Each report will review the Drug and Alcohol Abuse Prevention Program's effectiveness for the previous two academic years.

Research Methods and Data Analysis Tools for Biennial Review

Nelson will use a variety of methods and tools to conduct the biennial review of its Drug and Alcohol Abuse Prevention Program. Each institution of higher education faces its own unique set of challenges in regards to the prevention of drug and alcohol abuse. The details of each institution's review can and should adjust to strategically address the specific alcohol and other drug issues faced by their students.

The various methods and tools used for the biennial review can include but are not limited to the following:

- Campus surveys including students and employees
- Interviews with students and employees
- Residential Life Office records regarding incidents that reported the use or abuse of alcohol and other drugs including sanctions and disciplinary action taken
- Security and Safety Office records regarding incidents that reported the use or abuse of alcohol and other drugs including any available information from local law enforcement
- Human Resources Office records regarding incidents that reported the use or abuse of alcohol and other drugs including sanctions and disciplinary action taken
- Evaluation of programs used to assist with the prevention of drug and alcohol use and abuse that were administered during the academic years being evaluated by the biennial review
- Other Universities' Drug and Alcohol Abuse Prevention Programs

Responsible Offices and Officials for Biennial Review

Nelson's commitment to a drug and alcohol-free University is a campus wide effort. In conjunction with other offices and individuals across campus, the following offices and officials work together to produce the biennial review and submit to the President's Cabinet for approval.

<i>Responsible Office</i>	<i>Responsible Individual</i>
Financial Aid Office	Senior Director of Financial Aid
Residential Life Office	Dean of Students
Security and Safety Services	Director of Security & Safety Services

Approval of Biennial Review

Nelson's biennial review of its Drug and Alcohol Abuse Prevention Program is evaluated and approved by the President's Cabinet.

Availability of Biennial Review

Nelson's biennial review is available to students, applicants, parents, employees and the general public. Any interested party can request a copy of the biennial review by contacting the Financial Aid Office at financialaid@nelson.edu or (972)825-4730.

Enforcement and Consistency of Disciplinary Sanctions

Nelson is a drug and alcohol-free campus. The University seeks to abide by all drug and alcohol related policies, regulations and laws, and to impose consistent disciplinary sanctions against those students and/or employees who violate said policies and laws consistent with local, State or Federal law. In reviewing each offense listed below, there were no irregularities or inconsistencies found in the disciplinary action taken. Nelson will continue to strive for each individual offense to be handled fairly, consistently and in accordance with policies and regulations. Should a student feel that disciplinary action taken or not taken was unfair or inconsistent with any drug or alcohol use or abuse policy, he/she should contact the Dean of Students. Should an employee feel that disciplinary action taken or not taken was unfair or inconsistent with any drug or alcohol use or abuse policy, he/she should contact the Human Resources Office. All such concerns will be taken seriously.

Students

The data below represents the number of drug and/or alcohol offenses committed by students in the previous two academic years.

Academic Year	Number of Offenses	Outcomes/Action Taken
2023-2024	14 (10 alcohol, 4 drugs)	9 Probations (7 alcohol, 2 drugs) 5 Suspensions (3 alcohol, 2 drugs)
2024-2025	17 (9 alcohol, 8 drugs)	16 Probations (9 alcohol, 7 drugs) 1 Suspension (0 alcohol, 1 drugs)

Each offense was reviewed according to Nelson's policies and all disciplinary action taken was consistently applied based on the unique circumstances of each situation.

Employees

The data below represents the number of drug and/or alcohol offenses committed by employees in the previous two academic years.

Academic Year	Number of Offenses	Outcomes/Action Taken
2023-2024	0	Not Applicable
2024-2025	0	Not Applicable

Because there were no offenses by employees in the last two academic years, there was no disciplinary action needed.

State of the Drug and Alcohol Abuse Prevention Program Goals and Achievement

Nelson strives to be a drug and alcohol-free campus. Therefore, the ultimate goal of our Drug and Alcohol Abuse Prevention Program is to help us achieve that high standard. The University realizes that this may not always be possible and that students or employees can have struggles with drug and/or alcohol abuse from time to time.

The following program goals outlined below have been developed.

- To establish a drug and alcohol-free campus
- To educate the campus on the importance of abstaining from drugs and alcohol and the dangers of the use and abuse of drugs and alcohol
- To ensure that all disciplinary action taken in regards to a violation of any drug and alcohol policy is administered fairly and consistently

Drug and Alcohol Abuse Prevention Program Strengths and Weaknesses

Nelson's Drug and Alcohol Abuse Prevention Program was developed on February 3, 2015. This 2025 biennial review is our fifth opportunity we have had to fully assess the program. Outlined below are several strengths and weaknesses that the University has ascertained for our Drug and Alcohol Abuse Prevention Program.

Strengths

- Nelson's Christian standards help prevent the use and abuse of drugs and alcohol by students and employees. Many prevention programs are reactionary in nature. These programs tend to focus on education, and they encourage the campus to only drink in moderation and to avoid illegal drugs. Because a large number of college students experiment with drugs and alcohol on college campuses across the country, typical prevention programs often focus greatly on how to help someone after they have abused drugs or alcohol. These are all good and necessary components of any program. However, Nelson also focuses on prevention from the start. Students and employees are required to commit to abstaining from all drugs and alcohol. Even students or employees that are of legal drinking age are required to refrain from drinking any alcohol and to commit to living by that standard prior to enrollment or employment. As such, the vast majority of students and employees are not currently using drugs or drinking alcohol before ever arriving on campus. Students that are of a legal drinking age would not violate an alcohol policy at many other schools, but they would show as an offender of Nelson's policy. A stricter policy will always produce more violations, but we see this unique aspect of our campus as a strength.
- Nelson's residential environment has many built in safeguards. This is most especially true for students living in one of the on campus housing facilities. Students have consistent and personal interaction with a Resident Assistant (RA), dorm pastor, and other campus leaders. These personal relationships provide meaningful opportunities for students struggling with drugs or alcohol to reach out for help. In addition, the Nelson Counseling Center provides caring and confidential support to any student or employee struggling with these issues.

Weaknesses

- Because Nelson is a Christian campus and students and employees are required to completely abstain from the use and abuse of drugs and alcohol, it could be possible for the University to assume there is not a drug or alcohol problem on the campus. These kinds of assumptions should be proven by empirical data. The University will continue to monitor its prevention program to evaluate its effectiveness.
- One potential weakness of our program is that Nelson does not have a full time Compliance Officer. Though Nelson's staff capably administers the Drug and Alcohol Abuse Prevention Program as well as other federal compliance areas, a dedicated full time Compliance Officer could likely oversee this program more even more effectively. Though a full time Compliance Officer is not realistic at this point with the size of the University, it would be a goal to implement an additional dedicated compliance staff member as the University grows.

- Nelson needs to continue to develop programs and improve upon its record keeping so accurate reports and evaluations can be done as to the effectiveness of the prevention program. We need to do more practical things to help students avoid drug and alcohol abuse and also track when those things were done.

Procedures for Distributing Annual Drug and Alcohol Abuse Prevention Program Notification to Students and Employees

Nelson will notify all students and employees through Nelson email accounts of the Drug and Alcohol Abuse Prevention Program following late registration each fall semester. The notification will be sent by October 1 of each year. Because all students (including applicants) and staff members are provided a university issued email account and are expected to access Nelson email on a regular basis, providing the Drug and Alcohol Abuse Prevention Program through email is the most efficient, effective and all-inclusive method of communication. In addition, new employees will be provided a copy of the program during or following their new employee orientation. The full program is also available on Nelson's website at <http://www.nelson.edu/financial-aid/policies-and-disclosures/drug-alcohol-abuse-prevention-program> and is available for viewing online at any time to students, staff, parents, prospective students and the general public.

Contact Information for Additional Questions

Students, parents, employees or any other interested party that would like additional information regarding Nelson's efforts to maintain a drug and alcohol-free campus should contact the Dean of Students at (972)825-4683.