# Drug-Free Schools and Communities Act Biennial Review 2017

## PART ONE: Review of Alcohol and Drug Prevention Programs

I. Introduction to the University of Houston ......................................................... 5

II. Objectives of the Biennial Review ................................................................. 6

III. Description of Drug and Alcohol Programs and Services ......................... 7

A. Policy and Regulations .................................................................................. 7

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Student Discipline: Dean of Students .................................... 7</td>
</tr>
<tr>
<td>2</td>
<td>Alcohol Policy: Distribution of Alcoholic Beverages ............... 8</td>
</tr>
<tr>
<td>3</td>
<td>Center for Student Involvement: Risk Management ...................... 10</td>
</tr>
<tr>
<td>4</td>
<td>Tobacco-Free Policy ...................................................................... 13</td>
</tr>
<tr>
<td>5</td>
<td>University of Houston Staff Conduct: Personal Conduct .......... 15</td>
</tr>
</tbody>
</table>

B. Prevention and Education Programs .............................................................. 16

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>UH Wellness .................................................................................. 16</td>
</tr>
<tr>
<td>2</td>
<td>Dean of Students ......................................................................... 22</td>
</tr>
<tr>
<td>3</td>
<td>Student Housing &amp; Residential Life .............................................. 23</td>
</tr>
<tr>
<td>4</td>
<td>Center for Student Involvement .................................................. 24</td>
</tr>
</tbody>
</table>
5. UH Health Center ................................................................. 24
6. Counseling and Psychological Services .................................... 25
7. University of Houston Athletics ............................................. 26
8. Center for Fraternity & Sorority Life ...................................... 26
9. University of Houston Police Department ............................... 28
10. Human Resources ............................................................. 28
11. S.M.A.R.T. Cougars ........................................................... 28
12. Summary of Alcohol and Other Drug Program Effectiveness and Areas of Improvement ................................................. 29

C. Intervention, Treatment and Recovery .................................... 31
   1. Cougars in Recovery ....................................................... 31
      .................................................................
   2. CAPS Crisis Services and Same Day Appointments ................. 31

IV. Methods of Data Compilation ........................................... 32

   A. Conduct Violations ....................................................... 32
      .................................................................
   B. National College Health Association Survey ........................ 34
   C. Campus Wide Survey .................................................... 34
      .................................................................
PART TWO: Review of the Drug and Alcohol Prevention Policy

I. Members of the 2017 Biennial Policy Review 51

II. Policy Review 52

III. Status of Previous Recommendations for Program Changes and Policy 53

IV. Revised Alcohol and Other Drug Policy (as of Summer 56

V. Procedures for Annual Policy Distribution (Effective Fall 64

VI. 2016/7 Annual Notice – Human Resources 66

VII. 2016/7 Annual Notice – Dean of Students 67
PART 1: Review of Alcohol and Drug Prevention Programs

I. Introduction to the University of Houston

The University of Houston (UH) is located in the fourth-largest city in the United States, and educates approximately 50,000 students each year. It is one of the leading public research universities in the state of Texas, and is part of the larger University of Houston System. It was elevated to Tier One status in 2011 by the Carnegie Foundation and is known for being a nationally competitive research university. It is consistently ranked as one of the most diverse universities in the country, with a student body from over 137 nations and no clear ethnic or racial majority in its population. In 2012, UH was designated as a Hispanic-Serving Institution – the only one in Texas and one of only three Tier One public universities. Traditionally a commuter school, significant expansion on-campus and within partnership properties in the past have led to an increase of residential students – currently UH stands at about 8,000 with a master plan of 11,000.

The academic options at UH are also very expansive. Undergraduates can choose from 120 majors and minors, while graduate students have access to 139 Master’s, 54 Doctoral and three professional degree programs. In addition to the traditional face-to-face programs, UH also offers degree programs through its Distance Education program and noncredit courses through Continuing Education.

The University of Houston is deeply committed to the well-being of all campus community members. Due to this, students, faculty and staff have access to a wide array of health and wellness resources. Within the Division of Student Affairs and Enrollment Services (DSAES), six offices make up the Health and Wellness portfolio. UH Wellness serves as the primary health education and promotion office, seeking to educate students about all dimensions of wellness. It is from this office that many of UH’s alcohol prevention and education programs come from, along with sexual violence prevention and education. Counseling and Psychological Services (CAPS) and the UH Health Center provide clinical and referral services to UH students, along with intervention and referral services for faculty and staff that may have substance abuse concerns. Cougars in Recovery is a collegiate recovery program at UH that seeks to offer those in long-term recovery from substance abuse a smooth transition to college. This is done by offering a variety of sober activities events, sober housing, and a multitude of 12-Step and Celebration meetings to encourage accountability and connection. The Department of Campus Recreation and the Center for Students with DISABILITIES round out the offices that are within the DSAES. Finally, in an effort to remain true to its commitment to a healthy campus, UH is a tobacco-free campus.
II. Objectives of the Biennial Report Review

The objectives of the biennial review as identified by the U.S. Department of Education include determining the effectiveness of and implementing any needed changes to all Alcohol and Drug Prevention Programs at the University of Houston and the Drug and Alcohol Prevention Policy; and ensuring that the disciplinary sanctions for violating standards of conduct are enforced consistently. This is done in compliance with the Code of Federal Regulations, 34 CFR Part 86, or The Drug-Free Schools and Communities Act.

This Biennial Review includes:

1) Review of alcohol and other drug (AOD) programming that occurs on the UH campus, their specific goals, and a measurement of their effectiveness. Consideration is given to the consistency of sanction enforcement. Recommendations made for revision to UH’s existing Alcohol and Drug Prevention Programs are also detailed.

2) Summary of AOD program effectiveness and areas of improvement.

3) Presentation of alcohol and drug-based data (collected through student surveying, conduct violations, police citations, and psychological intakes) to assist in measurement of policy and programming effectiveness and to identify areas of need. Consideration is given to the consistency of sanction enforcement.

4) Reviewing UH’s Drug and Alcohol Prevention Policy, as well as subsequent programming and intervention methods to assist in the measurement of effectiveness and identifying areas of need. Recommendations have been made for improving the Drug and Alcohol Prevention Policy, as well as any related procedures.

5) Discussion of how the program and policy review, along with assessment data, has impacted effectiveness and led to the consistency of enforcement.

6) Procedures for distributing annual AOD notifications to students, faculty and staff – along with copies of the 2017 communications. These procedures are undertaken to educate members of the campus community about the Drug and Alcohol Prevention policy, and the sanctions imposed to enforce it.
III. Description of Drug and Alcohol Programs and Services

A. Policy and Regulations

In addition to the student and employee Alcohol and Drug Prevention Policy that can be viewed in the second part of this review, there are other policies that compromise the University's drug and alcohol programs and services, which are described below.

1. Student Discipline: Student Code of Conduct: Dean of Students

The University of Houston Student Code of Conduct can be found here: http://www.uh.edu/dos/pdf/student_code_of_conduct.pdf. The Code prohibits a variety of behaviors involving alcohol and drugs, and also asserts that being under the influence of these substances does not diminish or excuse a violation. Students who live in university owned housing are also subject to Student Housing and Residential Life Policies (which are included in the Code of Conduct), and License Agreements. Below are excerpts of note regarding alcohol and drugs from the Code of Conduct:

3.24 Public Intoxication - Presenting a threat to oneself or others due to being under the influence of alcoholic beverages or other drugs.

3.27 Unauthorized Use of Alcoholic Beverages - Possession, distribution, or consumption of alcoholic beverages except during events or in circumstances authorized by University officials and/or failure to comply with state or University regulations regarding the use or sale of alcoholic beverages.

3.30 Use, Manufacture, Distribution, Sale, Offer for Sale, or Possession of Controlled Substances or Drug Paraphernalia - The use, manufacture, distribution, sale, offer for sale, or possession of any controlled substances, including but not limited to, barbiturates, hallucinogens, amphetamines, cocaine, opium, heroin, or marijuana. Controlled Substances and Drug Paraphernalia are defined by Texas law.

3.34 Violation of Student Housing and Residential Life Policies, Procedures and/or License Agreements - Violation of the terms of a University housing License Agreement or the published policies, rules and/or regulations of the
Department of Student Housing and Residential Life including, but not limited to, the following:

a. Alcohol – Violation of Student Housing and Residential Life policies regarding the possession, distribution and consumption of alcoholic beverages including:

1. Consuming or transporting open alcoholic beverages in residence hall common areas including, but not limited to, hallways, balconies, lounges, stairways, courtyards, and/or community bathrooms.
2. Possessing alcohol paraphernalia including, but not limited to, empty alcoholic beverage containers, beer bongs, and/or kegs.
3. Providing open access to alcohol including, but not limited to, access to bulk or common source alcohol containers, access to more open containers present than the number of legal age persons present, or access to devices or games used in or intended for the rapid consumption of alcoholic beverages.

b. Smoking – Smoking in a residence hall or in violation of the UH Tobacco Free Campus Policy:

2. Alcohol Policy: Distribution of Alcoholic Beverages

The University of Houston allows registered campus organizations and university departments to serve or consume alcohol at certain events. The University has developed regulations around these events that promote responsible decision-making around alcohol. These regulations can be found here: http://www.uh.edu/dos/programs_and_services/alcohol_policy.html.

Departments or registered campus organizations desiring to serve or consume any type of alcoholic beverage on campus must register their event in advance by means of the Registration of Alcoholic Beverage Distribution Form (http://www.uh.edu/dos/pdf/alcohol.pdf). Forms may be obtained from the Dean of Students Office and must be completed and filed in the Dean of Students Office at least 15 business days in advance of the event in order to permit time to clarify issues and to distribute copies of the registration to other university officials. Registration forms must be reviewed by the Dean of Students or designate. A signature from the Dean of Students or designate must be received prior to advertising the event. Individuals within the department or organization must
identify themselves as responsible for compliance with the University of Houston's policies on the distribution of alcoholic beverages as well as federal, state and local laws. A copy of the signed registration form for alcoholic beverage distribution must be available at the event as proof that registration was made.

Alcoholic beverages may be distributed in areas approved for programming within designated hours. Space and facilities for the event must be reserved through the appropriate university channels. Alcoholic beverages may be dispensed at campus events between 5 p.m. and 12 a.m. on Monday through Friday and between noon and 12 a.m. on Saturday and Sunday. For special campus-wide events, the Dean of Students or designate may permit earlier distribution.

Any event at which alcoholic beverages are to be consumed pursuant to this policy may not have that consumption be the main focus of the event. Any publicity for the event may refer to such beverages only as incidental to the event. Advertising will not portray drinking as a solution to personal or academic problems. Also, it may not promote gimmicks or games (i.e., "one charge for all you can drink," "chugging contests," "drink and drown contests," "beer pong," etc.), which enhance irresponsible drinking.

Persons responsible for distributing alcoholic beverages must:

- Be 21 years of age or older.
- Check a valid driver's license or Texas ID for proof of age and identify legal age drinkers by the use of a hand stamp or a wristband.
- Post a sign at the point of distribution indicating "No alcoholic beverages may be consumed by anyone under age 21."
- Have nonalcoholic beverages available and displayed throughout the event as prominently as the alcoholic beverages. If the alcoholic beverages are being distributed free, a nonalcoholic beverage other than water must be available at no charge.
- Stop serving alcoholic beverages one hour before the event's scheduled conclusion or at 12 a.m., whichever is the earlier time.
- Cease serving alcoholic beverages to any person who appears to be under the influence of alcohol or any other intoxicating substance, to the degree that he or she may endanger himself or another.
- Take other appropriate steps they may identify to encourage the responsible use of alcoholic beverages at their event.
- Post a sign announcing their willingness to call a cab for those under the influence of alcohol or any other intoxicating substance.
- Provide food items in sufficient amounts for the number of persons attending the function.

Students shall not:

- Use false identification cards in order to receive alcoholic beverages;
- Provide alcoholic beverages to a minor;
- Consume alcoholic beverages on campus except in approved food establishments, at events where such beverages are being distributed legally and in approved areas in the residence halls;
- Bring alcoholic beverages into or out of an event where such beverages are being distributed legally.

Students will be held responsible for their guests' compliance with university regulations. The Executive Director of Student Housing and Residential Life and the Director of the University Centers may impose additional regulations in the residence halls and in the University Center and UC Satellite respectively. For additional information, including a summary of state law, resources for assistance, and educational guidelines or programming, contact the Center for Student Involvement, the UC Conference and Reservation Services (CARS) Office, Counseling and Psychological Services (CAPS), UH Wellness, or the Dean of Students Office.

3. Center for Student Involvement: Risk Management & Training (including safe alcohol use)

The Center for Student Involvement coordinates the student organization risk management program in accordance with the Texas Education Code Section 51.9361, a state law that requires the University to provide risk management training to its registered student organizations. This training includes information around safe alcohol use policies and how to respond to medical emergencies. More information can be found out about this process by visiting the FAQ portion of the website: http://www.uh.edu/csi/pdf/RiskManagement%20FAQ.pdf. Direct information is outlined below for campus community members.
This statute that was enacted in by the Texas Legislature so that registered student organizations at public colleges and universities in Texas receive risk management education and guidance for their members and advisors.

In accordance with the legislation, the Center for Student Involvement works with all student organizations registered with the University of Houston to complete training on risk management annually.

Please find below a list of Frequently Asked Questions about this law and the risk management program offered through the Center for Student Involvement. The Center for Student Involvement is located in Student Center North, 103 at 832-842-6245.

1. *What student organizations at the University of Houston have to comply with the statute?*
   
   Currently, all registered student organizations, including social fraternities & sororities and Rec Sports clubs are required to participate in the risk management and guidance sessions.

2. *Why does our organization have to comply with the statute?*
   
   The University of Houston is required to comply with this statute. However, the law allows each institution to determine the types of student organizations that could benefit from management guidance.

3. *What will we learn in the risk management program?*
   
   The law requires, at a minimum, that the program address possession and use of alcoholic beverages and illegal drugs, including penalties that may be imposed for possession or use; hazing; sexual abuse and harassment; fire and other safety issues, including the possession and use of a firearm or other weapon or of an explosive devise; travel to a destination outside the area in which the institution is located; behavior at parties and other events held by a student organization; and adoption by a student organization of a risk management program. The law also permits the University of Houston to add to the risk management program any topics the institution determines is relevant. The Center for Student Involvement has added an additional in person workshop that covers risk assessment of activities and event planning.

4. *Why do authorized representatives and advisor(s) have to attend the risk management program?*
The law makes attendance at this risk management training program mandatory for certain individuals. Those individuals mentioned specifically are advisors and students holding the offices or president, membership chair, risk management chair, social chair, and pledge class or new member chair as potentially being required to attend. Because not every organization that registers at the University of Houston uses these titles, we must rely on your organization’s authorized representative to fulfill the obligations of the law.

5. When will this mandatory risk management education program be offered?
All student organizations and advisors will receive risk management training during the annual registration process and on an ongoing process throughout the year for new student organizations.

6. Once our organization members and advisor(s) complete the risk management program, will we need to complete the program even if we have the same officers the following year?
A minimum of two (2) authorized student representatives of registered organizations are required to complete the risk management program every year. Any advisor who has not previously completed the UH risk management program is required to complete the program at least once. However, advisors are encouraged to complete the training on an annual basis.

7. What if our organization already has our own risk management program?
Regardless of the internal educational programming that your organization or your national body may have in place, your organization and advisor will still be required to complete the annual risk management program administered by the Center for Student Involvement at the University of Houston.

8. As an organization advisor, why am I required to attend the risk management program?
The law requires each advisor who has not previously completed the UH risk management program to do so. Advisors who have previously taken the training are encouraged to complete the risk management program annually.
9. *Once our authorized representatives and advisors complete the risk management program, are we in compliance?*

To meet the minimum obligations under this law, selected student organizations must:

i. **Attend UH Training Program:** A minimum of (2) authorized representatives and their student organization advisor must physically attend the entire UH risk management program and must actively participate in assigned individual or group activities during the program.

ii. **Report Back to Your Organization:** Take the information from the Risk Management Training back to your student organization. Communicate where to find information and resources.

iii. **Create a Risk Management Plan:** Work with your organization to create a risk management plan for events. Keep the plan in your organization’s paperwork.

iv. **NOTE:** Student organizations may have other obligations they must meet under state or federal law, as well as university rules. Completing the above requirements does not necessarily mean that your organization is in full compliance with other laws or university policies that impact your student organization, please consult with your advisor or staff in the Center for Student Involvement if you have any questions.

10. *How can I find out if my organization is in compliance with the statute?*

For more information on whether or not your organization is in compliance with the law, contact the Center for Student Involvement, Student Center North 103 or at 832-842-6245.

4. Tobacco-Free Policy

The University of Houston became a fully tobacco-free campus on August 17, 2015 after an initial phase out period of designated tobacco-use areas. This policy can be viewed online here:

http://www.uh.edu/af/universityservices/policies/mapp/07/070202.pdf and is also outlined below. This policy applies to all students, faculty, staff and visitors, and
applies to a variety of tobacco and tobacco-like products.

On June 1, 2013, the University of Houston was designated as a tobacco-free campus. Initial implementation included the establishment of designated tobacco-use locations on the UH main campus and at the Energy Research Park. The designated tobacco-use areas were to be available for a minimum of 12 months from the date of the policy enactment. The ongoing need for any or all designated tobacco-free areas was to be reviewed annually.

Based upon the recommendation of the Tobacco Task Force comprised of faculty, staff and students, the designated tobacco-use areas at the University of Houston and UH Sugar Land were eliminated effective August 17, 2015. The use of all tobacco products is prohibited in university buildings and on university grounds, including parking areas, sidewalks, walkways, university-affiliated parking facilities and university-owned buildings, except in temporary designated tobacco-use areas.

The tobacco-free campus policy is part of the university’s commitment to creating a healthy and sustainable environment for all members of the UH community, and is designed to be positive and health-directed. The university is not requiring faculty, staff and students to quit using tobacco products, but does expect the policy to be adhered to by all individuals on university property.

Enforcement of the policy will be achieved primarily through education, awareness and a spirit of cooperation. Tobacco users are expected to adhere to the policy and be respectful to ex-tobacco users and non-tobacco users. Individuals noticing violations of the policy should strive to be non-confrontational and respectful to tobacco users when communicating this policy.

- In summary, the tobacco-use policy:
  - Activates tobacco cessation screenings, services and referrals for UH students and employees who want to quit;
  - Prohibits the use, sale, advertising and sampling of all tobacco products on the UH Main Campus and the Energy Research Park, including all buildings, vehicles, grounds, sidewalks and parking areas owned or operated by UH;
  - Effective implementation relies on the courtesy, respect and cooperation of all members of the UH community. If someone is seen using tobacco on university property outside a designated tobacco use area, any member of the UH community may inform the tobacco user of the policy and request that he/she comply. Individuals who are reported to the Tobacco Task Force for non-compliance will receive a
message reminding them of the policy, and the availability of tobacco cessation services. There are no plans at this time to issue citations or fines, or to report anyone to his or her supervisor.

In a broader sense, the tobacco-free policy is another benefit of attending or working for a Tier One-designated university. Other benefits include reduced fire hazards and cleaner campus grounds.

5. University of Houston Staff Conduct: Personal Conduct

Employees are subjected to Human Resource policies around personal conduct as outlined in the University of Houston Staff Resources Guide, which can be located here: http://www.uh.edu/human-resources/for-employees/staff-resources-guide/

Specifically regarding alcoholic beverages and drugs, the Resource Guide states:

All members of the university community and guests are required to comply with federal, state, and local laws regarding the distribution, possession, and consumption of alcoholic beverages. Employees may not consume alcohol while on duty. Reporting for duty under the influence of alcohol or drugs, thereby impairing an employee’s ability to perform his duties, is grounds for disciplinary action up to and including immediate termination.

Regarding enforcement, the handbook also outlines progressive discipline procedures for this and other matters regarding personal conduct:

The university values its employees and is committed to fair, efficient, and equitable solutions to problems arising out of the employment relationship. Progressive discipline will be followed when a non-probationary, regular employee fails to comply with university rules, policies, and/or work directives. An employee will receive a verbal warning or oral counseling, a written reprimand, and a suspension without pay, prior to being terminated for continued rule or policy violations. A supervisor may skip one or more of those steps depending on the seriousness of the infraction or if there are grounds for immediate termination. An employee who receives formal disciplinary action may appeal the action through the executive director of human resources in accordance with the Employee Grievance Policy (MAPP 2.04.01).
For fiscal year 2016 and 2017, Human Resources reported no employee reprimands or probations. They did report 7 terminations during this time due to violations of the University’s alcohol and drug policy.

B. Prevention and Education Programs and their Goals

1. UH Wellness (http://www.uh.edu/wellness/)

   • IMAGE (Intent & Motivation: Alcohol Group Exercise)

   IMAGE is a research-based, theory-driven program which is designed to be one component of a comprehensive campus prevention program. IMAGE combines both harm-reduction and abstinence-based approaches. By incorporating elements reflecting parts of the tiers of effectiveness from the recommendations of the National Institute on Alcohol Abuse and Alcoholism (NIAAA) task force, personalized feedback using motivational interviewing techniques (a recognized Tier I strategy), correction of misperceptions, promotion of self-protective behaviors, and fostering intention to change, this program is a unique combination of theory and practice.

   The program is comprised of the following four elements:

   1. Cohort Recruitment: The program design provide cohorts of students who share commonality (athletic teams, student housing floors, Greek life, any registered student organization (RSO)) direct feedback about their cohort drinking compared to campus norms, actual campus drinking patterns in comparison with their drinking, and perceptions of their peers’ drinking behavior. The group receives aggregate data as a whole and individuals can compare their drinking behavior to the group in a non-threatening way. This can help in behavior change by empowering (if their self-reported drinking is lower than group patterns), eye-opening (if their self-reported drinking is higher than group patterns), or reinforcing (if their self-reported drinking is similar to group patterns).

   2. Assessment: Researchers utilized four data collection points to evaluate effectiveness of the program: 1. Initial campus data is collected using the Campus-Wide survey or National College Health Assessment. 2. Students are asked to complete a pre-test (assess their typical frequency and quantity of
alcohol use and perceptions of peer drinking), 3. post-test (correctly identifying campus frequency and quantity norms, identifying a self-protected behavior and measuring if intent to change, self-efficacy of changing, outcome expectancies of implementing the behavior, and perception of obstacles to change influenced implementing the chosen behavior) and 4. Two month follow-up (identify norms, their own alcohol use and extent to which they implemented self-protected behavior.

3. Interactive Discussion: UH Wellness staff engage the cohort in a discussion in which students identify examples of high-risk drinking (defined as the way a person drinks that lead to alcohol related incidents) and generate a list of self-protective behaviors (behaviors to reduce likelihood of alcohol related incidents). The discussion helps bridge the gap seamlessly between abstinence-based and risk-reduction philosophies of prevention without alienating the audience. Also during this discussion, students are given a take home wallet card (PUBS) describing the symptoms for alcohol poisoning and discuss the steps to take in alcohol emergencies.

4. Normative Feedback: The most crucial component of IMAGE is the provision of normative feedback based upon both campus and cohort norms. The facilitator asks the students to estimate campus-wide alcohol frequencies and quantities in order to demonstrate the overestimation that often occurs. Then, the student cohort’s self-reported alcohol frequency and quantity are revealed and compared to the campus-wide norms. Using Motivational Interviewing skills, the facilitator leads a discussion about what risks the cohort faces as result of members who may be choosing to drink frequently and/or in excess.

- **Minors in Possession (MIP)**

Minors in Possession (MIP) is a standardized alcohol education curriculum from the state of Texas that covers social values, advertising, alcohol and young people, accidents, laws, drinking patterns and decision-making. The six hour course is offered twice a semester and in the summer to both University of Houston students who are sanctioned for a conduct violation and local community members who may be sanctioned by the state.
The UH Wellness Assistant Director is trained and certified by the Texas Department of State Health Services to administer the course. The main goals of MIP are to help individuals who have been sanctioned, whether by UH or the state of Texas, to learn why their involvement with underage drinking is problematic and a risk. Additionally, through the educational pieces presented, another goal of MIP seeks to prevent such behavior from happening again.

Should UH Wellness staff feel that a student may be in need of additional resources or interventions, they may refer students to Counseling and Psychological Services or Cougars in Recovery.

- **BASICS**

BASICS (Brief Alcohol Screening and Intervention for College Students) is a nationally recognized and evidence-based program to reduce harmful alcohol use. The program addresses problem drinking, excessive drinking, and binge drinking by utilizing motivational interviewing techniques and enhancing motivation to change. The BASICS program is open to all students, but is primarily used as an educational sanction in the conduct process.

BASICS was implemented in Fall 2016 through a partnership with our Department of Psychology and Dean of Students office. As part of BASICS, participants explore their own alcohol use in a non-judgmental environment, learn how to reduce risky behavior and avoid harmful consequences, identify changes that could help reduce their risk, and learn important information and skills to assist with risk reduction. Students are be required to complete an online assessment at the office of UH Wellness, followed by an individualized feedback session and discussion with a faculty or staff facilitator.

- **New Student Conference Presentations**

All new students (freshmen and transfer) are required to attend new student conferences at the University of Houston. These conferences take place on-campus in summer and early spring semester to account for all entering students. UH Wellness plays a major educational role at each of these conferences.
Since summer 2013, UH Wellness presents “Be Healthy at U” at each new student conference. “Be Healthy at U” is a collaboration presentation between all six health and wellness offices. The major goal of all of these presentations is to introduce new students to campus health and wellness resources, normalize concerns about transitioning to college, and informing new students how alcohol and other drugs may impact academic performance. Our survey data routinely shows that only a smaller percentage of students report academic disruptions due to alcohol and drug use. This indicates to us that students are making healthier decisions around substance abuse in an effort to excel inside and outside the classroom.

- **Cub Camp**

Cub Camp is an initiative started in 2015 to build upon what is learned in New Student Conferences by providing students an extended off-site experience prior to classes beginning each fall. UH Wellness has been an integral collaborator since the inception and has been asked to be a permanent breakout session. At Cub Camp, UH Wellness interacts with over 400 freshmen through their “Coog Feud” game – a competition and trivia game that tested knowledge on a variety of health topics. Part of the presentation discusses alcohol safety, alcohol poisoning, and what campus resources can be utilized if students have questions about substance abuse. Cub Camp presentations also reinforce positive decision-making around alcohol or drug-use, something which our data indicates is working. From our survey data, a majority of students are making more consistent choices to abstain from alcohol or drug use in an effort to make healthier decisions. To reinforce all topics and not only alcohol trained student co-chairs and counselors may follow-up with students in smaller discussion groups – extending the conversation about well-being and safety.

The Cub Camp program has grown over the past few years – giving UH Wellness a strategic foothold in educating new students in this setting about healthy decision-making around alcohol and other drugs.

- **Marijuana 101**

Marijuana 101 is an online intervention created by Third Millennium Classroom that primarily serves as a sanction for conduct violations. UH
Wellness has an arrangement with hearing officers within the Dean of Students Office and Student Housing and Residential Life offices who often use this program as a sanction. Marijuana 101 is a timed course that covers health risks, effects on academic performance, laws, decision-making, and offers an individualized feedback report. UH Wellness staff provide the exit interview to students to determine if additional resources or interventions are needed and may refer students to Cougars in Recovery or an outside agency. The main goal of this program is to educate students about risky behavior involving marijuana, find ways for participants to personally reflect on that behavior and prevent it from occurring again.

- **Cougar Peer Educators (CPE)**

The Cougar Peer Educators are a registered student organization that is directly advised by staff in UH Wellness. The major goals of CPE are to increase leadership skills between individual group members, provide opportunities for professional development through programming design and implementation, and to remain in tune with student health and wellness needs.

Members of CPE must take part in the 12-hour NASPA and Bacchus Certified Peer Educator Training. This training is nationally-known and addresses alcohol and drug issues (among other topics), covers how to refer a student in need, teaches students to host programs and events, and builds overall leadership skills. More information on that training can be found here: https://www.naspa.org/constituent-groups/groups/bacchus-initiatives/initiatives/certified-peer-educator-training. Once they are certified members, CPEs assist UH Wellness by tabling at events, hosting events, and helping around the office.

- **Workshops/Trainings by Request**

Professional staff within UH Wellness are often asked to present workshops and trainings by request. Many revolve around the topic of alcohol or drugs, bystander intervention, and sexual violence prevention. Though the topic will vary, these endeavors seek to meet the individual needs of the individual or group requesting them, as well as furthering the knowledge of UH Wellness across campus.
• Educational Literature

UH Wellness offers a vast array of educational literature pertaining to alcohol and drug safety and risk reduction strategies. These hard copy materials are available for free to students at UH Wellness, as well as available through our many outreach and tabling events. While these are more of a passive way to educate our students, the major goal is to provide brief, impactful education to students on the go. It is our hope that these materials spurn students to reach out and speak with a professional staff member.

• Cessation Programs

As a tobacco-free campus, the University of Houston is committed more than ever to assist people who are looking to quit. UH Wellness facilitates workshops and the education campaign “Care for the Air” to help the UH community on the way to quitting and inform them on the policy. In addition, UH Wellness can meet individually with students and/or connect them to free telephone or online resources, as well as other campus health and wellness offices that may be of assistance. For faculty and staff, they are encouraged to seek assistance through the Employee Assistance Program and the resources provided by their health insurance. All of these combined programs are aimed at keeping UH a tobacco-free campus, but also help individuals personally overcome to the struggle with quitting tobacco use.

• Substance Abuse Prevention Advisory Board

The Director of UH Wellness chairs the Substance Abuse Prevention Advisory Board. This is a standing committee that reports to the Vice Chancellor/Vice President for Student Affairs and Enrollment Services, and consists of a wide array of staff, faculty, and students on-campus. Current members include representatives from the Dean of Students Office, General Counsel, Student Housing and Residential Life, Cougars in Recovery, the UH Health Center, Human Resources and several other offices. Student representatives from both the Student Government Association and Cougar Peer Educators are also included. This advisory board goal is to meet at least once a semester to review current programs and services on-campus, offer recommendations, and to ensure that communication is occurring between the above offices.
• Alcohol Poisoning Information (PUBS)

In an effort to increase students’ knowledge of the resources available on campus, and to reduce the likelihood of student inaction in the case of an alcohol poisoning situation, UH Wellness developed a wallet-sized card for distribution to the student body during IMAGE sessions and at alcohol related outreach events. This hard plastic card details alcohol poisoning on one side using a novel acronym (PUBS; Puking, Unconscious, Breathing, Skin). The other side of the card lists campus resources and encourages students to call “911” if they see someone evidencing the alcohol poisoning signs.

• Normative Environment (“Choose Well, Do Well, Be Well”)

UH Wellness has recently updated its major marketing campaign on-campus. In previous years, the office implemented a “Choose Well” campaign which focused on encouraging students to choose self-protective behaviors. This past year, that campaign was updated to the current one: “Choose Well, Do Well, Be Well.” The goal of the overall wellness message has been to educate students that the choices they make on a daily basis (from alcohol and drug use, to sleep, to time management) have a direct impact on their academic and social success and overall health. The office has updated major signage to include this new message, as well as following past campaign materials like t-shirts, social media and an outreach tent. All of this is done an effort to promote both abstaining and harm reduction self-protective behaviors.

2. Dean of Students (http://www.uh.edu/dos/)

• Healthy Tailgating

Prior to the kickoff of home football games, students are able to tailgate near the TDECU football stadium. Students must follow university rules around tailgating including: making reservations ahead of time, closing down 45 minutes before kickoff, and following all UH policies as well as local and state laws around alcohol consumption. The Dean of Students office coordinates faculty and staff volunteers to serve as tailgate monitors during this time to ensure that all policies are adhered to. Should the need arise for someone to intervene or there is a concern for safety, tailgate monitors have
the authority to step in and respond appropriately. The goal of the tailgate monitoring program is to ensure a healthy, safe, and fun atmosphere for those who are participating in pre-game festivities.

3. Student Housing & Residential Life (http://housing.uh.edu/)

- Resident Assistant Training

As part of their required training, all Resident Assistants (RAs) attend workshops where an overview is given of the alcohol and drug policy, as well as proper protocol for documentation is discussed. Within their roles, Resident Assistants are expected to document situations that potentially involve alcohol and/or drugs, and are required to notify the University of Houston Police Department and the Residence Life Coordinator on-call should the circumstance warrant it. This training seeks to educate RAs about our drug and alcohol policy, and to increase the confidence of the Resident Assistants who may have to confront and document behavior.

- Residence Life Coordinator Training

Similar to Resident Assistants, Residence Life Coordinators (RLCS) have training around proper response and documentation protocols involving alcohol and/or drugs. In addition, all Residence Life Coordinators engage in a Judicial Officer Training hosted by the Dean of Students office each fall. This training gives an overview of the alcohol and drug policy and prepares these staff members to be hearing officers in judicial cases that occur in their residential buildings. Similar to the RA training, this training seeks to educate RLCS about our drug and alcohol policy, and to increase the confidence of the RLCS who may have to play a more active role in the confrontation of such behaviors.

- Educational Programming

As part of their duties, Resident Assistants and Residence Life Coordinators design and implement social and educational programming within their buildings. Often times, this programming has focused on education around alcohol and other drugs, risk reduction strategies, bystander intervention and other pertaining topics. UH Wellness has frequently worked with these staff
members to design and even facilitate such programs. This education also occurs through passive programming in the form of themed bulletin boards in residence halls, which may highlight safety tips and campus resources. Whether it is active or passive in nature, the goal is to provide direct education on a topic so that students are better equipped to make healthy decisions.

4. Center for Student Involvement (http://www.uh.edu/csi/)

- Risk Management Training

The Center for Student Involvement requires all new and returning student organizations to go through an annual registration process to become official university recognized organizations. The goal of this training is to ensure that all student organizations are making safe, healthy, and proactive decisions when planning events and activities. Within this registration process are two required steps that involve risk management training. Typically, the President or Chair of each organization, along with the Treasurer, are required to attend.

The first is the online risk management education module. Student organization leaders are required to view a series of videos about risks, with one being presented by UH Wellness staff. In this module, students learn about why high-risk substance abuse is an issue, how not to be a bystander and how to intervene in dangerous situations, the signs and symptoms of alcohol poisoning, and how to seek emergency or routine campus resources if needed.

The second step involving risk management is a face-to-face training on how to create a risk management plan. Building off what is learned in the training videos, students learn how to identify, define and communicate potential physical, reputational, emotional, financial and other risks.

6. UH Health Center (http://www.uh.edu/healthcenter/)

Campus community members who may have questions about alcohol and drug use can consult with one of the many staff members at the UH Health Center. The Health Center is staffed with board certified physicians who are assisted by nurse practitioners, registered nurses, and certified medical assistants. In addition, UH Health Center is home to its own Psychiatry Clinic. Psychiatrists see
individuals for evaluation, medication and referrals for drug and alcohol abuse as well as other mental health concerns.

7. Counseling and Psychological Services (http://www.uh.edu/caps/)

- **Counseling**

  CAPS is accredited by the International Association of Counseling Services (IACS) and the American Psychological Association (APA). CAPS offers individual, couples, and group counseling in a confidential environment. Substance use or abuse issues can be assessed and treated on a short-term basis. Substance use that requires longer term treatment will be referred out for on-going therapy. Initial appointments at CAPS are offered on a walk-in basis. If an individual is interested in services, they may simply come to CAPS between 8:30 and 4, Monday-Friday. One should expect about 15 to 20 minutes to complete paperwork, followed by a brief visit with a CAPS clinician. This initial contact is an opportunity for the individual and a CAPS clinician to determine what kinds of services will best meet specific needs. This may include CAPS services or referrals to other campus and community agencies.

- **Crisis Intervention**

  If someone is experiencing a crisis situation and needs to speak with a counselor immediately, they can contact CAPS at 713.743.5454 during or after business hours. If after business hours, they will be connected to the consultant on duty or the after-hours counselor.

- **Mental Health Workshops**

  In addition to psychotherapy, CAPS also offers weekly “Food for Thought” Workshops. The aim of these workshops are to provide direct education on a topic that is related to mental health, as well as an opportunity to ask questions in a safe space. These are free to attend and cover a variety of topics throughout the semester including anxiety, depression, relationship and communication, and suicide prevention. Additional workshop offerings can be available upon request.
7. University of Houston Athletics (http://www.uhcougars.com/)

- **Trainings by UH Wellness**

  UH Wellness has regularly provided trainings around alcohol and drugs to the CORE 1101: College Success Course, which includes first year student athletes. Additionally, the department provides annual trainings on several topics, including alcohol and drugs, mental health, and sexual violence prevention.

- **Collaboration with Cougars in Recovery**

  Cougars in Recovery is in a partnership with University of Houston Athletics to provide counseling sessions to student athletes who have entered into the Safe Harbor Program or if a student athlete tests positive on a urinalysis test. The student athlete meets with the director of Cougars in Recovery for six thirty minute sessions over a three week period. The goal of the counseling sessions is to educate the student athlete on the harmful effects substance has on their performance on and off the field, help them to identify triggers that motivate them to use substances, and develop healthy coping skills to combat the urge to use. If the student athletes does not make progress and continues to abuse substances they will be referred to a higher level of care that will be provided by The Council on Recovery here in Houston, Texas.

8. Center for Fraternity and Sorority Life (http://www.uh.edu/cfsi/index.html)

- **Dry Recruitment Policy**

  All official recruitment procedures are sanctioned to be dry events. Alcohol is not permitted during any intake or recruitment procedures by any Greek organization as they look for new members. This policy meets the goal of creating a safe and open atmosphere during recruitment, and allows students who are seeking to join an organization to interact with current members in such an environment.

- **Fraternal Excellence Program**

  The goal of this program is an effort to integrate core principles of fraternity/sorority membership into campus-based awards and assessment –
which includes considerations around risk management and proactive risk reduction strategies involving alcohol. Each Greek chapter undergoes an evaluation process that includes narrative responses and character interviews with a faculty and staff member outside of the Office of Fraternity and Sorority Life.

Each chapter is evaluated on five core values – one of them being brotherhood/sisterhood. Within this value, chapters are encouraged to reflect back on their risk management policies around substance abuse and how they promote safety and health to their members. Conversations in this area tend to center on what proactive actions are being taken or could be taken to ensure safety when alcohol is present at events.

- **Organization Registration**

To become recognized student organizations on-campus, all Greek organizations must complete the Risk Management training mentioned above through the Center for Student Involvement. The goal of this training is to ensure that all student organizations are making safe, healthy, and proactive decisions when planning events and activities. Included in this is information around substance use and misuse.

For those Greek organizations that are housed in university-owned housing want to host events where alcohol is present (which is the majority of them), they must register and follow the alcohol distribution policies mentioned previously in the Dean of Students section. In addition to this, all fraternities and sororities must abide by national, regional, and local law and policies around substance use.

- **Policy & Programming**

For the 2016-17 academic year, required programming has been conducted on Sexual Responsibility, which includes information about the relationship between drug and alcohol use at parties and sexual misconduct, for all chapters, and social event management for chapters who host social events in university housing.
Additionally, Social Event policies have been reviewed and updated to include increased security for events in which alcohol is present and a decrease in the amount of social events permitted per week.

9. University of Houston Police Department (http://www.uh.edu/police/)

- Collaborations with Local and State Organizations

The UH Police Department has hosted events around drunk driving awareness with local and state agencies. The goal of such events is to bring in local and state experts to educate on a particular drug or alcohol topic on a large scale. UH Wellness has collaborated with the UH Police Department and hosted the Texas Department of Transportation (TxDOT) for their impaired driving education program – “DWI Hangovers Don’t Go Away.” This, as well as other events, emphasize the real and serious consequences of a DWI by interacting with students and passing out free giveaways.

10. Human Resources (http://www.uh.edu/human-resources/)

- New Employee Celebration

All new employees to the University of Houston are required to attend New Staff Celebration, which is coordinated by Human Resources. This all day orientation covers many policies, including the Alcohol and Other Drug Prevention policy. Personal conduct, including complying with all federal, state and local laws regarding the distribution, possession, and consumption of alcoholic beverages, is discussed. This orientation seeks to assist the on-boarding process for new employees and at the same time make them aware of expectations around conduct.

11. S.M.A.R.T. Cougars (http://www.uh.edu/socialwork/New_research/projects/uhsmartcougars/)

- Substance Abuse Intervention

SMART Cougars (Substance Use, Mental Health, and HIV/AIDS Risk Assessment and Testing) is a grant funded partnership and research program
between the University of Houston Graduate College of Social Work and Avenue 360 Health & Wellness, formerly Houston Area Community Services and Bering Omega. Located in the UH Wellness Center, SMART Cougars seeks to prevent and reduce substance abuse, mental illness, and the transmission of HIV/AIDS among students at UH and surrounding communities who are Hispanic/Latino, African American, Asian, Southeast Asian, Middle Eastern and North African who are ages 18-24. SMART Cougars aims to achieve this by reducing the stigma around mental illness, substance use treatment, and HIV/AIDS as well as promoting sexual health and sex positivity. While minority young adults are the targeted population, any individual at the UH campus and in the surrounding communities that seeks services can participate in SMART Cougars.

Staff see individual students daily and deliver a substance abuse intervention, mental health intervention, and risk assessment along with a HIV test (oral swab/finger stick). Campus resources and community resources are also shared with students should they want to seek additional services on-campus. In September 2015, SMART Cougars was awarded a new grant that extends their presence on-campus for three more years (through 2018).

12. Summary of Alcohol and Other Drug Program Effectiveness and Areas for Improvement

- **Effectiveness**

  o Collaboration and communication across departments remains one of our major strengths. Many of the offices listed above have worked together on a variety of projects that concern alcohol and drugs. In addition, referrals are frequent from offices where campus experts reside, like the LGBTQ Resource Center or Veterans Services where staff have backgrounds in Social Work and Clinical Psychology.

  o Cougars in Recovery, our collegiate recovery program at University of Houston, has been a major success since its launch in fall 2013. At present, the community has about 50 active members. This program continues to fulfill a critical need in our treatment and recovery services. The department will also host the 9th National Collegiate Recovery Conference, part of the Association of Recovery in Higher
Education. This conference will bring professionals and students from collegiate programs across the country to share in best practices and network.

- The utilization of the National College Health Assessment for the second time at UH has greatly aided our understanding of alcohol and other drug issues on-campus. The NCHA will continue to be used in subsequent years. This will assist us with gathering information and examining trends over time.

- Partnerships with Prospective and New Student Programs and Cub Camp have cemented the presence of health and wellness resources in all orientation programs. Alcohol and drug information has continued to be highlighted and expanded up based on the committee’s recommendation. This past summer saw more inclusion of these topics as part of a new peer theater piece that upperclassmen present to incoming students about adjusting to college life.

- The University of Houston Code of Conduct is administered the same for both residential students and non-residential students. In previous years, housing policies were not part of the larger Code. Beginning in the 2012-2013 academic year, housing-related conduct policies were consolidated into the Code of Conduct. Hearing officers within the Dean of Students Office (Dean, Associate Dean, and two Assistant Deans) and staff in Housing and Residential Life (10 Residence Life Coordinators) work alongside each other to ensure consistency in communication and sanctioning. All of these hearing officers receive yearly training about how to handle case management and sanctioning. Additionally, the Dean of Students Office developed a Student Conduct Reference Grid regarding sanctioning for confirmed violations of the Student Code of Conduct, including drug and alcohol-related conduct, which was put in place for the 2014-2015 academic year and has been utilized each year since then.

- Areas of Improvement

  - Continue to find ways for staff to follow-up with students who are sanctioned to Marijuana 101 or MIP and complete an exit interview.
There may be students who may be of concern and need resources later in their time at UH. Our health and wellness staff will be prepared to accept referrals from participants who have taken MIP or Marijuana 101.

C. Intervention, Treatment and Recovery

1. Cougars in Recovery (http://www.uh.edu/cir/)

Cougars in Recovery (CIR) is a collegiate recovery program at the University of Houston. The program helps fulfill a need in the Houston area as well as the state of Texas. Houston is home to two recovery high schools, with 12 collegiate programs located in Texas. Unfortunately, only Texas Tech and UT Austin have the programs comparable to Cougars in Recovery. Started in 2013, CIR aims to offer all incoming undergraduate and graduate students a smooth transition to college, both socially and academically. Students must apply to the program, show consistent participation in and commitment to a 12-Step or other structured program of recovery, and must document a minimum of 30 days of continuous abstinence and/or management of addiction.

CIR regularly offers weekly discussion meetings, sober yoga sessions, and Celebration of Recovery events. Members of the program are required to take part in many of these events to enhance accountability. In addition, CIR provides positive sober social interactions through volunteer opportunities, sober tailgating, and outdoor adventure trips. Finally, through a partnership with Student Housing and Residential Life, Cougars in Recovery offers sober housing and a safe community space for students to take advantage of.

2. CAPS Crisis Services and Same Day Appointments

Counseling and Psychological Services provides same day appointments for students who may be in crisis due to substance abuse issues. If someone is experiencing a crisis situation and needs to speak with someone immediately, they can contact CAPS at 713.743.5454 during or after business hours. If after business hours, they will be connected to the consultant on duty or the after-hours counselor.
IV. Methods of Data Compilation

A. Conduct Violations

Data regarding conduct violations were collected in conjunction with the Dean of Students Office. The University of Houston uses an online based conduct management system called Maxient, which is maintained by the Dean of Students. Through Maxient, judicial officers are able to run queries based on type of violation, location, date and time, etc. In addition, University of Houston Police Department officers regularly patrol and respond to concerns on-campus. Should there be a campus incident or potential violation, these officers have the ability to submit incident reports that are then forwarded on to the Dean of Students.

Since our 2012 Biennial Review, staff in the Dean of Students Office and Student Housing and Residential Life work more closely than ever before. Both offices have access to and work within Maxient, may consult on cases, and attend trainings to ensure communication and consistency through the entire conduct process. While Maxient is not able to distinguish between students that are residential students and those that are commuter, it is assumed that the majority of violations that occur on-campus in residence halls are those of residential students. Finally, it is important to note that for students that do not complete their sanctioning by the appropriate time, a hold is placed on their account that prevents them from registering for classes or graduating.

Consistency of sanctioning between hearing officers is crucial to the conduct process at UH. Staff in both offices created a Student Conduct Reference Grid for confirmed violations of the Student Code of Conduct. It is used as a reference in helping apply appropriate sanctions, but with the understanding that every case is different. Below is an excerpt from this Reference Grid, with all alcohol and drug violations being listed. Sanctions are listed on the top, while “C” stands for a sanction to consider, while “S” is a sanction that is standard for that violation.
### 3.34 Violation of Student Housing and Residential Life Policies, Procedures and/or License Agreements

<table>
<thead>
<tr>
<th>Task or Service</th>
<th>Disciplinary Probation</th>
<th>Admin. Directive</th>
<th>Conduct Suspension</th>
<th>Resolution/Payment</th>
<th>Restitution Service</th>
<th>Referral</th>
<th>Workshop</th>
<th>Case of Contact</th>
<th>CAPS Intake Assessment</th>
<th>Loss of Privileges</th>
<th>Contract Review</th>
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<tbody>
<tr>
<td>Warning</td>
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</table>

**a. Alcohol** – Violation of Student Housing and Residential Life policies regarding the possession, distribution and consumption of alcoholic beverages including:
1. Consuming or transporting open alcoholic beverages in residence hall common areas including, but not limited to, hallways, balconies, lounges, stairways, courtyards, and/or community bathrooms.
2. Possessing alcohol paraphernalia including, but not limited to, empty alcoholic beverage containers, beer bongs, and/or kegs.
3. Providing open access to alcohol including, but not limited to, access to bulk or common source alcohol containers, access to more open containers present than the number of legal age persons present, or access to devices or games used in or intended for the rapid consumption of alcoholic beverages.

**b. Smoking** – Smoking in a residence hall or in violation of the UH Tobacco Free Campus Policy:

### 3.24 Public Intoxication - Presenting a threat to oneself or others due to being under the influence of alcoholic beverages or other drugs

<table>
<thead>
<tr>
<th>Task or Service</th>
<th>Disciplinary Probation</th>
<th>Admin. Directive</th>
<th>Conduct Suspension</th>
<th>Resolution/Payment</th>
<th>Restitution Service</th>
<th>Referral</th>
<th>Workshop</th>
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<th>CAPS Intake Assessment</th>
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### 3.27 Unauthorized Use of Alcoholic Beverages - Possession, distribution, or consumption of alcoholic beverages except during events or in circumstances authorized by University officials and/or failure to comply with state or University regulations regarding the use or sale of alcoholic beverages.

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<tr>
<th>Task or Service</th>
<th>Disciplinary Probation</th>
<th>Admin. Directive</th>
<th>Conduct Suspension</th>
<th>Resolution/Payment</th>
<th>Restitution Service</th>
<th>Referral</th>
<th>Workshop</th>
<th>Case of Contact</th>
<th>CAPS Intake Assessment</th>
<th>Loss of Privileges</th>
<th>Contract Review</th>
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### 3.30 Use, Manufacture, Distribution, Sale, Offer for Sale, or Possession of Controlled Substances or Drug Paraphernalia - The use, manufacture, distribution, sale, offer for sale, or possession of any controlled substances, including but not limited to, barbiturates, hallucinogens, amphetamines, cocaine, opium, heroin, or marijuana. Controlled Substances and Drug Paraphernalia are defined by Texas law.

<table>
<thead>
<tr>
<th>Task or Service</th>
<th>Disciplinary Probation</th>
<th>Admin. Directive</th>
<th>Conduct Suspension</th>
<th>Resolution/Payment</th>
<th>Restitution Service</th>
<th>Referral</th>
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</table>
B. National College Health Assessment Survey (NCHA)

The National College Health Assessment (NCHA) is held every odd year (2015, 2017, etc.) and was conducted at the University of Houston for the second time in spring 2017. The NCHA is a national benchmarking survey coordinated by the American College Health Association (ACHA) that measures the attitudes, use, and beliefs of college students around a variety of health and wellness topics. Responses came from a random sample of students chosen to take the survey. Within the 80+ item survey is a section dedicated to Alcohol, Tobacco and Other Drug Use.

C. Campus-Wide Survey

UH Wellness conducts a local campus-wide survey every even year (2016, 2018, etc.) that seeks to gather data from students around a variety of health and wellness issues. Similar to the NCHA, this local survey serves as a needs assessment and helps monitor trends. Within this survey is a section dedicated to Alcohol, Tobacco, and Other Drug Use.

V. Prevalence Rates

A. National College Health Assessment: 2015 & 2017 Comparison

The NCHA is conducted every two years at the University of Houston, and is used for ground level needs assessment as well as a way for us to monitor trends. Prevalence rates around a variety of alcohol, tobacco, and other drugs are presented below for undergraduates and graduates. In addition, since our prevention programs focus on teaching risk-reduction strategies, survey data around a variety of issues (unprotected sex, violations, and academic effects) are also presented. The results from 2015 are compared against the results from 2017.

These results are categorized in four areas: usage rates, negative consequences, risk reduction strategies, and academic impacts. Findings from these categories have helped administrators better understand the needs of students on our campus and our approach to education. The significance of this data has assisted us in identifying areas that may need to be expanded upon or reinforced. Decreases in usage rates and negative consequences, along with an increase of risk reduction strategies, indicate to UH that students are hearing the prevention message and are making healthier choices around alcohol and other drugs. In addition, the fewer students that report academic disruptions due to alcohol and other drugs help show that they are prioritizing academics over alcohol.
Other changes that may come from these findings continue to shape the direction and evolution of our programming.

**Usage Rates**

*Alcohol use within the last 30 days*

### 2015

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
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</thead>
<tbody>
<tr>
<td>Never Used</td>
<td>33.0</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>14.9</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>43.8</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>8.0</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>0.3</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>52.1</td>
</tr>
</tbody>
</table>

### 2017

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never Used</td>
<td>26.7</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>21.5</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>39.9</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>10.9</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>1.0</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>51.8</td>
</tr>
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</table>
### Cigarette use within the past 30 days

#### 2015

<table>
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<tbody>
<tr>
<td>Never Used</td>
<td>69.9</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>18.2</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>8.0</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>2.4</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>1.5</td>
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<tr>
<td>Any use within the last 30 days</td>
<td>11.9</td>
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#### 2017

<table>
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<tr>
<td>Never Used</td>
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<tr>
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</tr>
<tr>
<td>Used 1-9 days</td>
<td>4.5</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>1.3</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>1.0</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>6.7</td>
</tr>
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</table>
### Marijuana use within the past 30 days

<table>
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<th>Total Students</th>
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<tbody>
<tr>
<td>Never Used</td>
<td>62.2</td>
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<td>Used, but not in the last 30 days</td>
<td>22.9</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>8.6</td>
</tr>
<tr>
<td>Used 10-29 days</td>
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<tr>
<td>Used all 30 days</td>
<td>1.8</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>14.9</td>
</tr>
<tr>
<td>Never Used</td>
<td>62.2</td>
</tr>
</tbody>
</table>

### Marijuana use within the last 30 days

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never Used</td>
<td>67.6</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>18.9</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>8.7</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>2.2</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>2.6</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>13.5</td>
</tr>
<tr>
<td>Never Used</td>
<td>67.6</td>
</tr>
</tbody>
</table>
Smokeless tobacco within the past 30 days

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never Used</td>
<td>63.7</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>25.9</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>9.8</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>0.3</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>0.3</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>10.4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never Used</td>
<td>75.9</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>18.0</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>5.5</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>0.3</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>0.3</td>
</tr>
<tr>
<td>Any use within the last 30 days</td>
<td>6.1</td>
</tr>
</tbody>
</table>

The above tables compare the usage rates of a variety of substances from the NCHA in 2015 and 2017. These substances include alcohol, tobacco, marijuana and smokeless tobacco. With regards to alcohol, data has shown a slight increase in the use of alcohol at least some point in the past 30 days, which can be attributed to the fact that our general population has grown to record numbers (over 45,000), as well as our residential population. This is a topic we will continue to educate and survey on to follow this trend.
Marijuana use has seen a slight decrease in use, but is still something that is present on our campus and surrounding city. With regards to tobacco use, the numbers of students who indicated they did use has decreased. We feel this is in large part to more education and awareness around the impact of tobacco, as well as UH going entirely tobacco-free on-campus. Similarly, smokeless tobacco use (such as hookahs or e-cigarettes) has seen a decrease as well.

Negative Consequences

_In the past year, have you physically injured yourself when drinking alcohol?_

2015

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>94.2</td>
</tr>
<tr>
<td>Yes</td>
<td>5.8</td>
</tr>
</tbody>
</table>

2017

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>93.1</td>
</tr>
<tr>
<td>Yes</td>
<td>6.9</td>
</tr>
</tbody>
</table>

_In the past year, have you gotten in trouble with the police?_

2015

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>98.7</td>
</tr>
<tr>
<td>Yes</td>
<td>1.3</td>
</tr>
</tbody>
</table>
### 2017

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>98.0</td>
</tr>
<tr>
<td>Yes</td>
<td>2.0</td>
</tr>
</tbody>
</table>

*In the past year, forgotten where you were or what you did?*

### 2015

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>79.8</td>
</tr>
<tr>
<td>Yes</td>
<td>20.2</td>
</tr>
</tbody>
</table>

### 2017

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>80.7</td>
</tr>
<tr>
<td>Yes</td>
<td>19.3</td>
</tr>
</tbody>
</table>

*In the past year, has someone had sex with you without your consent while drinking alcohol?*

### 2015

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>98.2</td>
</tr>
<tr>
<td>Yes</td>
<td>1.8</td>
</tr>
</tbody>
</table>
2017

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>99.0</td>
</tr>
<tr>
<td>Yes</td>
<td>1.0</td>
</tr>
</tbody>
</table>

In the past year, have you had unprotected sex when drinking alcohol?

2015

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>78.6</td>
</tr>
<tr>
<td>Yes</td>
<td>21.4</td>
</tr>
</tbody>
</table>

2017

<table>
<thead>
<tr>
<th></th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>79.8</td>
</tr>
<tr>
<td>Yes</td>
<td>20.2</td>
</tr>
</tbody>
</table>

The tables above represent responses to questions that fall into the category of negative consequences. These are behaviors that may occur after consuming alcohol or drugs, such as physical altercations, citation, or non-consensual sex. Results above indicate that for many of the categories, no significant changes (positive or negative) have occurred from 2015 to 2017 – rates stayed similar.

In the realm of sexual violence prevention and healthy relationships, this is an area where the university has already expanded programming. Since the 2015 Biennial Review, UH Wellness created the Sexual Violence Prevention and Education program, focused entirely on this issue. At present, the office has an Assistant Director for Sexual Violence Prevention and Education that coordinates and collaborates on campus programming around consent, healthy
relationships, and bystander intervention. Alcohol and drugs are spoken about frequently in these presentations, not as a direct cause of sexual violence, but often somehow involved with one or both parties. Additionally, the Women and Gender Resource Center has hired a Sexual Misconduct Support Services Coordinator who serves as a resource for students, faculty, and staff who have been impacted by sexual violence, both as a complainant and a respondent. This may be through emotional support, understanding their rights and responsibilities as well as the conduct process, safety planning, and interim accommodations. This resource is confidential.

**Risk-Reduction Strategies**

*Students reported doing the following “most of the time” or “always” when they partied or socialized during the last 12 months.*

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Choose not to drink alcohol</td>
<td>29.3</td>
<td>30.3</td>
</tr>
<tr>
<td>Determine in advance not to exceed a set number of drinks</td>
<td>51.6</td>
<td>51.5</td>
</tr>
<tr>
<td>Eat before and/or during drinking</td>
<td>81.8</td>
<td>80.3</td>
</tr>
<tr>
<td>Keep track of how many drinks being consumed</td>
<td>77.1</td>
<td>67.2</td>
</tr>
<tr>
<td>Stay with the same group of friends the entire time drinking</td>
<td>88.8</td>
<td>93.1</td>
</tr>
<tr>
<td>Use a designated driver</td>
<td>80.3</td>
<td>77.1</td>
</tr>
</tbody>
</table>

The tables above indicate results from questions that can be best categorized as risk reduction strategies. Across the board, these results show that UH students are consistently thinking about safe drinking practices, with frequency holding consistent (determine to not exceed a number of drinks, eating before or during drinking, etc.) or slightly increasing (staying with a group) from 2015 to 2017. It would appear that a majority of students are making more consistent decisions to abstain from drinking in an effort to make better decisions, limiting their drinks, and purposely eating before consuming alcohol.
Academic Impacts

Within the last 12 months, have any of the following affected your academic performance?

Alcohol Use

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>1.8</td>
<td>3.9</td>
</tr>
<tr>
<td>Never</td>
<td>98.2</td>
<td>96.1</td>
</tr>
</tbody>
</table>

Drug Use

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>3.0</td>
<td>2.6</td>
</tr>
<tr>
<td>Never</td>
<td>97.0</td>
<td>97.4</td>
</tr>
</tbody>
</table>

The tables in the section above represent questions that have direct academic impacts. In comparing 2015 and 2017, a small percentage of students have experienced academic impacts directly related to drug or alcohol use – such as lower grades, getting an incomplete or other significant disruption. While we have seen a slight decrease in those students who self-report academic impacts due to drug use, we have seen an almost 2 point increase in those who self-report an impact due to alcohol use.
B. CAPS Student Self-report Data

Below is intake data from UH’s Counseling and Psychological Services. These numbers represent information that is self-reported by students when they initially seek services. Clinicians within CAPS use this individual data to better understand what a student is needing assistance with, and how to best help them. Of the 1,662 students who sought out services from CAPS in FY17, 57 met criteria of a substance use disorder.

<table>
<thead>
<tr>
<th>Questions from Counseling Center</th>
<th>Assessment of Psychological Symptoms (FY15)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rating on a 0 to 4 in the last 2 weeks</td>
<td>0 to 2</td>
</tr>
<tr>
<td>I use drugs more often than I should</td>
<td>95.0%</td>
</tr>
<tr>
<td>I drink alcohol frequently</td>
<td>90.0%</td>
</tr>
<tr>
<td>I drink more than I should</td>
<td>92.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Questions from Counseling Center</th>
<th>Assessment of Psychological Symptoms (FY17)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rating on a 0 to 4 in the last 2 weeks</td>
<td>0 to 2</td>
</tr>
<tr>
<td>I use drugs more often than I should</td>
<td>95.0%</td>
</tr>
<tr>
<td>I drink alcohol frequently</td>
<td>90.0%</td>
</tr>
<tr>
<td>I drink more than I should</td>
<td>93.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Questions from Counseling Center</th>
<th>Assessment of Psychological Symptoms (FY15)</th>
</tr>
</thead>
<tbody>
<tr>
<td>If and when student reports the following experiences:</td>
<td>Felt the need to reduce your alcohol or drug use</td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td>Never</td>
<td>71.6%</td>
</tr>
<tr>
<td>Last Month</td>
<td>10.6%</td>
</tr>
<tr>
<td>Last Year</td>
<td>10.0%</td>
</tr>
<tr>
<td>Over 1 Year</td>
<td>7.3%</td>
</tr>
</tbody>
</table>
### Questions from Counseling Center
**Assessment of Psychological Symptoms (FY17)**

<table>
<thead>
<tr>
<th>If and when student reports the following experiences:</th>
<th>Felt the need to reduce your alcohol or drug use</th>
<th>Others have expressed concern about your alcohol and drug use.</th>
<th>Received treatment for alcohol or drug use</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>67.9%</td>
<td>82.4%</td>
<td>97.8%</td>
</tr>
<tr>
<td>Last Month</td>
<td>13.5%</td>
<td>6.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Last Year</td>
<td>9.1%</td>
<td>6.4%</td>
<td>0.6%</td>
</tr>
<tr>
<td>Over 1 Year</td>
<td>7.1%</td>
<td>6.6%</td>
<td>1.6%</td>
</tr>
</tbody>
</table>

C. UHPD Violation Statistics

Below are statistics provided by the University of Houston Police Department for FY16 and FY17. These figures indicated the main alcohol and drug violations by offense type. These numbers have varied within the past two years and vary on the discretion of each responding officer. Note that these violations include non-campus community members.

### Alcohol Violations

<table>
<thead>
<tr>
<th>Offense Type</th>
<th>FY16</th>
<th>FY17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Intoxication</td>
<td>67</td>
<td>108</td>
</tr>
<tr>
<td>Age-Related Offenses*</td>
<td>113</td>
<td>64</td>
</tr>
<tr>
<td>DWI/Driving Under Influence Minor</td>
<td>19</td>
<td>20</td>
</tr>
<tr>
<td>Open Container</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>199</td>
<td>193</td>
</tr>
</tbody>
</table>

*Consumption of Alcohol by Minor, Minor in Possession of Alcohol, and Furnishing Alcohol to Minor*
### Drug Violations

<table>
<thead>
<tr>
<th>Offense Type</th>
<th>FY16</th>
<th>FY17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drug Possession, Delivery, Manufacturing</td>
<td>51</td>
<td>36</td>
</tr>
<tr>
<td>Possession of Drug Paraphernalia</td>
<td>23</td>
<td>31</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>74</strong></td>
<td><strong>67</strong></td>
</tr>
</tbody>
</table>

D. Dean of Students Judicial Summary

The tables below represent Code of Conduct charges for the past two academic years. These numbers were provided by the Dean of Students Office and were pulled from their conduct system, Maxient. It is also important to note that these are only violations that were referred through the conduct system. The first table represents charges occurring in campus residential properties, while the second table represents charges occurring outside of residential facilities – whether it be in academic buildings, sports facilities, or student service buildings.

### Code of Conduct Charges Occurring in Residence Halls

<table>
<thead>
<tr>
<th>Code Violation</th>
<th>FY16</th>
<th>FY17</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.24 Public Intoxication</td>
<td>56</td>
<td>51</td>
</tr>
<tr>
<td>3.27 Unauthorized Use of Alcoholic Beverages</td>
<td>59</td>
<td>51</td>
</tr>
<tr>
<td>3.30 Use, Manufacture, Distribution, Sale, Offer for sale, or Possession of Controlled Substances or Drug Paraphernalia</td>
<td>115</td>
<td>161</td>
</tr>
<tr>
<td>3.34a Violation of SHRL Policies, Procedures and/or License Agreements (alcohol/drugs)</td>
<td>167</td>
<td>46</td>
</tr>
</tbody>
</table>
The table above shows data in the four types of common charges. We have seen a slight increase in our public intoxications and unauthorized use of alcohol beverages in the residence halls. Additionally, we have seen an increase in the Use, Manufacture, Distribution, Sale, Offer for sale, or Possession of Controlled Substances or Drug Paraphernalia. These results indicate an opportunity to expand more programming into the residence halls and meet the specific needs of those students.

<table>
<thead>
<tr>
<th>Code of Conduct Charges On-Campus (Outside of Residence Halls)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code Violation</td>
</tr>
<tr>
<td>3.24 Public Intoxication</td>
</tr>
<tr>
<td>3.27 Unauthorized Use of Alcoholic Beverages</td>
</tr>
<tr>
<td>3.30 Use, Manufacture, Distribution, Sale, Offer for sale, or Possession of Controlled Substances or Drug Paraphernalia</td>
</tr>
</tbody>
</table>

Results from the table above explore conduct violations outside of the residential buildings – like the Student Center, academic buildings, etc. From a conduct standpoint, charges in all three categories have decreased.

E. Student Housing & Residential Life Judicial Summary

The table below reflects the frequency of sanctions given to residential students on-campus, regardless of their initial violation. This is helpful in understanding which types of sanctions appear more often – in this case, reflection papers and verbal warnings rank highest. Please note that the BASICS sanction did not appear until FY17.

On-campus students found in violation could be given more than one sanction, or no sanctions at all. For specific alcohol and drug violations, hearing officers utilize the Student Conduct Reference Grid reference in a previous section. These sanctions are
explained in more detail in the Code of Conduct, which can be located here: 

<table>
<thead>
<tr>
<th>Sanction</th>
<th>FY16</th>
<th>FY17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflection Paper</td>
<td>143</td>
<td>159</td>
</tr>
<tr>
<td>Verbal Warning</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Warning</td>
<td>117</td>
<td>162</td>
</tr>
<tr>
<td>Marijuana 101 Workshop</td>
<td>20</td>
<td>34</td>
</tr>
<tr>
<td>Reprimand</td>
<td>29</td>
<td>2</td>
</tr>
<tr>
<td>Minors in Possession Class</td>
<td>35</td>
<td>35</td>
</tr>
<tr>
<td>Disciplinary Probation</td>
<td>22</td>
<td>8</td>
</tr>
<tr>
<td>Community Service Hours</td>
<td>31</td>
<td>46</td>
</tr>
<tr>
<td>BASICS</td>
<td></td>
<td>26</td>
</tr>
<tr>
<td>Administrative Director</td>
<td>28</td>
<td>0</td>
</tr>
<tr>
<td>Alcohol Rehabilitation Program</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Banned from housing</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Other Sanctions</td>
<td>149</td>
<td>38</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>580</strong></td>
<td><strong>512</strong></td>
</tr>
</tbody>
</table>

VI.  Recommendations for Revising Prevention Programs

1. **Online alcohol educational tool:**
   UH Wellness will explore the use of an additional online alcohol education tool (ex: E-Chug) that could serve multiple purposes on-campus. Specifically, a tool like this could be an optional program for campus community members that may want to learn more about alcohol or their personal alcohol use. Additionally, a program such as this could be used as an educational sanction if we feel that additional needs are present beyond what BASICS and MIP provides. Finally, a tool like this could
potentially be used as a requirement for student groups to host alcohol at events like registered parties in residence halls or tailgates.

2. **Additional AOD Policy Training for Student Housing and Residential Life**

   The training that is provided to SHRL professional staff and Resident Advisors is conducted efficiently but in a somewhat abbreviated time period at the beginning of each school year. Due to the time limitations, we will work with SHRL to provide additional training and discussion around alcohol and drug policy as part of their continuing education modules throughout the year. In response to changes in alcohol and drug conduct violations occurring in residence halls, we will provide additional spaces/opportunities for SHRL staff to learn about how to respond and educate on these topics.

3. **Summer Bridge Education**

   The University of Houston is home to several summer bridge programs. These programs bring incoming freshmen to campus early as a way to assist with the transition to college life and increase retention. These students enroll in academic classes and engage in various discussions around college life. UH Wellness has been invited to speak with these groups on a variety of health topics, but not specifically alcohol and drugs. We would like to collaborate with these groups to bring more education and training on alcohol and drugs to better prepare these incoming students.

VII. **Procedures for On-Going Biennial Reviews**

   All Biennial Reviews are coordinated by the Director of UH Wellness, who has historically been the main campus contact and committee chair for the review and report. This process occur every two years, with the next Biennial Review and Report being conducted in fall 2019.

   The Biennial Review committee of the members that are listed in the next section. This group contains involvement from many campus entities critical to this process – from the Division of Student Affairs & Enrollment Services, to Human Resources, General Counsel, and Public Safety and Security.

   Each review period, the following occurs:

   1) The Biennial Review committee chair (Director of UH Wellness) will initiate the review by notifying all previous committee members in late summer that the time has come for another review. The committee list will be updated accordingly to account for any past committee members that may have transitioned out of the university. Additionally,
should there be additional committee members that it is felt should be added to the committee, these names will be included in all correspondence.

2) The committee chair will setup a face-to-face meeting of the Biennial Review committee. Ahead of this meeting, the previous Biennial Review along with the current iteration of the Alcohol and Drug Prevention Policy, will be sent out electronically. Committee members will be asked to review both documents and make notes to bring to the meeting.

3) As part of the on-going review of program and policy effectiveness, UH Wellness will continue to gather and review assessment data from programs, annual campus-wide surveys, judicial and sanction data, police department violations, counseling intake data, and annual end of the year departmental assessment reports. This process will be ongoing in between Biennial Reviews.

4) Prior to the meeting, the committee chair will assemble an inventory of all current alcohol and drug prevention programs that are being done on-campus for students, faculty, and staff. In addition, assessment data (as mentioned in Step 3) will be compiled for review by the committee. This yearly data will assist in measuring the effectiveness of the programs done on-campus from year to year. Additionally, annual recommendations from the Substance Abuse Prevention Advisory Board (chaired by the Director of UH Wellness) will be included. The committee chair will also continuously track recommendations from previous Biennial Reviews to ensure they are being addressed.

5) At the committee meeting, the chair will give an overview of the entire process and its objectives, and present the major findings from the research done above. Based on the inventory, assessment data, and previous year recommendations from both the Biennial Review Committee and Substance Abuse Prevention Advisory Board, the committee will then be tasked with providing new recommendations to the Alcohol and Drug Prevention policy and drug and alcohol prevention programs on-campus. These recommendations will be discussed and noted. Any additional recommendations provided by the committee or received electronically after will also be included.

6) The committee chair will then draft the new Biennial Review as well as make changes to the Alcohol and Drug Prevention policy based on recommendations from the committee. These documents will then be sent to all committee members.

7) Through a series of face-to-face committee meetings, members must approve of the final documents. Any and all concerns must be brought at this time. Should changes need to
occur at this time, the Biennial Review and/or Alcohol and Drug Prevention Policy will be corrected and approval given electronically.

8) After final approval by the committee, the approved Biennial Review Report and Alcohol and Drug Prevention Policy will be forwarded to the Vice President and Vice Chancellor for Student Affairs and Enrollment Services. Additionally, the Dean of Students and Human Resources will be made aware of any changes to the Alcohol and Drug Prevention Policy so their regular notifications to students and employees can be updated accordingly.

**PART II: Review of the Drug and Alcohol Prevention Policy**

I. **Members of the 2017 Biennial Policy Review Committee**

- Dr. Richard Walker, Vice Chancellor/Vice President, Division of Student Affairs & Enrollment Services (DSAES)
- Daniel Maxwell, Associate Vice Chancellor/Vice President, DSAES
- Floyd Robinson, Assistant Vice President for Health and Wellness, DSAES
- Dr. Patrick Lukingbeal, Director of UH Wellness, DSAES
- Reuben Parrish, Assistant Director of UH Wellness, DSAES
- Joan Nelson, Assistant Vice Chancellor/Vice President of Human Resources, Administration and Finance Division
- Dona Cornell, Vice Chancellor/Vice President, Legal Affairs and General Counsel
- Jennifer Bloom, Senior Assistant General Counsel, Legal Affairs and General Counsel
- Douglas Eck, Assistant Dean of Students, DSAES
- Don Yackley, Executive Director of Student Housing & Residential Life, DSAES
- Kristin Rochford, Director of Policies, Compliance & Committees, Division of Research
- Dr. Norma Ngo, Director of Counseling and Psychological Services, DSAES
- Dr. William Munson, Associate Vice President for Student Affairs and Dean of Students, DSAES
- Ceaser Moore, Chief of Police, UH Department of Public Safety
II. Policy Review Recommendations

The UH 2017 Biennial Policy Review Committee had several recommendations regarding our policy. These are outlined below and have been implemented:

- Edit wording of the opening paragraph to be consistent with the language used within our Clery Annual Security Report.

- Under “Section 2: Philosophy”:

- Under “Section 3: Health Risks”:
  - Under “Alcohol” - update wording from “youngsters” to “children.” Additionally, update wording from “sexual transmitted diseases (STDS)” to “sexually transmitted infections (SDIs)” to be consistent with present medical terminology.
  - Under “Narcotics” - add “opioids” as this is language is becoming more present in conversations and in the media due to the national opioid crisis.
  - Under “Other Depressants” - capitalize the names of prescription drugs (Xanax, Ambien, etc).

- Under “Section 5: Student and Employee Resources”:
  - Under “Information and Referral” – update language regarding services provided by Counseling and Psychological Services (CAPS) and the Employee Assistance Program (EAP).
  - Under “Individual Counseling” – add the phone number for CAPS.
  - Under “Cougars in Recovery” – update language regarding services and location of the Cougars In Recovery department.
  - Under “Psycho-Educational Programs” – update language regarding educational programs and sanctions offered by UH Wellness (remove Alcohol 101 and add BASICS), as well as adding in the phone number and website of the department.
  - Under “UH Health Center” – add the phone number for the UH Health Center.
  - Under “Student Organizations” – update language to clarify the student organization registration process through the Center for Student Involvement.
  - Added the “Employee Assistance Program” section, as this program was reinstated after the 2015 Biennial Review.

- Updated the effective date to September 7, 2017.
III. Status of Previous Recommendations for Program Changes and Policy Revisions

As requested, the University of Houston is pleased to provide updates regarding recommendations made in our previous 2015 Biennial Review Reports for program changes and policy revisions. Each of our four recommendations from 2015 are outlined below, with an update regarding their status in 2017. The majority of these recommendations have already been implemented.

1) Orientation Education

2015 Recommendation:
The "Healthy U" and Cub Camp presentations are newer programs, so UH Wellness will engage in review and discussion with New Student Programs and the Provost’s Office all in an effort to enhance the alcohol and other drug content in the current presentation given to all new and transfer students during orientation. In-depth assessment data from Summer 2015 and Spring 2016 will assist in this process to better understand what information students are retaining, and what additional or revised content might need to be added.

Analyzing our current data trends will assist with this process. Specifically, our Campus-wide and National College Health Assessment data show positive trends that can be reinforced in these presentations. This data continues to show that over half of UH students surveyed had either completely abstained from alcohol or used alcohol seldom (once) within the past 30 days. Additionally, we see that a much smaller portion of students chose to drink more frequently during the week. Usage of tobacco and smokeless tobacco have also seen decreases within the past several years. There seems to be a slight tick up in the number of students reporting marijuana use. The data shows this is as result of students who have experienced marijuana use once or more, but do not use it weekly or daily.

2017 Update:
Orientation has continued to include the "Healthy U" and Cub Camp presentations. While time has been limited due to other state and federal requirements (including suicide prevention and sexual violence), we have included information data about drug and alcohol use on-campus as well as campus support. Resources such as UH Wellness, Cougars in Recovery, and Counseling & Psychological Services are mentioned as places were students can get educational literature and speak with a professional staff member.
Additionally, starting in summer 2017, orientation for all new freshmen have included a "Life On-Campus" peer education skit that was specifically tailored to the needs of the University of Houston. This skit, performed by orientation leaders, addresses a variety of issues including making friends, academics, sex and relationships, homesickness, and alcohol and drugs. These topics are addressed in the context of what is appropriate on our campus — from helping a friend to understanding the Code of Conduct.

2) Additional Educational Sanctions

2015 Recommendation:
Explore additional options for educational sanctions that may result from alcohol or drug use violations. At present, the most common sanctions for these violations, when extenuating circumstances are not present, include the Minors in Possession (MIP) course and Marijuana 101. However, these sanctions are not necessarily well tailored for repeat offenders or students under the age of 21. It is recommended that UH Wellness work with the Dean of Students Office to explore additional or alternative sanctioning that could assist and increase the educational benefit for students. Whether it be a standardized curriculum or something that is created internally through the university, this sanctioning would also have the opportunity to make a more significant impact beyond what is currently offered.

2017 Update:
UH Wellness and the Dean of Students led a committee to explore and address the issues with our educational sanction offerings. After conducting extensive benchmarking and speaking with experts across the nation, we decided to implement the BASICS (Brief Alcohol Screening and Intervention for College Students) curriculum. BASICS is a nationally recognized and evidence-based program to reduce harmful alcohol use. The program addresses problem drinking, excessive drinking, and binge drinking by utilizing motivational interviewing techniques and enhancing motivation to change. The BASICS program is open to all students, but is primarily used as an educational sanction in the conduct process. Through a partnership with our Department of Psychology, we are able to work with faculty and other researchers who have already been using the BASICS curriculum on-campus. This has given us the opportunity to engage with experts in the field of alcohol and drinking behavior amongst college students.

As part of BASICS, participants explore their own alcohol use in a non-judgmental environment, learn how to reduce risky behavior and avoid harmful consequences, identify changes that could help reduce their risk, and learn important information and
skills to assist with risk reduction. Students are be required to complete an online assessment at the office of UH Wellness, followed by an two individualized feedback sessions (a month apart) with a faculty and staff facilitator. This past year has seen our Dean of Students and Student Housing and Residence Life office consistently sanctioning students to complete the program.

3) Employee Assistance Program

2015 Recommendation:
Human Resources will review options to bring back an Employee Assistance Program (EAP), including review of different models, vendors, and price points. The goal would be to identify program options that offer a variety of services including substance abuse counseling and support. Additionally we would want to identify ease of access for employees and other features that would maximize the use of the services offered.

2017 Update:
In the spring of 2016, the University conducted a RFP for wellness and EAP vendors. Shortly thereafter, the University of Texas Health Science Center at Houston Employee Assistance Program was selected as the vendor of choice. In October 2016, the University’s new EAP was introduced to all faculty and staff and their dependents.

Through the EAP, employees can access free, convenient and confidential short-term counseling services and/or referrals for all types of concerns including: Alcohol/Drug Problems, Stress & Anxiety, Depression, Parenting & Family Concerns, Couples & Relationship Issues, Grief or Bereavement, Anger Management, Change & Life Transitions, Work Conflicts, Communication Skills and more. Included in the program are a number of Work/Balance resources including telephonic and web-based resources, newsletters, trainings, self-assessments and online webinars. Topics addressed through these resources include Legal and Financial Assistance, Stress Management, Coping, Self-Improvement, Child and Elderly Care, and Identity Theft, among others. Although utilization has only reached 1.7% over a ten month period, the University believes that with increased promotion faculty and staff will avail themselves of EAP services more frequently.
4) Residential Life Programming

2015 Recommendation:
Continuous collaboration between Student Housing and Residence Life and health and
wellness departments to increase the number of educational and social programming
focused on alcohol and other drug safety presented in University housing and/or for
residential students. The relationship and community building component of Residence
Life will assist in the planning, marketing, and execution of such programs.

2017 Update:
With the addition of new positions and an new programming model within Student
Housing and Residence Life, education of all kinds has increased in the halls.
Specifically, UH Wellness has done several programs and outreach events addressing
alcohol and drug safety and awareness, consent, bystander intervention, and healthy
relationships. We have also been approached about contributing to poster campaigns in
the halls that seek to address a variety of health and wellness issues, including alcohol
use.

IV. Revised Alcohol and Drug Policy (as of September 2017)

DRUG AND ALCOHOL
ABUSE PREVENTION POLICY

The University of Houston (the “University”) prohibits the unlawful possession, use, sale,
manufacture, or distribution of illicit drugs and alcohol in the workplace, on the campus, or at
any University activities off-campus, including violations of state underage drinking laws.
Penalties for violation of this policy are outlined in Section 4 of this policy, and may include
criminal prosecution.

The Dangers of Drug or Alcohol Abuse in the Workplace and on the Campus

There are many employed individuals whose job performance and productivity are adversely
affected by their progressive dependence on drugs or alcohol. Much of this cost is in lost wages,
health care expenses, and workers compensation. Additionally, the impact of drug use and high
risk alcohol consumption for college students cannot be overlooked in terms of its cost to the
individual students affected and the University. For specific information related to alcohol and
other drug consumption and consequences, go to the National Institute on Drug Abuse:
1. Definitions

The following terms are defined for the purposes of this policy and are important for purposes of expressing the University’s policy on a drug-free workplace:

a. Contract means a legal instrument reflecting a relationship between the federal government and a recipient whenever the principal purpose of the instrument is the acquisition by purchase, lease, or barter, of property or services for the direct benefit or use of the federal government; or whenever an executive agency determines in a specific instance that the use of a type of procurement contract is appropriate.

b. Controlled Substance means a controlled substance in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812), as further defined by regulations at 21 CFR 1300.11 through 1300.15, and as defined in the Texas Controlled Substances Act (Texas Health & Safety Code, 481.001 et seq).

c. Conviction means finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

d. Criminal drug statute means a federal or non-federal criminal statute involving the manufacture, sale, distribution, dispensation, use, or possession of any controlled substance.

e. Employee means an individual receiving a salary, wages, other compensation and/or stipend support from the University.

f. Federal agency or agency means any United States executive department, military department, government corporation, government controlled corporation, or any other establishment in the executive branch (including the Executive Office of the President), or any independent regulatory agency.

g. Grant means an award of financial assistance, including a cooperative agreement, in the form of money, or property in lieu of money, by a federal agency directly to a grantee. The term grant includes block grant and entitlement grant programs, whether or not exempted from coverage under the grants management government wide regulation (“Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments”). The term does not include technical assistance which provides services instead of money, or other assistance in the form of loans, loan guarantees, interest subsidies, insurance, or direct appropriations; or any veterans’ benefits to individuals; i.e., any benefit to veterans, their families, or survivors by virtue of the service of a veteran in the Armed Forces of the United States.
h. Grantee means a legal entity which applies for or receives a grant or contract directly from a federal agency.

i. Illicit drug use means the use, manufacture, sale, distribution, dispensation, or possession of illegal drugs and the abuse of other drugs and alcohol.

j. Student means an individual registered or enrolled for credit or non-credit in a course or program offered by the University or any of its units.

k. University activities mean an activity officially sponsored by the University.

l. Workplace means the physical boundaries of the University and facilities owned or controlled by the University.

2. Philosophy

The unlawful use of drugs or alcohol is inconsistent with the behavior expected of members of the University community. The University is committed to the development and maintenance of a drug-free environment on the campus as well as an environment that prohibits the abuse of other drugs and alcohol and has a drug and alcohol abuse prevention system in operation, accessible to all members of the University community. The University is committed to the further expansion of that system and the dissemination of drug awareness information to the members of the University community. In addition, the University is committed to enforcing the provisions of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, believes that these acts and their implementation regulations provide a proper framework for the drug and alcohol abuse policies of the University.

3. Health Risks

Outlined below is a listing of drugs of abuse and their health risks taken from the U.S. Drug Enforcement Administration website. A more complete and detailed accounting may be found at their website at http://www.dea.gov/druginfo/factsheets.shtml. With any drug, prolonged use can lead to health issues as well as long-term dependency.

Alcohol

Alcohol (beer, wine, or liquor) has a high potential for physical and psychological dependence as well as resulting in increased tolerance. Possible effects include impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may include trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.
Females who drink alcohol during pregnancy may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics. Alcohol use is often related to acquaintance rape and failure to protect oneself from sexually transmitted infections (STIs). Additionally, alcohol-related accidents are the number one cause of death in the 16- to 24-year-old age group.

Narcotics

Narcotics (including heroin, opioids, morphine, hydrocodone, oxycodone, codeine, and others) have a high potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible effects of using narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in shallow breathing, clammy skin, convulsions, coma, and death. Withdrawal may include irritability, tremors, panic, nausea, chills, and sweating.

Other Depressants

Other depressants (including GHB or liquid ecstasy, valium, Xanax, Ambien, and barbiturates) have a potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible side effects include slurred speech, disorientation, appearance of intoxication, and impaired memory. Overdose may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma and possible death. Withdrawal may include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants

Stimulants (including cocaine, methamphetamine, and methylphenidate) have a possible risk of physical dependence and high risk for psychological dependence. Tolerance can develop in all stimulants. The possible side effects include increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and decreased appetite. Overdose may result in agitation, increased body temperature, hallucinations, convulsions, and possible death. Withdrawal may result in apathy, long periods of sleep, irritability, depression, and disorientation.

Hallucinogens

Hallucinogens (including MDMA, LSD, phencyclidine, and others) are less likely to result in physical dependence, with the exception of phencyclidines and analogs, and vary in terms of psychological dependence, ranging from none to moderate (MDMA) to high (phencyclidine and analogs). Tolerance can develop. Possible effects include heightened senses, teeth grinding, and dehydration (MDMA and analogs) and hallucinations, altered perception of time and distance in other types of hallucinogens. Overdose may result in increased body temperature and cardiac arrest for MDMA and more intense episodes for LSD. Some hallucinogens may result in muscle
aches and depression when in withdrawal (MDMA) or may result in drug seeking behavior.

Cannabis

Cannabis includes marijuana, tetrahydrocannabinol (THC), and hashish or hashish oil. All may result in moderate psychological dependence with THC resulting in physical dependence. Tolerance can develop in all forms. Possible effects include euphoria, relaxed inhibitions, increased appetite, and disorientation. Overdose may result in fatigue, paranoia, and possible psychosis. Withdrawal may occasionally result in insomnia, hyperactivity, and decreased appetite.

Anabolic Steroids

Anabolic Steroids (including testosterone and others) may result in psychological dependence. Less is known as to their potential for physical dependence and increased tolerance levels. Possible effects may include virilization, edema, testicular atrophy, gynecomastia, acne, and aggressive behavior. Effects of overdose are unknown. Withdrawal may possibly include depression.

Inhalants

Inhalants (including amyl and butyl nitrite, nitrous oxide, and others) vary in their level of psychological dependence, with less known about their potential for physical dependence and tolerance. Possible effects may include flushing, hypotension, and headache, impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in methemoglobinemia, vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

4. Penalties for Violation of the Policy

The University policy prohibiting the unlawful possession, use, or distribution of illicit drugs and/or alcohol on the campus and at University-sponsored events held off campus protects and supports the employees and students of the University of Houston. Any employee admitting to or convicted of the unlawful possession, use, or distribution of illicit drugs and alcohol on the campus or at university sponsored events held off campus, will be subject to disciplinary action (up to and including termination), may be referred for prosecution, and may be required to satisfactorily participate in a drug and alcohol assistance or rehabilitation program, as agreed upon between the employee and the Department of Human Resources. Further information concerning employee penalties is available from the Department of Human Resources, employees can contact the HR Employee Service Center at (713) 743-3988. Any student admitting to or proven to have violated the University of Houston’s Student Code of Conduct regarding the unlawful possession, use or distribution of illicit drugs and
alcohol on campus or at university sponsored events (see Student Disciplinary Policies and Procedures Section) will be subject to disciplinary action (up to and including expulsion), may be referred for prosecution, and may be requested to satisfactorily participate in a drug and alcohol assistance or rehabilitation program. Further information concerning student penalties is available from the Dean of Students Office at (832) 842-6183.

While this policy covers drug and alcohol policy at the University of Houston, please be aware that there are penalties under Texas and federal law. For more information on the range of penalties, refer to the Dean of Students website at http://www.uh.edu/dos/pdf/DrugPenalties2008.pdf.

5. Student and Employee Resources

The University offers the following drug and alcohol abuse information, counseling, assistance and services:

Information and Referral

All members of the University community are eligible to consult with professional staff of Counseling and Psychological Services (CAPS) regarding referrals for substance use treatment and recovery support groups. University faculty and staff are also encouraged to consult with their Employee Assistance Program for additional referrals or treatment options.

Individual Counseling

Currently enrolled students can be seen for short-term counseling and crisis intervention for assistance with substance use problems. However, CAPS will make a referral for long-term substance use and detox. Faculty and staff are eligible for an initial consultation and referral for such services. CAPS can be reached at (713) 743-5454.

Cougars in Recovery

Cougars in Recovery is a program that assists and serves students and employees with substance use issues at the University of Houston. The unique program offers five Alcoholics Anonymous and Morning Meditation meetings, that are open to the UH Community. A community process group is offered to undergraduate and graduate student members of the program. Cougars in Recovery works closely with multiple departments on campus including Counseling and Psychological Services, Student Housing and Residential Life, Dean of Students Office, the UH Health Center, UH Wellness and the Office of Undergraduate Affairs to support student and employee health and wellness as it pertains to substance use issues. Cougars in Recovery has a licensed Chemical Dependency Counselor as well as a Licensed Professional Counselor on staff for the university community to utilize. They are located in Moody Towers room 103 and can be
reached at (713) 743-1026 if you are in need of assistance. More information can also be found at: http://www.uh.edu/cir/.

Psycho-Educational Programs

On a periodic basis, workshops focusing on the development of strengths and skills related to the effective management of substance related problem areas are offered by Counseling and Psychological Service and UH Wellness. These programs are open to University of Houston students, faculty and staff at no charge. UH Wellness conducts one-on-one facilitated conversations around alcohol and drug use through BASICS (Brief Alcohol Screening in College Students), along with Marijuana 101. These programs may be accessed voluntary or be required through a disciplinary action. UH Wellness also offers a state approved Alcohol Education Course for Minors in Possession available to students who receive a court ordered citation or referrals from the Dean of Students Office or other campus departments. UH Wellness can be reached at (713) 743-5420, and more information can be found at: http://www.uh.edu/wellness/.

UH Health Center

Campus community members can visit the UH Health Center and speak with medical professionals about any drug and alcohol questions in a safe and friendly environment. Appointments can be made online (http://www.uh.edu/healthcenter/) or via a walk-in. The UH Health Center can be reached at (713) 743-5151.

Student Organizations

Individuals can be assisted in forming groups like Alcoholics Anonymous and Alanon. If you are interested in starting a new student organization and want to understand the registration process, please reach out to the Center for Student Involvement at (832) 842-6245.

The Council on Recovery

This community resource offers short-term counseling for anyone affected in any way by alcohol or other drug abuse. Trained alcohol and drug abuse counselors can help select a 12-step oriented program and/or appropriate treatment. Their address is 303 Jackson Hill St, (713) 942-4100.

Employee Assistance Program

Through the EAP, employees can access free, convenient and confidential short-term counseling services and/or referrals for all types of concerns including: Alcohol/Drug Problems, Stress & Anxiety, Depression, Parenting & Family Concerns, Couples & Relationship Issues, Grief or Bereavement, Anger Management, Change & Life Transitions, Work Conflicts, Communication Skills and more. Included in the program are a number of Work/Balance resources including
telephonic and web-based resources, newsletters, trainings, self-assessments and online webinars. Topics addressed through these resources include Legal and Financial Assistance, Stress Management, Coping, Self-Improvement, Child and Elderly Care, and Identity Theft, among others. To learn more, please visit http://www.uh.edu/human-resources/wellness/employee-assistance-program/.

6. Application of Policy

The Drug and Alcohol Abuse Prevention Policy is supported by a drug-free awareness and alcohol education and prevention program available to the faculty, staff, and students of the University. Specific compliance and reporting items enumerated below (items b, c, d, e) are applicable to all persons employed on federal contracts and grants. In support of this policy, the University:

a. has established a drug-free and alcohol abuse awareness program to inform its faculty, staff, and students about the dangers of drug and alcohol abuse in the workplace, the University's policy of maintaining a drug-free workplace and a workplace which prohibits the illicit use of alcohol, available drug and alcohol counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug and alcohol abuse violations.

b. will provide each student and employee a copy of this policy. In addition, all faculty, staff, and students will be notified of this policy through appropriate publications.

c. will notify each university employee and each student that, as a condition of employment on a federal grant or contract, the person, once so employed, must abide by the terms of the policy, and must notify his/her supervisor and the Department of Human Resources of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

d. will notify the appropriate federal agency within ten (10) days after receiving notice of criminal drug statute conviction of any university employee engaged in performance of the grant or contract.

e. will impose sanctions on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program, by any employee so convicted. Sanctions imposed on employees for violation of this policy may include suspension, suspension without pay and termination.

f. will make a good faith effort to continue to maintain an environment that complies with the Drug-Free Workplace Act 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

g. will conduct a biennial review of its programs to assess their effectiveness, what changes need to be made, and to ensure the uniform application of sanctions to employees and students.
7. Implementation

Implementation of this policy is a joint responsibility of the Department of Human Resources, the Division of Research, the Police Department, the Office of Financial Aid and the Division of Student Affairs and Enrollment Services. Notification of the program, including information about health risks and sanctions for violation of the policy, will be provided annually to students and employees. In addition, the University is committed to monitoring and assessing the effectiveness of this policy and its programs. A biennial review of this policy will be undertaken to determine its effectiveness and implement changes to the policy and its programs if they are necessary and to ensure that its disciplinary standards are consistently enforced.

Effective: September 7, 2017

V. Procedures for Annual Policy Distribution

All University of Houston students, faculty, and staff will be sent information regarding the UH Drug and Alcohol Abuse Prevention Policy on an annual basis.

Student Notification

All enrolled students will receive an email from the Dean of Students Office which will notify students of the UH Drug and Alcohol Abuse Prevention Policy. The complete policy will be attached to the student email as a PDF. UH Enrollment Services will coordinate the notification process.

To ensure that all students will receive the annual notification, regardless of the timing of their first enrollment during the academic year, the following procedures will be employed:

Fall and Spring Semesters
Notification will be made on the day after the University’s Session 1 Official Reporting Day (ORD) and will include all students enrolled in Sessions 1, 2 and 3. A query will be run to identify any students in Sessions 4, 5 and 6 who did not have enrollment in the first three sessions. Notification will be made to any new students in these sessions on their respective days after ORD.
Spring and Summer Mini Sessions
Generally, no new students are allowed to enroll in a spring or summer Mini Session. However, a query will be run to determine if there are any new enrollments. Should there be any new students, notification will be made to them the day after ORD.

Summer Session
Notification will be made to all students enrolled in Summer Sessions 1, 2 and 3 on their shared ORD. A query will be run to identify any students in Summer Session 4 who did not have enrollment in one of the first three sessions. Notification will be made to any new students in Session 4 on the day after ORD.

Faculty and Staff Notification
To ensure that all faculty and staff will receive the annual notification, regardless of the timing of their employment during the year, the following procedures will be employed:

Annual Distribution of Drug and Alcohol Information to Employees
Human Resources will distribute the UH Drug and Alcohol Abuse Prevention Policy and related information to all employees annually following the start of the fall semester. This communication will be in the form of an email with attached policy (PDF format).

On-going Distribution of Drug and Alcohol Information to New Employees
Human Resources will distribute the UH Drug and Alcohol Abuse Prevention Policy and related information to all new employees monthly. This communication will be in the form of an email with attached policy (PDF format) and a link to the most recent Biennial Review.
VI. 2017 Annual Notice – Human Resources

UNIVERSITYof HOUSTON | HUMAN RESOURCES

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989, the University of Houston is required to distribute drug and alcohol prevention information to all employees. This information must include the standards of conduct prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol; local, state, and federal laws and sanctions related to illicit drugs and alcohol; the health risks associated with the use of illicit drugs and alcohol; any drug and alcohol counseling, treatment, rehabilitation, or other programs available to employees; and a statement notifying employees that the University will impose sanctions for violations of applicable UH drug and alcohol standards of conduct up to and including termination from the University.

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989, you are receiving the attached UH Drug and Alcohol Abuse Prevention Policy.

*A copy of the Drug and Alcohol Prevention Policy is included in this email correspondence*
Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989, the University of Houston is required to distribute drug and alcohol prevention information to all students. This information must include the standards of conduct prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol; local, state, and federal laws and sanctions related to illicit drugs and alcohol; the health risks associated with the use of illicit drugs and alcohol; any drug and alcohol counseling, treatment, rehabilitation, or other programs available to students; and a statement notifying students that the University will impose sanctions for violations of applicable UH drug and alcohol standards of conduct up to and including expulsion from the University.

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989, you are receiving the UH Drug and Alcohol Abuse Prevention Policy in two formats.

For your convenience you can go directly to the following link to read the UH Drug and Alcohol Abuse Prevention Policy: [http://www.uh.edu/wellness/about_us/biennial-review/_files/drug-alcohol-prevention-policy.pdf](http://www.uh.edu/wellness/about_us/biennial-review/_files/drug-alcohol-prevention-policy.pdf) or you can scroll down and read the policy in its entirety.

William Munson, Ph.D.
Associate Vice President for Student Affairs and Dean of Students
University of Houston
832-842-6183
dos@uh.edu

*A copy of the Drug and Alcohol Prevention Policy is included in this email correspondence*
STATEMENT OF CERTIFICATION

I, Dr. Patrick Lukingbeal, the Director of UH Wellness at the University of Houston, certify that a copy of the University of Houston’s Drug and Alcohol Abuse Prevention Policy was distributed in accordance with the DFSCA, and that evidence of those distributions is included in the university’s response to the Department of Education’s program review report. I also hereby affirm that the University of Houston understands all of its DFSCA obligations and that it has taken all necessary corrective actions to ensure any violations do not recur.

[Signature]

Dr. Patrick Lukingbeal
Director, UH Wellness

Date 11.2.17
Drug-Free Schools and Community Act
Biennial Review 2017

I have reviewed and approved the contents of this 2017 Biennial Review.

[Signature]
Date 11/3/17
Dr. Richard Walker
Vice President for Student Affairs & Enrollment Services

I have reviewed and approved the contents of this 2017 Biennial Review.

[Signature]
Date 11/4/17
Dr. Renu Khator
President
University of Houston