



**NWTC BIENNIAL DRUG AND ALCOHOL PREVENTION
PROGRAM REVIEW**

**IN ACCORDANCE WITH THE
DRUG-FREE SCHOOLS AND COMMUNITIES ACT**

Submitted: February 3, 2026

Northeast Wisconsin Technical College Certification

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I. NWTC Mission, Vision, Values

Mission: Northeast Wisconsin Technical College is a nationally recognized and locally trusted college dedicated to advancing the success of all students and economic vitality of the communities we serve through access, high-quality education, and strategic partnerships.

Vision: We are the leading provider of educational and training excellence in Northeast Wisconsin, enriching lives and strengthening communities.

Values:

Sustainability



We make future-focused decisions that strengthen the College, ensuring it continues to serve our communities for generations to come.

Accountability



We take ownership of the impacts of our actions. We communicate impacts with honesty and personal reflection.

Excellence



We incorporate feedback, data, and research to ensure the highest quality of planning, instruction, and service toward student success and community vibrancy.

Collaboration



We create strong relationships that reflect open communication, mutual respect, and shared goals. We prioritize the well-being of the organization and community over self-interest and competition.

Community



We respect cultures, identities, and experiences of all individuals. We create conditions where all students and employees can be successful.

II. Introduction

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. 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 January 1, 2024, through December 31, 2025. The review was conducted by the NWTC Drug and Alcohol-Free Schools Team. Members of NWTC’s Drug Free Schools team include:

Director of Total Rewards:	Josh Cotrell
Associate Vice President of Student Affairs:	John Grant
Associate Dean of General Studies:	Heidi Thomas
Student Conduct and Care Case Manager:	Kelly Schumacher
District Wide Safety & Security Manager:	Philip Schaefer
Alcohol and Other Drug Abuse Instructor:	Michelle Grimm
Mental Health Counselor:	Wes Johnson
Communications Content Writer:	Ann Malvitz
Manager of Student Involvement:	Joe Richter

The assembled team and their designees compiled the relevant data and information for this report. The report was circulated for review and comment and finalized in February 2026. 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 NWTC Student Affairs.

IV. NWTC Alcohol, Tobacco, and 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 [NWTC's Tobacco-Free Campus Policy \(link is external\)](#).

The College and the Wisconsin Technical College System (WTCS) 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) 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.

Notification of the information contained in the Drug and Alcohol Abuse Prevention Program (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 and

Welcome Online (a visual orientation designed to introduce students to resources), and via the [NWTC Student Handbook \(link is external\)](#) and the [NWTC website \(link is external\)](#).

Notification of the information in the DAAPP will be distributed annually to all current College employees. 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 Practices document.

VI. Trend Data

Alcohol Consumption

Google AI Overview:

In Wisconsin, 2023 data indicates that while excessive alcohol consumption rates decreased slightly from the previous year, they still remain higher than the national average. A significant portion of Wisconsin adults report binge drinking, and the state ranks high in overall alcohol consumption per capita. However, there are also indications that younger adults are drinking less than in previous decades.

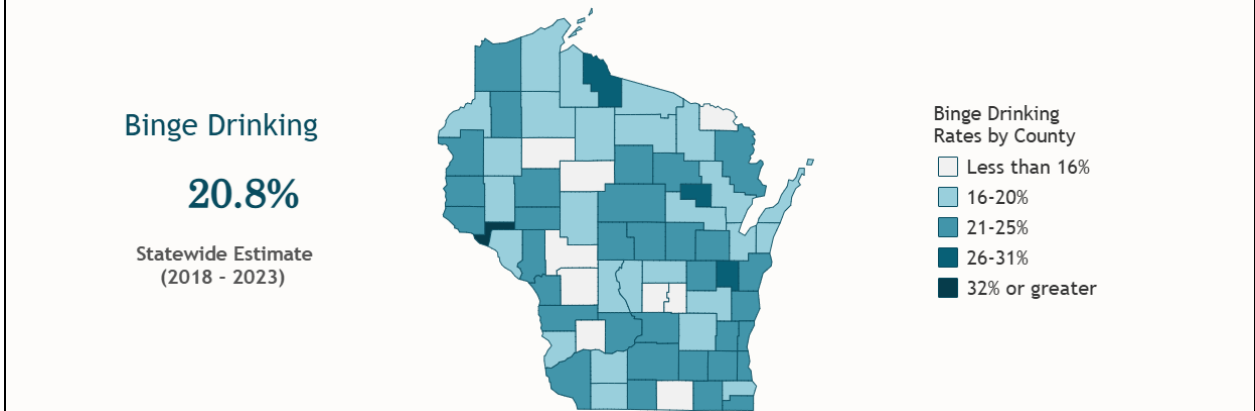
- In 2023, 24% of Wisconsin adults self-reported excessive drinking, a decrease from the previous year, but still above 21% in all 72 counties.
- A substantial 65% of Wisconsin adults reported having at least one drink in the past 30 days, surpassing the national average.
- Wisconsin ranks high nationally in alcohol consumption per capita, highlighting a cultural acceptance of drinking.
- Polling data suggests that adults under 35 are drinking less frequently and less heavily than in the past.
- Alcohol was a factor in at least 10 out of 16 fatal snowmobile crashes in Wisconsin in 2023.
- Rates of excessive alcohol consumption were significantly lower for Hispanic/Latino, individuals of Other/Multiple Races, and White adults in 2023 compared to 2022.
- Wisconsin's high alcohol consumption rates are also tied to its culture and social norms surrounding drinking, with some describing it as a "death grip".

[Source: [Google AI Overview \(link is external\)](#)]

Alcohol Consumption Data, cont.

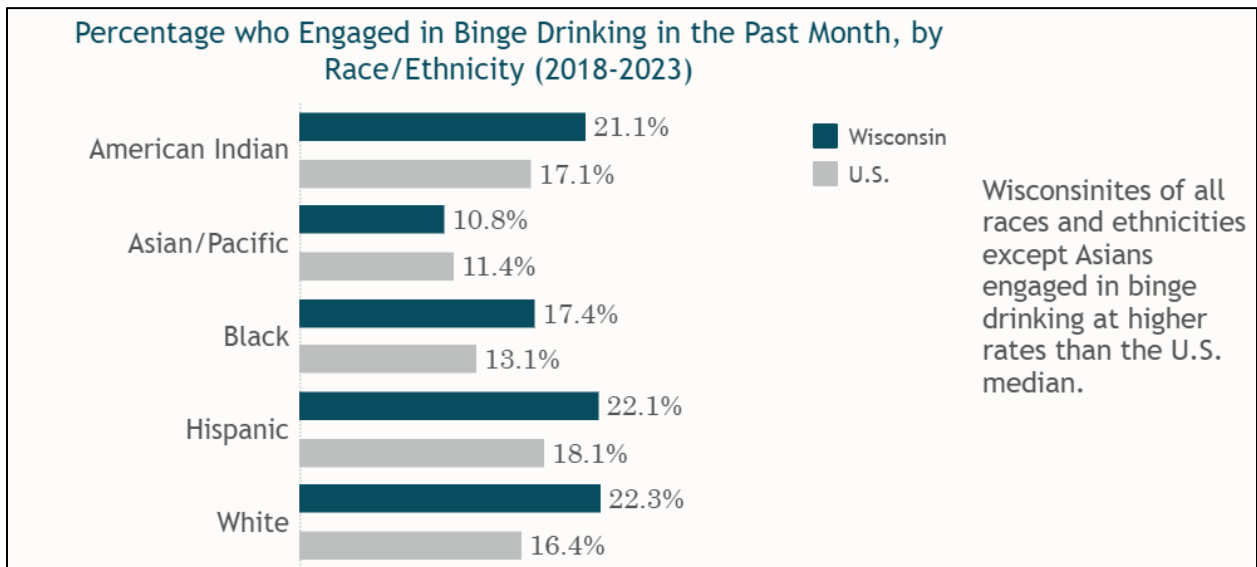
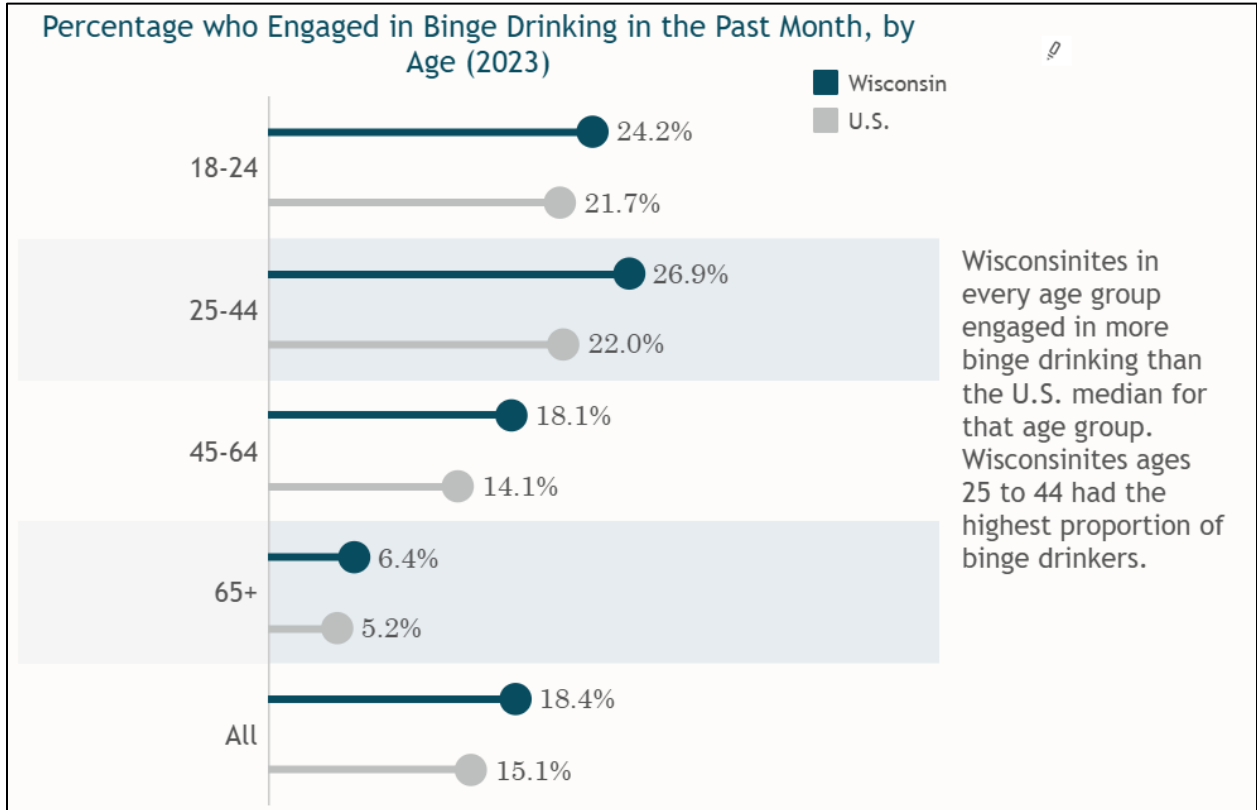
Alcohol Use Adult Population (18+)			
	Alcohol Use in the Past Month	Binge Drinking in the Past Month	Perceive Great Risk from Weekly Binge Drinking
Wisconsin	61.8%	18.4%	38.8%
U.S.	52.3%	15.1%	44.9%

Overview:
 This dashboard displays estimates of adult alcohol consumption from two national health surveys, the Behavioral Risk Factor Survey and the National Survey on Drug Use and Health. These surveys present a picture of alcohol consumption in Wisconsin and the nation.



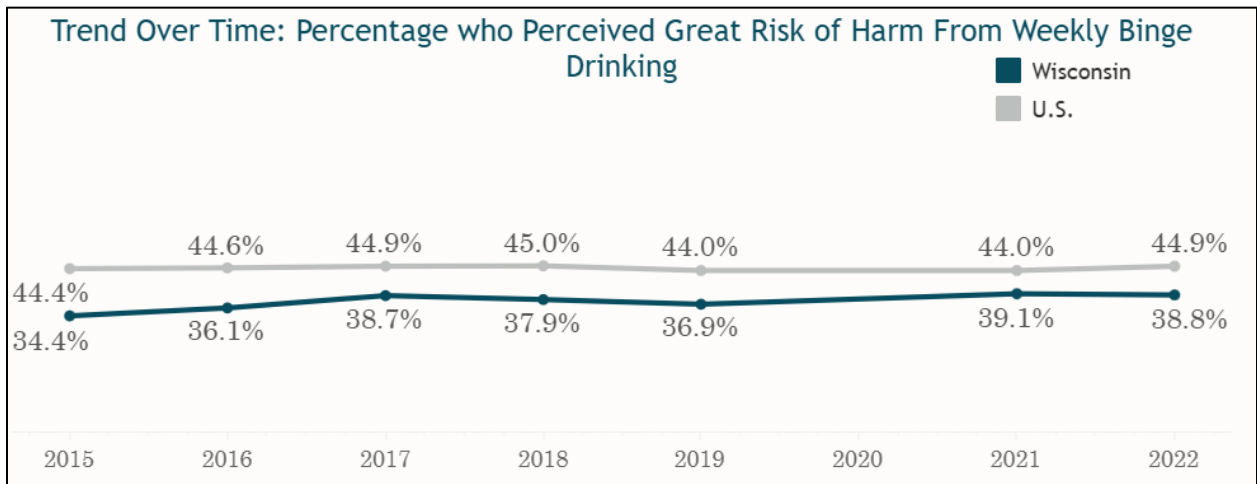
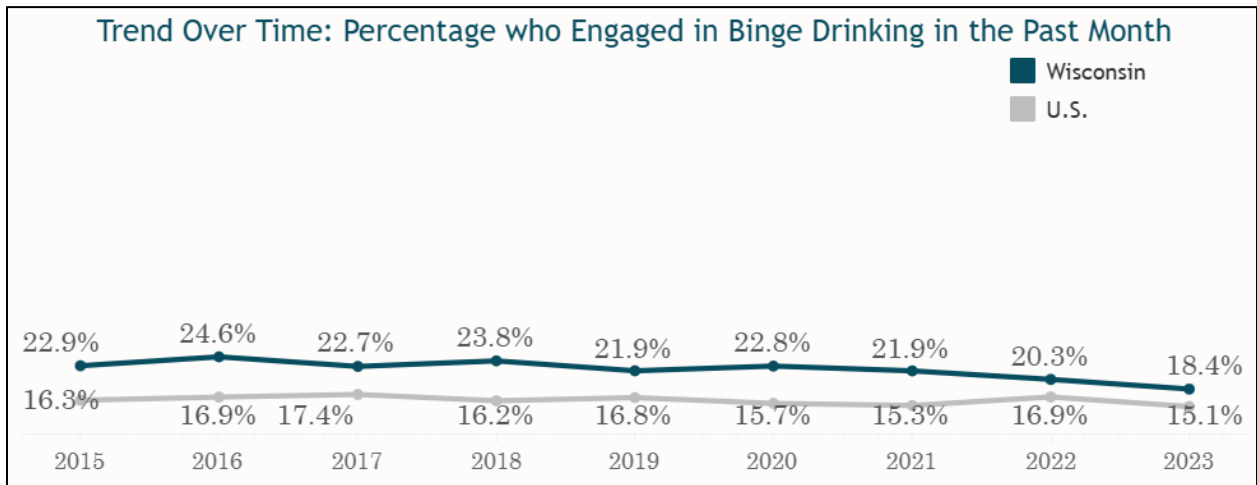
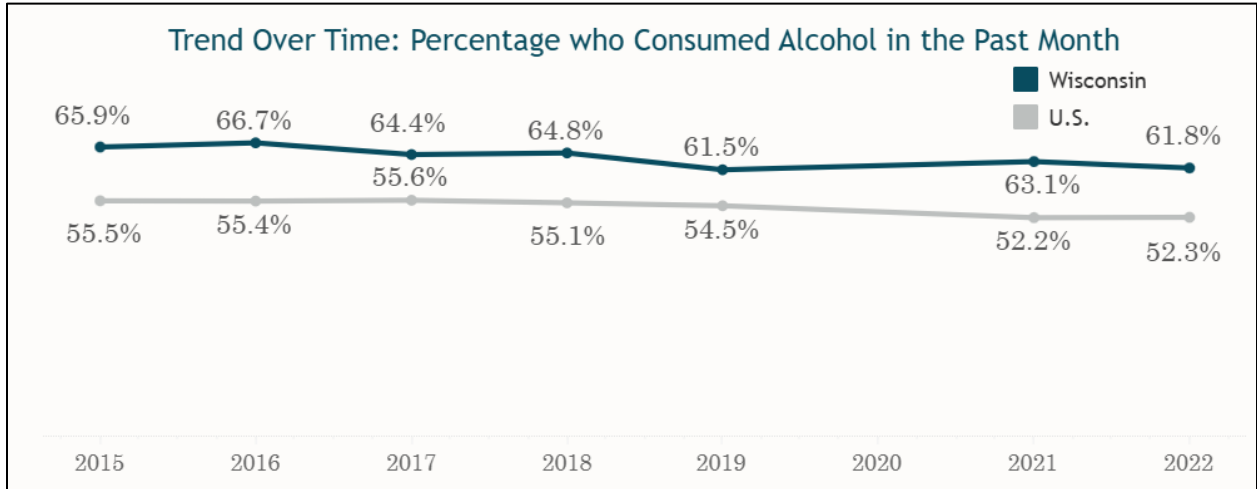
[Source: [Wisconsin Department of Health Services-Alcohol: Adult Use Dashboard \(link is external\)](#)]

Alcohol Use Data, cont.



[Source: [Wisconsin Department of Health Services-Alcohol: Adult Use Dashboard \(link is external\)](#)]

Alcohol Use Data, cont.



[Source: [Wisconsin Department of Health Services-Alcohol: Adult Use Dashboard \(link is external\)](#)]

Tobacco & Vape Consumption

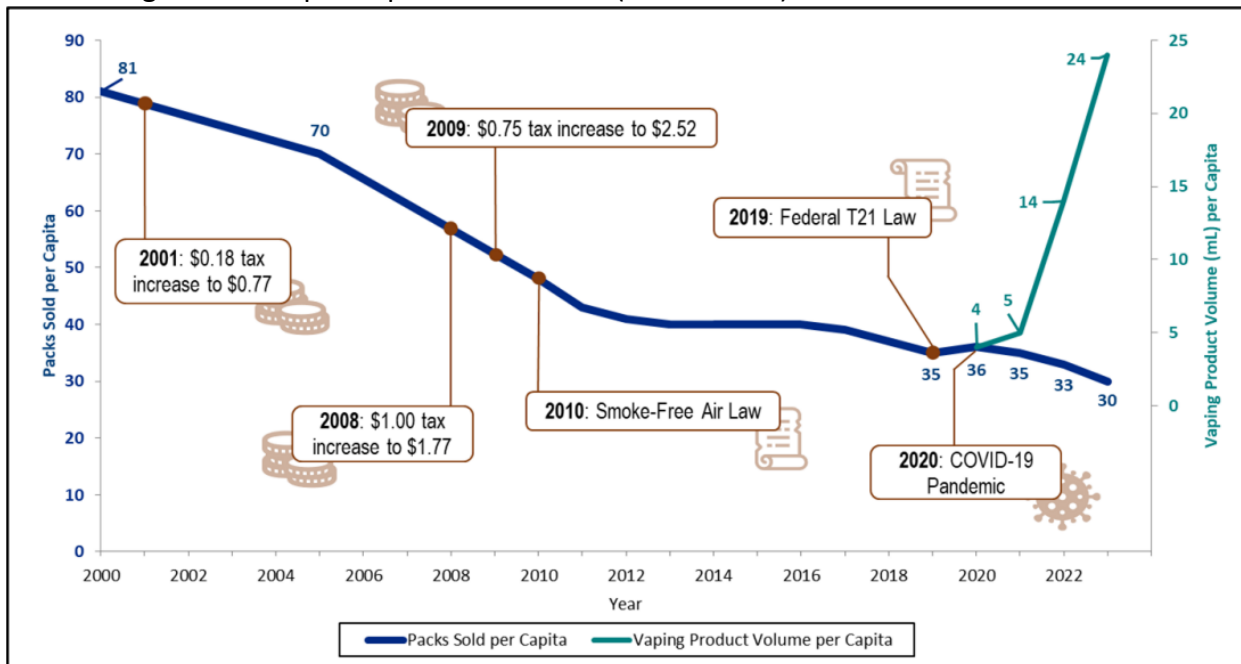
Google AI Overview:

In Wisconsin, traditional cigarette smoking rates among adults and high school students have declined significantly, but e-cigarette (vaping) use remains a concern, particularly among youth, driven by flavored products. While underage sales decreased in 2024, retailer violations are still above the national target. The [Wisconsin Department of Health Services \(link is external\)](#) (DHS) continues to combat vaping through prevention efforts and public awareness campaigns, emphasizing the addictive nature and health risks of nicotine-containing products.

- Cigarette Smoking: Adult cigarette smoking rates in Wisconsin have seen substantial, long-term decline.
- E-Cigarette Use: Adult e-cigarette use has shown an increase over the past two decades.
- Smokeless Tobacco: Adult smokeless tobacco use has remained relatively stable.

[Source: [Google AI Overview \(link is external\)](#)]

Packs of Cigaretts Sold per Capita in Wisconsin (2000 - 2023)



[Source: [2023 Annual Commercial Tobacco Use Cessation Report to the Governor \(link is external\)](#)]

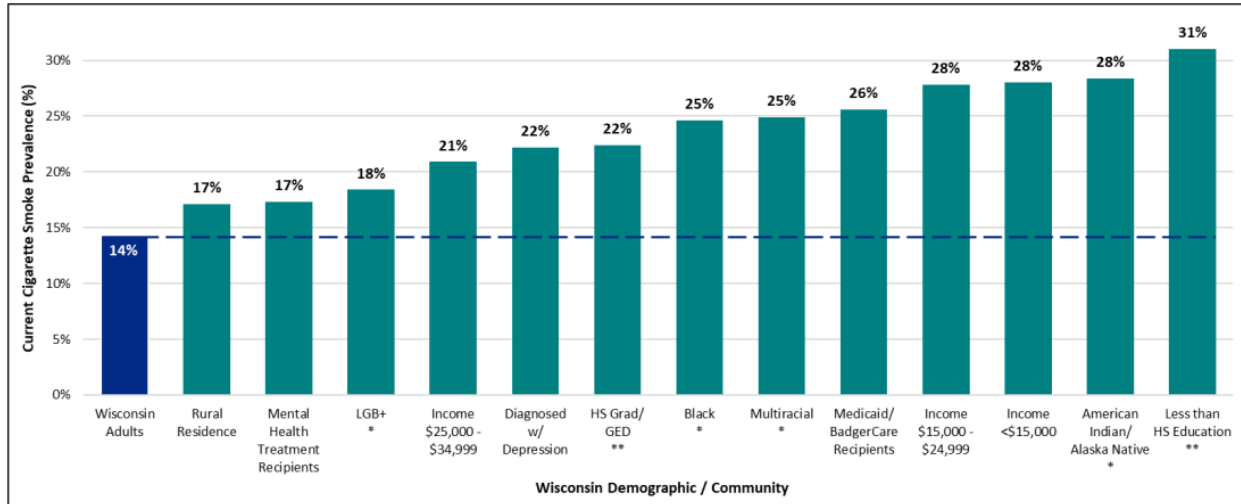
Tobacco & Vape Consumption Data, cont.

Secondhand Smoke in Indoor, Outdoor, and Multi-Unit Housing Spaces in Wisconsin

WI Spaces	Current State
Indoor	As of 2023, TPCP is aware that 69 municipalities in Wisconsin have passed local smoke-free air ordinances to include e-cigarettes.
Outdoor	Wisconsinites are also exposed to secondhand smoke in outdoor settings. 19.2% of Wisconsin adults are sometimes or often exposed in outdoor settings. ²⁸
Multi-Unit Housing	Wisconsinites are exposed to secondhand smoke in multi-unit housing settings. Only 43.1% of adult multi-unit building residents indicate that smoking is prohibited in their building and 73.5% of these residents preferred that smoking not be allowed. ²⁹

[Source: [2023 Annual Commercial Tobacco Use Cessation Report to the Governor \(link is external\)](#)]

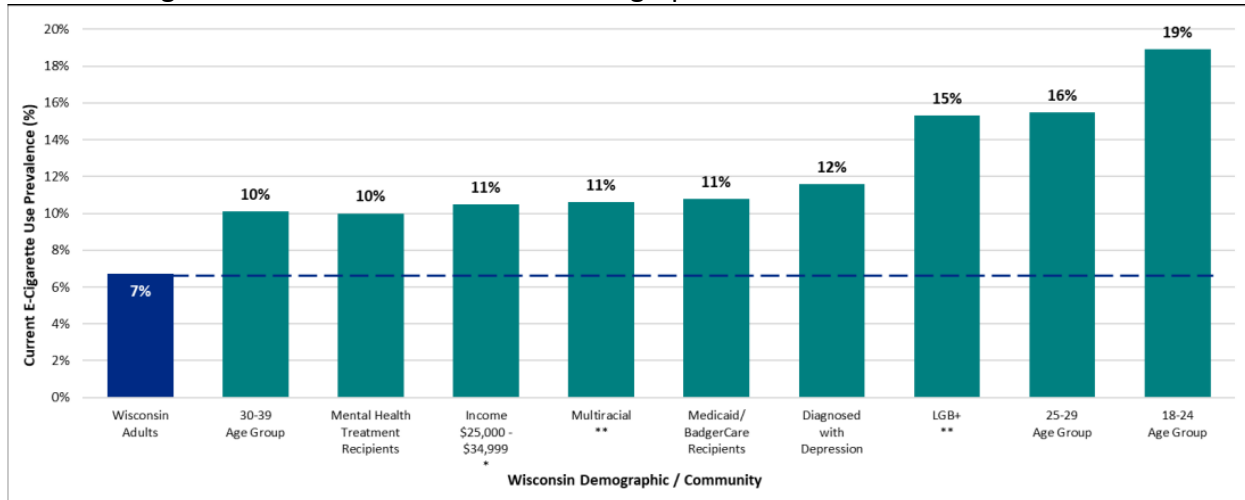
Current Cigarette Smoking in Different Adult Demographic & Communities in Wisconsin



[Source: [2023 Annual Commercial Tobacco Use Cessation Report to the Governor \(link is external\)](#)]

Tobacco & Vape Consumption Data, cont.

Current E-Cigarette Use in Different Adult Demographics & Communities in Wisconsin



[Source: [2023 Annual Commercial Tobacco Use Cessation Report to the Governor \(link is external\)](#)]

Drug Use

Google AI Overview:

Wisconsin faces an evolving illicit drug use landscape with challenges across multiple categories, including a dramatic increase in drug overdose deaths, particularly related to synthetic opioids like fentanyl. While some substance use rates are below national averages, specific demographics exhibit higher risk patterns, and treatment access remains a significant challenge.

The drug overdose death rate in Wisconsin rose from 10.9 per 100,000 in 2010 to 29.4 per 100,000 in 2021. Synthetic opioids, mainly fentanyl, were involved in a large majority of opioid and overall drug overdose deaths in the past year, nearly doubling from 2019 to 2021. Provisional data suggests a recent downward trend in opioid deaths nationally and in Wisconsin since late 2023, though Milwaukee County's decline is slower. In the past month, 13.14% of the population aged twelve and over reported illicit drug use, with marijuana being the most prevalent. Fatal overdoses often involve multiple substances.

Opioid overdose deaths have increased significantly in Wisconsin, with 1,437 occurring in 2021. Heroin abuse is growing, particularly in southeastern Wisconsin. Methamphetamine production and abuse are expanding, especially in rural areas, and it remains the most frequently identified drug in State Crime Lab data. Past year cocaine use is reported at 1.95% among those aged twelve and over.

Drug Use Data, cont.

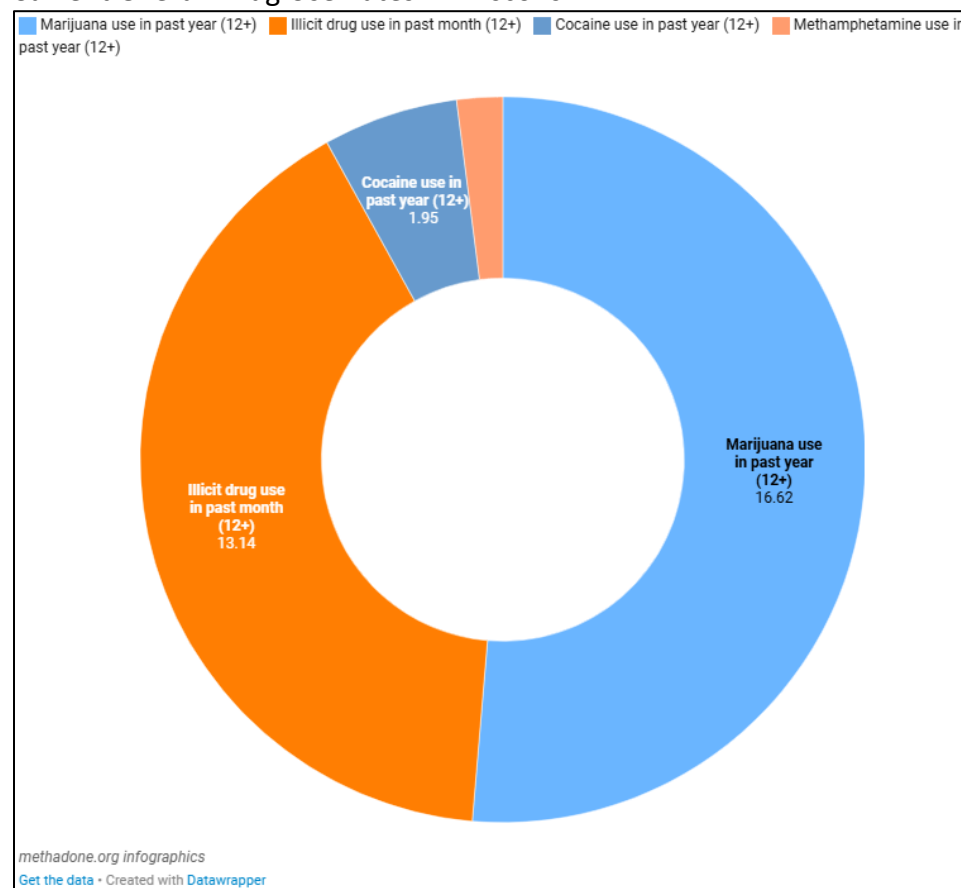
Young adults aged 18-25 are at highest risk for substance use disorders. Higher rates of methamphetamine use are seen in populations with lower education, lower incomes, and those on Medicaid. Economic changes, the supply of illicit opioids, and childhood trauma are linked to increased opioid use.

Total drug arrests increased by 5% in 2023, with a notable rise in arrests for fentanyl and its analogs. Marijuana-related arrests made up over 55% of all drug arrests in 2023. State and local efforts include increasing access to Naloxone and promoting safe prescribing practices.

Access to treatment remains a critical challenge. There is a need for strategies targeting high-risk groups like young adults. The opioid crisis has significant economic and social costs, including strain on child welfare services.

[Source: [Google AI Overview \(link is external\)](#)]

Current Overall Drug Use Rates in Wisconsin



[Source: [Methadone Wisconsin Drug and Alcohol Statistics \(link is external\)](#)]

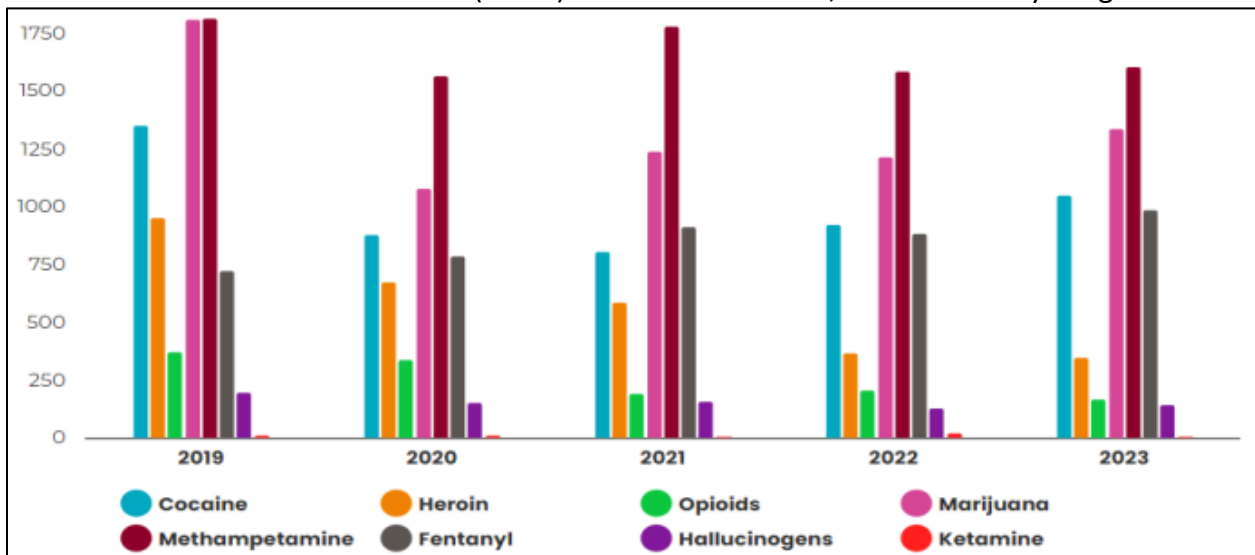
Drug Use Data, cont.

Wisconsin Uniform Crime Reporting (UCR) Reported Drug Arrests (2019 – 2023)

Total Arrests	2019	2020	2021	2022	2023	Amount Change 2022-23	% Change 2022-23
Drug Sale - Opium/Cocaine	842	601	583	543	708	165	30.4%
Drug Sale - Marijuana	1,353	1,085	890	795	781	-14	-1.8%
Drug Sale - Synthetic	239	200	135	141	166	25	17.7%
Drug Sale - Other Dangerous	1,251	825	808	744	801	58	7.7%
Drug Possession - Opium/Cocaine	2,784	2,487	2,814	2,634	2,899	265	10.1%
Drug Possession - Marijuana	14,785	11,683	12,664	13,087	13,900	813	6.2%
Drug Possession - Synthetic	1,476	1,336	1,035	1,097	1,187	90	8.2%
Drug Possession - Other Dangerous	4,355	4,519	6,196	5,688	5,633	-55	-1.0%
Drug - Unknown	596	435	532	405	317	-88	-21.7%
Total Drug Arrests - Sale	3,685	2,711	2,416	2,223	2,456	233	10.5%
Total Drug Arrests - Possession	23,400	20,025	22,709	22,506	23,619	1,113	4.9%
Total Drug Arrests	27,681	23,171	25,657	25,134	26,392	1,258	5.0%

[Source: [Wisconsin Department of Justice 2023 Annual Drug Report \(link is external\)](#)]

Wisconsin State Crime Laboratories (WSCL) Annual Case Trends, 2019 – 2023 by Drug



[Source: [Wisconsin Department of Justice 2023 Annual Drug Report \(link is external\)](#)]

VII. AODA Related Violations

NWTC maintains a drug and alcohol-free campus environment and remains committed to upholding all policies, regulations, laws, and statutory requirements related to alcohol and other drugs. The College consistently enforces these expectations and applies disciplinary sanctions in accordance with established procedures when violations occur. A review of AODA-related incidents over the current reporting period revealed no irregularities or inconsistencies in how disciplinary actions were issued. This consistency reflects NWTC's ongoing commitment to fairness, compliance, and the safety and well-being of the campus community. (Note: NWTC Security does not test for alcohol and/or drug use upon suspicion.)

Drug & Alcohol Violations

AY23-24

Person	Violation	Finding	Sanction
Student 2024A	Alcohol Violation	Responsible	Written Warning

AY24-25

Person	Violation	Finding	Sanction
Student 2025A	Alcohol Violation	Responsible	Suspension
Staff 2025A	Alcohol Violation	Responsible	Termination

(Note: NWTC Security does not test for alcohol and/or drug use upon suspicion.)

VIII. Programs, Interventions, Education, and Training

Programs

NWTC's Student Involvement team partners with multiple on and off campus presenters, non-profit organizations, and agencies to create and facilitate alcohol and drug awareness programming. The following are offerings from the last two academic years at NWTC:

Mocktails Paint & Sip / February 19, 2025

Join us for a night of fun, creativity, and refreshing mocktails at our guided Paint & Sip event!

Whether you are an experienced artist or have never picked up a paintbrush, our step-by-step guidance will help you create your own masterpiece. A talented instructor from Urban Cultural Arts will walk you through the entire painting process, making it easy and fun for everyone.

In addition to painting, you will also learn how to craft and enjoy delicious alcohol-free beverages. Discover new flavors, get inspired by creative mocktail recipes, and leave with ideas you can use at your next gathering.

It is the perfect way to unwind, meet new people, and let your creativity flow — no artistic skills (or bartending experience) required!

Coffee & Conversation with Women's Recovery Journey / September 24, 2024

Women's Recovery Journey is an Integrated Intensive Outpatient Treatment Program in Brown County for women who are struggling with addiction and/or other mental health issues, and their families. Learn about the mission of Women's Recovery Journey including resources and programming. In this session, you will also learn strategies on how to talk to someone that could benefit from counseling services. More information at: [Women's Recovery Journey \(link is external\)](#)

Slide into Sobriety Night – Green Bay Rockers @ Capital Credit Union Park / July 9, 2024

NWTC Students — Let's Hit the Ballpark! Join us Tuesday, July 9 at Capital Credit Union Park for a night of baseball, community, and sober fun as the Green Bay Rockers take the field at 6:35 p.m. Come early for the AODA Resource Fair (5:30–6:30 p.m.) featuring giveaways, mocktails, Rubik's Cube challenges, and more — all sponsored by Sober Green Bay & Section Yellow. Get 20% off your tickets at greenbayrockers.com using code 'sobergb'. Let's cheer, connect, and celebrate the summer — the sober way!

AODA Discussion with Dr. Brad Burmeister of Bellin Health | February 22, 2024

Through the lens of an emergency room physician, Dr. Brad Burmeister of Bellin Health will share his perspective on alcohol and drug abuse in Northeast Wisconsin. Please join us on Thursday, February 22 from 2-3pm in the Eagle Event Center (Green Bay Campus) or via Microsoft Teams.

Brad Burmeister is an emergency physician who works at Bellin Hospital. He is Adjunct Assistant Professor at the Medical College of Wisconsin - Green Bay. You may recognize Dr. Burmeister as influential in the region having done over three hundred interviews throughout the COVID-19 pandemic through various local, state, and national media outlets. This work has led to an impressive one-billion media views. Recognizing the value of advocacy, he has served on numerous committees at the Wisconsin Medical Society and his specialty society, the American College of Emergency Physicians (ACEP). He is a past president of the Wisconsin Chapter of Emergency Physicians (or the Wisconsin Chapter of the American College of Emergency Physicians).

Dr. Burmeister completed residency training and served as Chief resident at the Medical College of Wisconsin in Milwaukee, medical school at the Michigan State University and is an alumni of the University of Wisconsin in La Crosse. He also recently graduated from the University of Wisconsin MBA Consortium with a Master's in Business Administration program. Dr. Burmeister serves as president of his physician group, Green Bay Emergency Medicine Services, S.C.

NWTC partners with Emplify by Bellin to provide health services to NWTC students, faculty, and staff in Campus Care.

Interventions, Education, and Training

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

[NWTC Counseling Services \(link is external\)](#) provides students with a safe and non-judgmental space to discuss issues and concerns that are affecting mental health and well-being. NWTC employs one part-time and three full-time licensed professional counselors who serve all students enrolled in at least three credits per year. All counselors at NWTC have many years of experience, are licensed by the state of Wisconsin, and have at least a master's degree.

Additionally, NWTC has recently partnered with [BetterMynd \(link is external\)](#), which offers students virtual counseling options with flexible scheduling and a diverse network of experienced counselors.

NWTC provides an employee assistance program (EAP) which offers counseling services at no cost to benefit eligible employees and their family members. Prior to January 2024, NWTC's EAP provider was [Employee Resource Center \(link is external\)](#) (ERC). Effective January of 2024, NWTC has partnered with [ComPsych \(link is external\)](#) to provide professional counseling services to benefit-eligible employees.

Naloxone, a specific, high affinity opioid antagonist has been used for more than four decades, to treat suspected opioid overdoses. It is used in emergency department settings and by first responders such as emergency medical technicians and law enforcement. It can additionally be purchased through a prescription. Boxes like the one shown below will be installed at all NWTC locations:



Currently enrolled NWTC students and active faculty/staff have on-campus access to free health care services for common health ailments. Students, faculty, and staff at NWTC

Marinette and Sturgeon Bay campuses have access to Bellin Health near-site clinics [Source: [NWTC Campus Care \(link is external\)](#)].

NWTC offers a [Human Services associate degree \(link is external\)](#). This program trains people to provide education, support, care, advocacy, and/or crisis intervention in a human service agency. Learners acquire the skills needed to work with individuals, groups, and communities. Key components of this degree include cultural awareness and an understanding of diverse cultural groups, a responsible attitude, commitment to serve others, and effective communication skills. Nine courses from NWTC's Substance Abuse Counselor Education technical diploma may be applied toward the Human Services program.

NWTC also offers a [Substance Use Disorder Counseling associate degree \(link is external\)](#). This program is designed for individuals interested in working with addiction issues. The SUDC profession is held to high ethical standards to inspire respect, trust, and confidence. To succeed, skills and character must include emotional stability, maturity, self-awareness, self-discipline, and personal responsibility; a minimum of one year free of substance use-related problems; an interest in collaborating with people and appreciation of cultural diversity; and strong reading, writing, critical thinking and decision-making skills. Program graduates are eligible for licensure in Wisconsin as substance abuse counselors-in-training, qualifying for entry-level employment in correctional facilities, employee and student assistance programs, and various community and social service agencies.

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 [Source: [NWTC Traffic Safety Classes \(link is external\)](#)].

NWTC offers [Student Orientation and Registration \(SOAR\), Welcome Online, and Program Orientation \(link is external\)](#) to incoming program students. These are a series of intentional programs, and the intent is to orient new students to resources, faculty, programming, and expectations. Starting in fall 2020, DFSCA content has been delivered in Welcome Online curriculum; and a was created with drug and alcohol messaging and included in SOAR online.

NWTC has added drug and alcohol questions to the climate survey conducted with students. This was 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 was launched in August of 2022 for all credit bearing, adult basic education, and English language learning students. The questions asked were as follows:

	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 withdrawal?	<input type="checkbox"/>	<input type="checkbox"/>
Sought treatment for alcohol use?	<input type="checkbox"/>	<input type="checkbox"/>

	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 withdrawal?	<input type="checkbox"/>	<input type="checkbox"/>
Sought treatment for drug use?	<input type="checkbox"/>	<input type="checkbox"/>

IX. Goals and Objectives from Previous Biennium

This report attempts to address weaknesses within NWTC AODA programming and provides additional updates on our strengths and ongoing efforts. Since the last biennial report, NWTC has strengthened collaboration across the WTCS and with regional higher-education partners to support DFSCA compliance, consistent prevention messaging, and improved response to student needs involving alcohol and other drugs.

Student Involvement and CARE Team members continued active participation in WTCS Student Services consortium meetings, contributing to systemwide discussions on compliance expectations, emerging substance-use trends, and effective prevention practices. NWTC also engaged in resource-sharing efforts with other technical colleges, exchanging campaign materials, educational templates, and communication strategies. Policy benchmarking across WTCS institutions informed updates to NWTC’s conduct processes, prevention outreach, and required notifications.

Staff further enhanced their expertise by attending the WTCS Legal Issues Conference, systemwide Compliance Symposiums, and multiple D-PREP trainings focused on student care,

threat assessment, and behavioral intervention. Ongoing consultation with CARE and Behavioral Intervention Team professionals across WTCS supported shared case insights, improved risk-assessment practices, and consistent early-intervention approaches. NWTC also participated in collaborative tabletop exercises that strengthened coordinated responses to complex cases involving substance use, mental health, and safety concerns.

Over the past two years, NWTC expanded its alcohol and drug education programming by integrating intentional AODA-focused sessions into student events and wellness initiatives. Student Involvement collaborated with Counseling Services and community partners to deliver workshops on harm reduction, fentanyl awareness, overdose prevention, and healthy decision-making. Attendance tracking practices have been strengthened, allowing the College to better assess engagement levels and identify program gaps.

Work is underway to create a comprehensive training module for faculty and staff focused on recognizing unusual or concerning behaviors—including those potentially linked to alcohol or drug use—and responding using supportive, trauma-informed approaches. CARE Team members are refining content that includes conversation strategies, reporting pathways, and integration with NWTC's "See Something, Say Something, Do Something" framework. A draft version of the training has been developed and will be piloted before full rollout.

NWTC has actively used annual and biennial student climate survey results to better understand student attitudes, behaviors, and experiences related to alcohol and drug use. Survey data have informed program planning, priority-setting for awareness campaigns, and identification of populations that may benefit from targeted education. The CARE Team and Student Involvement regularly review trends to strengthen early intervention strategies and support services.

During the past two years, NWTC reviewed several commercially available drug and alcohol education platforms but determined they did not meet institutional needs related to customization, cost, accessibility, and alignment with campus values. As a result, NWTC is now developing its own student AODA learning module. This customized approach will allow the College to embed local data, campus-specific policies, and relevant regional substance-use trends into the student training.

Lastly, in addition to using climate data to understand student perceptions, NWTC has systematically reviewed survey results to identify gaps in the College's prevention efforts. Data revealed opportunities to enhance awareness of available support services, improve clarity around DFSCA-required policies, and increase targeted education on substances such as cannabis and fentanyl. These findings are driving updates to prevention messaging, workshops, and orientation-related content.

X. Program Evaluation

NWTC offers a range of alcohol and other drug (AODA) programming for both students and staff, ensuring ongoing access to prevention education, awareness campaigns, and supportive learning opportunities. These efforts are complemented by the College's annual distribution of required notifications to students and employees, reinforcing expectations, policies, health risks, and available resources.

The College maintains a tobacco-free campus environment, demonstrating NWTC's ongoing commitment to fostering a healthy and safe learning community. In addition, alcohol and drug use remain explicit violations of the student code of conduct, ensuring that behavioral expectations are clearly defined and consistently enforced. NWTC also provides a variety of resources for students and staff seeking help, including counseling services, referrals, and employee support programs.

NWTC continues to experience very few alcohol- or drug-related incidents on campus, which suggests that prevention programming, community standards, and support systems are having a meaningful impact. Campus safety is further supported by full-time and part-time security staff, including student employees, who help monitor campus environments and respond to concerns. The College also utilizes conduct-tracking software that allows for accurate reporting, documentation, and follow-up on student conduct matters.

Student feedback and data collection efforts have strengthened through the inclusion of drug- and alcohol-related questions in the NWTC Climate Survey. This information helps the institution better understand student experiences and identify areas for additional support or intervention. NWTC has also developed a dedicated website outlining its AODA policies, programs, sanctions, and resources, making information easily accessible to the campus community.

To further reinforce its commitment to student well-being, NWTC added a full-time position dedicated to student conduct and student care in January 2024. This role enhances capacity for early intervention, case management, and education. Additionally, AODA notifications outlining policies, programs, and behavioral expectations have been incorporated into both student and staff orientations. These notifications were distributed on 1/20/2026, 8/18/2025, 2/19/2025, and 2/12/2024, ensuring consistent communication across new and returning campus members.

XI. Opportunities, Goals, and Objectives Looking Ahead

NWTC has made strong progress, but several areas remain opportunities for improvement over the next two years. Although student programming has expanded, AODA efforts would benefit from a more structured annual schedule and deeper evaluation of attendance and impact. Faculty and staff training on recognizing and responding to concerning behavior remains in development, and completing, launching, and maintaining this training will be important to

strengthen early-intervention practices. Supervisor-specific AODA training could also be more standardized and recurring.

Climate survey data has been used regularly, but NWTC can further enhance its approach by completing deeper analysis, sharing findings more broadly, and more directly connecting results to programming decisions. As the College builds its own student AODA learning module, future work will include full implementation, ensuring student participation, and assessing learning outcomes.

NWTC can also strengthen overall awareness of AODA policies, resources, and support pathways through broader, multi-modal communication. Targeted education for specific student groups and continued improvement in documentation and evaluation processes for DFSCA compliance will further enhance effectiveness.

XII. Conclusion

In the two years since our previous submission, NWTC has continued to navigate the lasting impacts of the COVID-19 pandemic while strengthening its commitment to student and employee well-being. Although the shift toward more hybrid and online learning still shapes how we engage with students, the College has expanded its in-person, hybrid, and fully online co-curricular opportunities—including AODA-focused education—to ensure students receive consistent access to prevention programming regardless of their modality. Student engagement in cultural programming, wellness initiatives, and AODA-related learning continues to be a central priority, and we are pleased with both the quality and reach of these efforts over the past biennium.

Our continued integration of AODA-related questions in the NWTC Climate Survey has significantly enhanced our understanding of student needs and experiences. Climate data, along with strengthened attendance tracking and prevention assessments, now inform program planning more effectively than ever. We have also expanded our infrastructure by dedicating a full-time position to student conduct and care, improving our capacity for early intervention, support, and behavioral follow-up.

The College has made meaningful progress in strengthening onboarding and orientation practices for both students and staff. AODA notifications, including policies, expectations, and resource information - are now embedded in orientation cycles, ensuring that all new members of the NWTC community receive timely and consistent messaging. This complements our broader institutional effort to reimagine the “first-year experience,” providing clear checkpoints that emphasize well-being, community expectations, and access to support services.

NWTC has also continued to invest in long-term improvements to training and educational resources. While the development of faculty and staff training on recognizing and responding to concerning behaviors remains underway, the project has made measurable progress and is now moving toward piloting and implementation. Similarly, after reviewing several third-party

educational software platforms, NWTC made the strategic decision to build an in-house AODA learning module tailored to our students, campus culture, and regional substance-use trends. This customized approach will ensure greater relevance, flexibility, and impact.

Our collaborative partnerships remain a significant strength. Engagement with WTCS peers, higher education partners such as UW–Green Bay and St. Norbert College, and statewide training opportunities, including the WTCS Legal Issues Conference, Compliance Symposia, and D-PREP trainings - has enhanced our ability to respond to emerging AODA challenges and refine intervention practices. We have also strengthened internal coordination through Student Involvement, the CARE Team, and campus security, who continue to utilize conduct-tracking software and collaborative review to ensure consistent enforcement and documentation. These coordinated efforts have contributed to the continued low number of alcohol- and drug-related incidents on campus.

Looking forward, NWTC recognizes ongoing opportunities for growth. Additional training for faculty, staff, and supervisors - especially regarding early recognition of concerning behavior and effective, supportive conversations remains a priority. We will continue to leverage the expertise of our AODA/Human Services faculty and community partners to strengthen these offerings. We also remain focused on deepening evaluation efforts, expanding targeted programming for specific student populations, and improving communication of policies and resources through multiple platforms.

Ultimately, NWTC's commitment to continuous improvement remains unchanged. We aim to enhance the student experience by promoting awareness, supporting sound decision-making, and reinforcing a healthy, safe campus environment. As always, our dedication to evaluating and evolving our drug and alcohol prevention efforts is driven not only by regulatory expectations, but by our responsibility to our community. The vitality of NWTC depends on this work, and we remain fully committed to advancing it in the years ahead.