

Drug Free Schools and Campuses Regulations

[Education Department General Administrative Regulations (EDGAR) Part 86]

2022 Biennial Review Report

INTRODUCTION

In compliance with Drug Free Schools and Campuses Regulations [EDGAR Part 86], a meeting was held on Thursday, December 1, 2022, at 2PM to conduct a Biennial Review of the effectiveness of The University of Arizona's (UA) alcohol and other drug (AOD) programs and the consistency of policy enforcement. The Biennial Review meeting was chaired by David Salafsky, Director of Health Promotion and Preventive Services at the Campus Health Service.

Participants included: Mario Leon (University of Arizona Police Department – UA Police Department), Peggy Glider (Campus Health), Lee Ann Hamilton (Campus Health, Jamie Matthews (Housing & Residential Life), Renee Skau (Housing & Residential Life), Raegan Winder (Fraternity and Sorority Programs), Stephanie Celaya-Serventi (Dean of Students Office), Rachel Abraham (Campus Health), Ryley Tegler (Campus Health), and David Salafsky (Campus Health).

Meeting notes were taken by Terri West (Campus Health). David Salafsky prepared the final report.

OBJECTIVES

The task of the Biennial Review Committee, as outlined by the U.S. Department of Education's *Complying with the Drug-Free Schools and Campuses Regulations* manual, is:

- To determine the effectiveness of, and to implement any needed changes to, the University's AOD program (policy, enforcement measures, prevention and intervention programming); and
- 2) To ensure that the disciplinary sanctions for violating standards of conduct are enforced consistently.

To facilitate this task, the Biennial Review Committee utilized *Part 86, Drug-Free Schools and Campuses Regulations Compliance Checklist*. Additionally, participants discussed three specific topics with regard to AOD issues at the UA:

- a. What are the current alcohol and other drug programs (policy, enforcement measures, prevention, and intervention activities) in place at the UA, and are they effective in preventing and reducing the illegal use of alcohol and other drugs on campus?
- b. Are the current disciplinary sanctions in place for conduct violations with regard to alcohol and other drug use at the UA consistently enforced?
- c. Looking to the future, what new ideas, strategies and/or partnerships could the UA pursue in order to more effectively address the illegal use of alcohol and other drugs on campus?

Results of the Compliance Checklist review and discussion are provided in this report.

1. Does the institution maintain a copy of its drug prevention program? Yes. If yes, where is it located?

The UA offers many alcohol and other drug prevention programs, aimed at various audiences, which are implemented and evaluated by departments across campus. Descriptions of these programs are publicly accessible through the <u>www.drugfree.arizona.edu</u> website, which was developed following the 2008 Biennial Review. Campus departments that utilize AOD programming include Athletics, Campus Health, Risk Management Services, Human Resources, Life & Work Connections (LWC) -Employee Assistance, Housing & Residential Life, the Dean of Students Office, UAPD and Fraternity and Sorority Programs. Descriptions of specific AOD prevention programs and policies can be obtained through these campus departments and are briefly described in this report.

In 2012, representatives from the U.S. Department of Education visited UA and requested information related to the UA's compliance with Drug-Free School and Campus Regulations. When directed to the <u>www.drugfree.arizona.edu</u> website and the resources found there, the auditors offered very positive feedback in both the work that was outlined around drug prevention programming and the transparent way this was conveyed through a dedicated website. Our goal as members of the Biennial Review Committee has been to sustain and expand upon this work.

2. Does the institution provide annually to each employee and each student, who is taking one or more classes for any type of academic credit except for continuing education units, written materials that adequately describe and contain the following:

a. Standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its activities

Students: Yes Staff and Faculty: Yes

b. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol

Students: Yes Staff and Faculty: Yes

c. A description of applicable legal sanctions under local, state, or federal law Students: Yes Staff and Faculty: Yes

d. A description of applicable counseling, treatment, or rehabilitation or re-entry programs
 Students: Yes
 Staff and Faculty: Yes

e. A clear statement of the disciplinary sanctions the institution will impose on students and employees, and a description of those sanctions
 Students: Yes
 Staff and Faculty: Yes

Comments: The UA sends students and employees an electronic notification (e-mail) that describes and contains the information stated in Part 86, item #2. Recently, all students received this annual notification on 2/14/22 and 3/22/21 via an email titled "UA Statement on Drug Free Schools and Campuses" from the Vice Provost for Campus Life and Dean of Students. Similarly, all employees received an email tailored to them on 2/14/22 and 3/22/21 from the VP of Human Resources. Copies of these email notifications are provided on the drugfree.arizona.edu website.

In addition to the email notifications mentioned above, students and employees also receive AOD-related information via one or more of the following venues:

(STUDENTS) Orientation sessions with all incoming students and their parents, Housing & Residential Life code of conduct forms, the Student Organization Handbook, the UA Annual Campus Safety and Security Report, the e-Check Up to Go alcohol prevention program for first-year students, NCAA AOD alerts posted for all UA athletes, fraternity and sorority new member programming, drug testing consent forms signed by all UA student athletes, in meetings with administrators in the Dean of Students office and through various online resources.

In addition, Destination Arizona, a just-in-time, in-person Orientation for first-year and transfer students, covers alcohol safety related to consent through the Wildcat Way, a peer-facilitated theater experience and discussion. Destination Arizona also includes late-night program, Evening Oasis, the Saturday before classes started to provide alcohol-free engagement for students on campus.

(EMPLOYEES) Human Resources workbooks distributed during new employee orientation,

LWC-Employee Assistance-provided supervisor and employee trainings and consultations, the Commercial Driver's License Program, the UA Annual Campus Safety and Security Report, and the UA Human Resources website.

3. Are the above materials distributed to students in one of the following ways?

a. Mailed to each student (separately or included in another mailing) Yes, by electronic mail (see 3f for further explanation)

b. Through campus post office boxes

No. The University's official means of communicating with students is through students' University-authorized email addresses.

c. Class schedules which are mailed to each student Not applicable

d. During freshman orientation Yes.

e. During new student orientation Yes.

f. In another manner (describe) – Students receive an email from the Vice Provost for Campus Life and Dean of Students that includes all the items listed in Part 86, item #2. Other venues for material/information distribution include the UA AOD website (www.drugfree.arizona.edu) and departmental websites, student-administrator meetings (both individual and group), on-campus new and transfer student orientation sessions, electronic postings and AOD-related programs and services.

4. Does the means of distribution provide adequate assurance that each student receives the materials annually?

Yes.

Comments:

The Biennial Review Committee is confident that the electronic transmission of materials stated in Part 85, item #2 will ensure that all current UA students receive this information.

5. Does the institution's distribution plan make provisions for providing these materials to students who enroll at some date after the initial distribution? Yes.

Comments:

Depending on when students enroll, there may be a delay in when they receive the annual email, but given the accessibility of this information through other outlets, the University provides these resources in other ways throughout the academic year.

6. Are the above materials distributed to staff and faculty in one of the following ways? a. Mailed

Staff: Yes (E-mail) Faculty: Yes (E-mail, see 6d for further explanation)

b. Through campus post office boxes Staff: No Faculty: No

c. During new employee orientation Staff: Yes Faculty: Yes

d. In another manner (describe): Staff and faculty receive an email from the VP of Human Resources via the ALL EMPLOYEE listserv which includes all the items listed in Part 85, item #2. Other venues for material/information dissemination include the UA AOD website (www.drugfree.arizona.edu), the LWC-Employee Assistance websites, supervisor/administrator-employee meetings (both individual and group) and consultations, new employee orientations, and employee trainings.

7. Does the means of distribution provide adequate assurance that each staff and faculty member receives the materials annually?

Students: Yes Staff and Faculty: Yes

- Does the institution's distribution plan make provisions for providing these materials to staff and faculty who are hired after the initial distribution?
 Students: Yes
 Staff and Faculty: Yes
- 9. In what ways does the institution conduct Biennial Reviews of its drug prevention program to determine effectiveness, implement necessary changes, and ensure that disciplinary sanctions are enforced?

a. Conduct student alcohol and drug use survey Yes

b. Conduct opinion survey of its students, staff, and faculty Students: Yes Staff and Faculty: No*

* While the UA does not have a "suggestion box," LWC-Employee Assistance does conduct annual surveys of its clients, and evaluates comments from other sources.

d. Conduct focus groups Students: No Staff and Faculty: No

e. Conduct intercept interviews Students: Yes Staff and Faculty: No

f. Assess effectiveness of documented mandatory drug treatment referrals for students and employees

Students: Yes – While the SHADE alcohol diversion program is not mandatory in the strict

sense of the word, evaluation of the program has shown significant decreases in alcohol consumption and related harm and risk among program participants at follow up, supporting the program's effectiveness. Repeat offences for AOD issues continues to be low and student satisfaction with the program has been very favorable.

Staff and Faculty: No – The University of Arizona does not mandate drug treatment for employees. However, LWC assesses and refers to substance abuse providers those employees who voluntarily seek help with an AOD problem. These employees are often referred to LWC by supervisors who suspect an employee may be engaging in AOD misuse/abuse. Violations are addressed through progressive disciplinary action – up to and including discharge.

10. Who is responsible for conducting these biennial reviews?

The UA Safe and Drug Free Schools and Campuses Act Biennial Review Committee is responsible for overseeing Biennial Reviews. The committee is led by The University of Arizona Campus Health Service and involves representatives from the University Police Department, Athletics Department, HR/Life & Work Connections, Housing & Residential Life, Dean of Students Office, Risk Management Services, Fraternity and Sorority Programs, and the Office of the General Counsel.

11. If requested, has the institution made available, to the Secretary and the public, a copy of each requested item in the drug prevention program and the results of the biennial review?

Yes. If requested, The University of Arizona will make available to the Secretary and the public a hard copy of each requested item in the drug prevention program and the results of the Biennial Review. A copy of the Biennial Review report is also publicly accessible at

12. Where is the biennial review documentation located?

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COMMITTEE DISCUSSION

In addition to completing Part 86 of the Drug-Free Schools and Campuses Regulations Compliance Checklist, committee members addressed each of the discussion questions below and provided additional information pertinent to these items.

1. Are the current alcohol and other drug programs (policy, enforcement measures, prevention, and intervention activities) in place at The University of Arizona effective in

preventing and reducing the illegal use of alcohol and other drugs on campus?

Provided below is a list of the various ways in which committee members and their respective departments currently address alcohol and other drug (AOD) issues on the UA campus.

Athletics Department

www.arizonaathletics.com

- Athletics has alcohol for sale at numerous sporting event venues with third party sales rights with Aramark Concessions and Club Corp for premium amenity spaces. Priority across all of these is how to make these sales as safe as possible, and policy and procedures (e.g. ID checks, wristbands, server training) are designed to ensure that.
- <u>Step UP! Be a Leader, Make a Difference</u> interdisciplinary bystander intervention training that educates student-athletes to recognize problem situations (e.g., alcohol abuse, hazing) involving their peers and to safely and effectively act on them. (Winner of NASPA Gold Award 2010).
- Education on how AOD relates to Title IX issues including sexual assault and domestic violence.
- Individual meetings concerning AOD policies, enforcement and awareness issues with all athletic teams through the department's compliance office
- AOD policy and safety awareness education at all new student-athlete orientations (in partnership with Campus Health)
- AOD related presentations in the Student Affairs Studies (SAS) Class
- AOD discussions in Summer Series to Success (for incoming student athletes who enroll before fall semester begins)
- Mandatory speakers addressing AOD issues
- Inclusion of UA, NCAA and Arizona Board of Regents <u>AOD policies</u> and enforcement information in the UA Department of Intercollegiate Athletics Student-Athlete Handbook (available at <u>www.athletics.arizona.edu/cats</u>)
- Since Fall 2009, inclusion of AOD related interactive programming during physical exams

Campus Health

www.health.arizona.edu

- <u>E-check up to go</u> alcohol screening with immediate personal feedback to all incoming freshmen
- The Buzz, an interactive alcohol abuse prevention program
- <u>Diversion (SHADE) programming</u> for alcohol and marijuana
- <u>The Red Cup Q&A</u> alcohol education program
- Navigating Relationships workshop that examines reasons for substance abuse and presents meaningful, connection-based alternatives
- Social norms media campaigns to correct student misperceptions of peer AOD use

- Screening, Brief Intervention and Referral to Treatment (SBIRT) programming that involves physicians and nurse practitioners screening for alcohol abuse during patient visits in the medical clinics
- Environmental management strategies to eliminate mixed messages about AOD use, policy and enforcement practices on campus and in the community
- Partnerships with campus, local community and state groups to reduce underage and high risk drinking among students
- <u>Early intervention outreach</u> to parents of incoming freshmen regarding AOD issues
- <u>Rx Safely</u> program to address prescription misuse and abuse
- Ongoing assessment of student <u>alcohol trends</u> via the annual Health & Wellness Survey
- Articles on AOD policies, sanctions and safety awareness in "The Paw Print" e-newsletter, sent to parents and families of UA students

Dean of Students Office

http://deanofstudents.arizona.edu/

- Regular updates to the UA Code of Conduct which contains language about AOD policies, educational interventions, and sanctions for students enrolled at the UA
- Consistent enforcement of said AOD policies and educational interventions and/or sanctions
- AOD policy and safety awareness education at new student/parent orientation program
- Publication of the <u>UArizona Good Samaritan Protocol</u> on the Dean of Students Office website.

Fraternity and Sorority Programs

www.greek.arizona.edu

- AOD safety awareness education is provided to fraternity and sorority members at new member orientations, through online modules in the first and third years of membership, within sexual assault prevention & hazing prevention education, through council & individual chapter trainings, and the Safe Spring Break Symposium.
- Fraternity & Sorority Programs staff are trained to facilitate the Alcohol Skills Training Program (ASTP) to all fraternal organizations. This training includes education on polysubstance use in relation to alcohol.
- The Hunter White Health & Wellness program is a peer education health initiative committed to empowering individual responsibility and creating a healthy community founded in memory of UA freshman, Hunter White. Participants enroll in a year's worth of for credit courses related to health and wellness topic including AOD. This course and program are run by a graduate assistant focusing specifically on AOD in addition to other health and wellness topics.
- Ongoing assessment of Greek vs. non-affiliated alcohol and other drug trends via the annual Health & Wellness Survey

• Social Events with alcohol must adhere to the <u>Events with Alcohol policy</u>. All new members and chapter officers must participate in policy and procedure (TIPS Training) training each year. Policy violations are referred to the Dean of Students office or the Greek Standards Board for intervention.

University of Arizona Police Department

www.uapd.arizona.edu

- Annual publication of the <u>Campus Crime and Security Report</u>
- Strict enforcement for AOD-related DUI
- Automatic referral of all AOD offenses to the Dean of Students office for intervention
- Partnerships with campus, local community and state groups to reduce underage and high risk drinking among students
- AOD policy and safety awareness trainings to key groups on campus, including Housing & Residential Life, Greek Life, new students and parents, academic units, athletics, Navy/ROTC
- AOD policy and safety awareness events and brochures to educate the entire student population

Housing & Residential Life

www.housing.arizona.edu

- AOD policies and enforcement information are included in:1) <u>Policies and Procedures for</u> <u>Dorm Living</u> are available online for all residents, 2) "Behaviors That Can Impact Your Living Status" and "Policies and Procedures for Dorm Living" forms that all students must read and sign upon initial check-in at the residence hall, and 3) signage posted throughout each building, and on the Housing & Residential Life website
- AOD policy, enforcement and safety awareness education are provided to students in mandatory Wing/Community meetings. These educational meetings are designed to enhance good decision making and solid citizenship among student residents
- Annual review of AOD-related "Policies and Procedures" to ensure they are appropriate and effective
- AOD-related violations in student notification of charges, a due process hearing and likely eviction from the residence halls if the offense is a third violation for AOD (marijuana specifically); enforcement is designed to be preventive and educational to students
- Housing staff lead Cats After Dark student programming organization that provides alcohol-free late-night programming and is creating more of a campus following in their initiatives after a hiatus due to COVID. Cats After Dark also provides "A-Bar" with innovative mock-tails at their events and other campus events
- A residential curriculum provides the framework for what students should learn from living on campus. Staff engage students in conversations, programs, and other educational initiatives surrounding alcohol and drug-use through established learning outcomes— Personal Growth--practice effective decision-making and Responsibility--apply strategies to cultivate well-being and assess the impact of their decisions on others.

Department of Risk Management Services

www.risk.arizona.edu

- AOD violations and enforcement language included in the UA Fleet Safety Policy and Commercial Driver's License Compliance Program
- Required participation in Commercial Driver's License (CDL) compliance program for employees with driving duties per federal regulations
- Motor Vehicle Record (MVR) evaluative review point system that distinguishes between
 regular moving violations and serious violations such as DUI, required management
 actions for drivers who have either conditional or unacceptable MVR status (as evaluated
 by the point system), new procedure to address increasing number of drivers with the
 Ignition Interlock Restricted License due to recent changes in Arizona law regarding
 penalties of driving under the influence
- Department of Risk Management Services Fleet Safety Policy Manual

Human Resources

https://hr.arizona.edu/

- Access to LinkedIn Learning course <u>Addiction as a Community and Workplace Issue</u> by <u>Dr.</u> <u>Srini Pillay</u>
- Access to additional supervisor training regarding AOD related issues available upon request
- Access to information and resources regarding AOD issues
- Access to Senior Human Resources Partner for supervisor and employee consultations regarding AOD issues in the workplace
- Access to additional supervisor consults through ComPsych Employee Assistance Program regarding AOD concerns
- Access to individual, couple, and family <u>counseling</u> and referrals regarding AOD concern
- Access to screenings that include AOD concerns through the Health Impact Program Health Check, Blue Cross Blue Shield of Arizona, UnitedHealthcare
- Access to participate in *Health Impact Program Journeys* that address health and wellness topics including alcohol use.
- University Policies
- University Staff Manual Human Resources Policies
- <u>Classified Staff Human Resources Policy Manual</u>
- <u>University Handbook for Appointed Personnel</u>
- Arizona Board of Regents (ABOR) Policy Manual

Comments:

The group discussed the array of programs in place to address alcohol and other drug related issues at the UA. Many of the programs and policies have carried over from previous Biennial Reviews, while new programs have been added to further bolster our

collective offerings. Examples of new programs/initiatives include the expansion of the <u>Wildcats Anonymous collegiate substance abuse recovery program</u> on campus, efforts reduce polysubstance use among UA students, and enhanced offerings for alcohol-free late-night programming through the University's Cats After Dark initiative.

Research continues to support programs and strategies being employed at the UA. The <u>CollegeAim Alcohol Intervention Matrix</u>, developed by the National Institute on Alcohol Abuse and Addiction (NIAAA) continues to highlight the individual and environmental strategies that peer reviewed research supports, and are in turn utilized at UA. These include: brief alcohol interventions, normative education, alcohol skills training, parent-based communications, and personalized feedback.

A high level of campus engagement on alcohol and drug prevention and harm reduction signals UA's firm commitment in this area. Most of the members of the UA Biennial Review Committee are part of the UA Alcohol Team, which typically meets at least once per semester to routinely review current initiatives and policies that address or impact alcohol and substance abuse on campus, with a strong emphasis on collaboration and process improvements to promote student health and safety.

Many student alcohol use measures have declined significantly over the years, as tracked in the Health and Wellness Survey, administered every spring semester to a random selection of classes. The UA Campus Health Service has detailed these trends in a report entitled <u>"UA Alcohol Trends, 2005 -2015"</u>, which is accessible online. These trends, coupled with many positive program-specific evaluations, help support the assertion that, by and large, the programs and initiatives in place at The University of Arizona are effective in preventing and reducing illegal and high-risk use of alcohol and other drugs on campus.

2. Are the current disciplinary sanctions in place for conduct violations with regard to alcohol and other drug use at The University of Arizona consistently enforced? Are there changes since the last Biennial Review?

The committee agreed that the current disciplinary sanctions are, and have been, consistently enforced. As has been noted before in previous Biennial Review Reports, the UA's commitment to this issue is reflected in its considerable work and programming dedicated to the prevention and early intervention of alcohol and drug related issues, above and beyond compliance and enforcement.

Housing and Residential Life noted that although conduct and diversion related counts were down in this most recent year for students, acuity had increased based on the nature of those infractions and disciplinary issues. With respect to enforcement, no significant changes since the last Biennial Review were noted by UAPD.

Over the past few years Residential Education has moved to a "Curricular Approach" to how they educate their residents in the dorms. This new format has helped provide

additional structure and consistency in how students receive residential education around core principals and learning objectives. Housing also mentioned that while there are seeing fewer AOD related issues compared to in the past, student mental health concerns have increased markedly over time.

The committee discussed the recent changes in allowing alcohol sales at football and basketball games which appear to have been implemented successfully and may have even cut down on some of the high-risk alcohol use around sporting events due to greater control and management. The UA will continue to monitor this going forward to minimize potential negative consequences associated with alcohol sales.

A 2020 Arizona ballot initiative (Smart and Safe Act, Prop 207) passed with 60% of the vote. This legalized possession and cultivation of recreational marijuana on 11/30/20 and resulted in the first state licensed sales of cannabis on 1/22/21. While cannabis continues to be prohibited on campus, this has changed the landscape in the wider community. For now, the marijuana data on the Health & Wellness Survey does not suggest much of an increase in smoking cannabis or the use of edibles. However, there does appear to be a general increase in marijuana/cannabis that is vaped. Given that this change in the law is still relatively recent, more data will be required to see ongoing trends among UA students.

3. Looking to the future, what new ideas, strategies and/or partnerships could The University of Arizona pursue in order to more effectively address the illegal use of alcohol and other drugs on campus?

One area that has expanded in recent years is the work done on campus to address and prevent opioid and polydrug related harm and risk to students and the campus community at large. This includes the <u>RxSafely program</u> and the addition of a <u>Prescription Drug Drop</u> <u>Box</u> that is conveniently located in the Campus Health Pharmacy.

Housing & Residential Life has collaborated with community partners such as Pima County Health Department to provide on-campus students education around opioid use/overdose and Narcan, including how students can obtain Narcan and be trained in how to administer in case of emergency. Other departments are similarly active in addressing this issue. Several fraternities have partnered with Pima County on an initiative to stock Narcan in opioid overdose stations at a number of houses, to ensure members have easy access to the lifesaving drug.

Going forward, Cats After Dark looks to expand partnerships across campus to enhance offerings for educational and late-night programming, leveraging existing partnerships between Campus Health and Housing & Residential Life. This program has been well received over the years and looks to regain some of its pre-pandemic momentum this year and in the future. One area for improvement will be to build even greater fraternity and sorority member engagement to not only grow the program, but also to offer more alcohol-free alternatives for the Greek community. Cats After Dark has historically offered

an outdoor movie night (on the Mall) at the very beginning of the fall semester. New members were expected to attend, on what would otherwise be a potentially high-risk evening before classes started. This event could be an effective model for broader Greek Life participation throughout the academic year.

Other ideas brought up by the group included ways to increase prevention programming around cannabis, particularly since its accessibility has increased in the recent years following legalization. Campus Health hopes to develop a workshop, based on a successful SHADE Marijuana program that could reach a larger audience. Feedback from Marijuana SHADE has been very positive, reinforcing the belief that many more students could benefit from this, if only they had an opportunity to take part.

In conclusion, the UA continues to pursue new ideas, strategies and partnerships to better address illegal alcohol and other drugs on campus, through the vehicle of the Biennial Review Committee, but also through our ongoing collaborations. While COVID-19 certainly impacted these efforts at the height of the pandemic as duties were redirected to the ongoing COVID-19 response, the members of the Biennial Review Committee look forward to expanding on this important work going forward. Given the dynamic nature of AOD trends, continuous improvement has been an important shared value for the group, which has allowed members of the group to learn, reflect and improve our collective work to better serve our students and staff.

THE BIENNIAL REVIEW COMMITTEE MEETING ENDED AT 11:28 A.M.

Date_____

David Salafsky, DrPH, MPH UA Biennial Review Committee Chair

APPENDIX

- UA Statement on Drug Free Schools and Campuses: Electronic Notification to Students
- UA Statement on Drug Free Schools and Campuses: Electronic Notification to Employees
- Health & Wellness Survey (HWS)
- UA Housing and Residential Life Policies and Procedures for Dorm Living
- Arizona e-Check Up to Go
- Cats After Dark Late Night Alcohol-Free Program
- <u>The Buzz interactive alcohol prevention program</u>
- Email to Parents of UA First-Year Students
- Marijuana Education
- Online Alcohol Use Disorders Inventory Test (AUDIT)
- Alcohol Education Media Campaigns
- Red Cup Q&A Alcohol Education Column
- <u>Rx Safely Program</u>
- <u>"Students and Alcohol: 7 Ways Parents Can Help"</u>
- Alcohol Trends at the UA, 2005 2015
- <u>Wildcats Anonymous</u>