

UNIVERSITY of **HOUSTON**

UH WELLNESS

Responses to

**SFAC Program
Questionnaire**

Fiscal Year 2016-2017

1. Please provide a one-page executive summary of your questionnaire responses. This summary should include, in brief terms: your unit's mission, how you accomplish your unit's mission, and a justification of your unit's student fee allocation in terms of benefits for students.

UH Wellness, a campus-wide education and prevention program, supports student success by promoting healthy choices and creating a healthier, safer learning environment across all dimensions of wellness. We do so through:

- Educational workshops—Wellness offers workshops on topics ranging from alcohol education to stress management, all focused on maintaining healthy behaviors and positive coping skills.
- Promoting campus wide events—Wellness coordinates or participates in a variety of national wellness campaigns or alternative activities including relaxation programs, Sexual Assault Awareness Week, Unwind with Wellness, Alcohol Awareness Week, Breast Cancer Awareness, Great American Smoke Out, World AIDS Day, Safe Spring Break, We collaborate with other departments to minimize overlap and maximize cooperation.
- Peer education— Wellness advises the Cougar Peer Educators, a peer group dedicated to health and wellness issues on-campus. This group is formally trained with a national curriculum through NASPA (National Association of Student Personnel Administrators) and the Bacchus Network. Members of CPE assist UH Wellness with resource tabling, serving projects and facilitating workshops.
- Consultation—Wellness provides information and materials related to any number of wellness topics, and consultation related to those issues.
- Referrals – Wellness can assist with referral of students, faculty and staff with health and wellness questions or concerns.
- Special Programming—Wellness has Marijuana 101, Minors in Possession (MIP) and IMAGE (Intent and Motivation: Alcohol Group Exercise).
- Health and Wellness Coaching
- Assessment—Wellness coordinates a large campus-wide survey each spring that examines a wide variety of health and wellness behaviors, everything from sexual health, to alcohol and other drugs, to mental health. Starting in FY16, each odd year (2017, 2019, etc), we will conduct the National College Health Assessment (NCHA) which will allow us to benchmark our sample against national trends. In each even year (2016, 2018, etc) we will conduct our own standardized version of a Campus-Wide Survey, which is similar to the NCHA in many ways. Both the NCHA and Campus-Wide surveys will allow us to longitudinally study our student populations over time and provide ways to improve our programs and services.

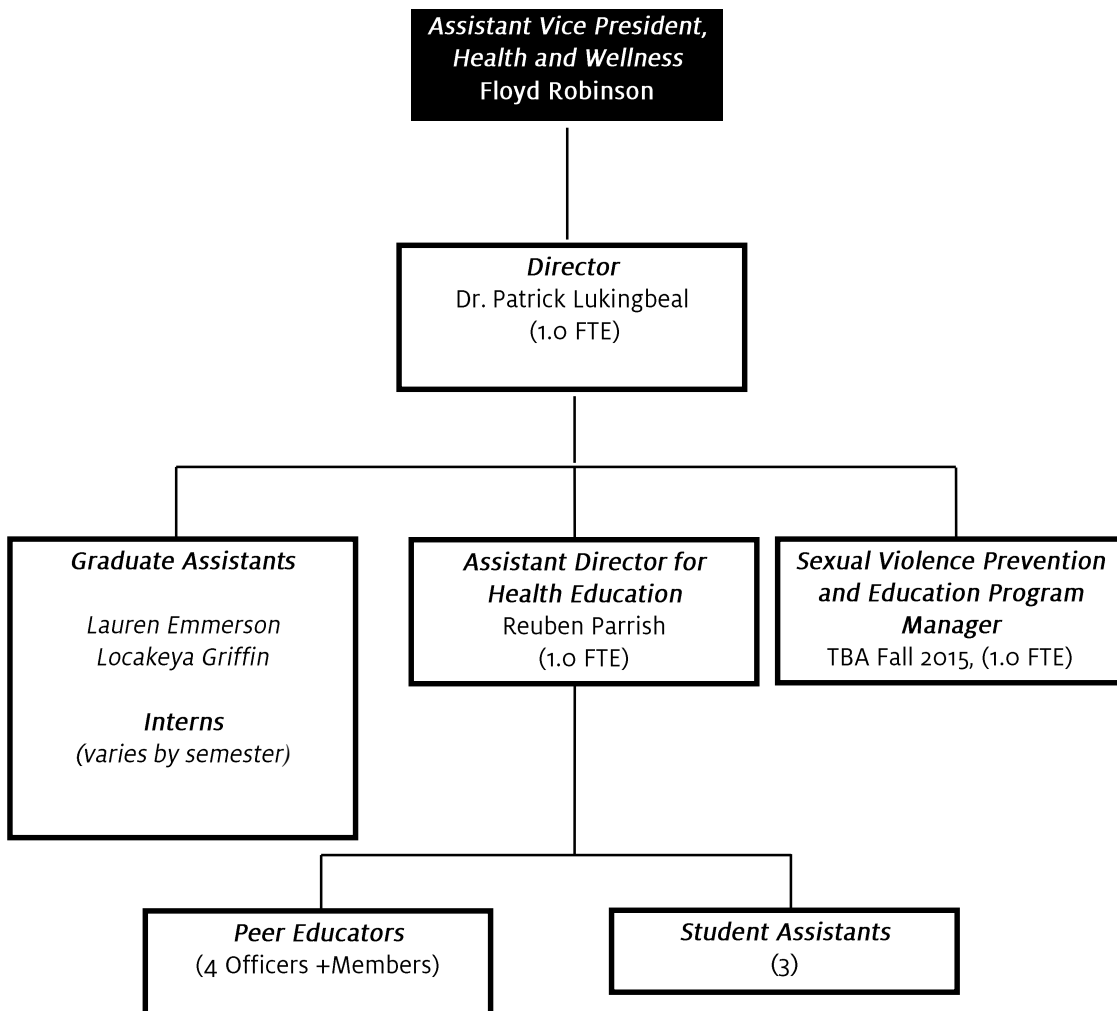
UH Wellness is the only campus program whose sole mission is to empower the campus community to make healthy choices across all dimensions of wellness through evidence-based programs and services that contribute to student success. As a result, we are able to provide a great breadth of programming and to reach large numbers of students. Our FY15 contacts totaled 14,513. Unique from other departments, we promote wellness in all dimensions (physical, social, intellectual, emotional, cultural, spiritual, occupational, financial, and environmental) and actively involve students in their own well-being through peer education, internships, and student employment and training. UHW is essential to the university in that we support retention, student engagement, and student success.

Question #2

UNIVERSITY of
HOUSTON

STUDENT AFFAIRS & ENROLLMENT SERVICES
UH Wellness

ORGANIZATIONAL CHART
(3.0 FTE)



3. List your unit's strategic initiatives and action steps identified for the 2015-2016 academic year and cite the specific Division of Student Affairs and Enrollment Services (DSAES) Strategic Initiatives and University of Houston Strategic initiatives to which they relate. Please comment on your success in achieving these strategic initiatives/action steps. If a strategic initiative/action step changed during the year, please note this and explain. Also, list any new strategic initiatives/actions steps, the rationale for the addition, and comment on your success in achieving these items.

UH Wellness strategic initiative is to empower the campus community with knowledge to choose well when making choices about their health and well-being. We seek for students to understand that the decisions they choose to make have direct impact (positive or negative) on their performance in all aspects of their life. Our mission is unique in three ways: (1) prevention and education is all that we do; (2) all dimensions of wellness are emphasized; (3) and UH Wellness involves students in their own well-being. Our specific strategic initiatives and action steps are as follows:

***Strategic Initiative 1:** Facilitate student development and the student learning process through IMAGE, our workshop series, and other outreach efforts. (UH 1,8; DSAES 1.d)*

Student development can be done in a myriad of ways. UH Wellness has facilitated student development by infusing various NASPA/ACPA professional competencies into programs, workshops and outreach events. IMAGE is one of the primary programs that is evidenced-based and theory driven. As students participate in the program, not only are they being educated on the dangers of alcohol and how to keep themselves from harming themselves, but they are learning how to become a better leader of their organization, a different approach in evaluating the actions of their members, and how social justice can look campus wide but within their group. This is also true for our myriad of workshops that focus on other topics – we provide opportunities for students to reflect on their own behaviors, perceptions, or habits, and how those decisions may be impacting their academic and social success. We encourage this reflection so students can grow and develop into more mature individuals. One of the theories used in this vein is the Theory of Reasoned Action. Simply stated, it is more probable for a person to act on an intention to change behavior by simply writing or saying what action they are going to implement in their life. This helps students understand how they can change for the better and possibly how supporting others can lead.

***Strategic Initiative 2:** to increase collaboration and networking within the university and surrounding community by expanding the message of who UH Wellness is and what we offer through increased programming, campus involvement and that appeal to a wider audience. (UH 1,2; DSAES 6.b)*

To reach beyond the Campus Recreation and Wellness center building, strong alliances within the university are very important to the mission of UH Wellness. Many of the programs that the department provide are collaborative in effort with other departments. This past year has seen a significant increase of not only the collaborative partners we have worked with, but also the number of events that were implemented with those partners. This is evidenced by our increase of outreach numbers and office contacts. In addition, Healthy Coogs 2020, our university wide coalition to address health and wellness issues on-campus, has continued to increase

communication and partnerships across campus. This upcoming year, Healthy Coogs 2020 will serve as a support role for various campus projects, including the Tobacco Free Task Force and the Substance Abuse Prevention Advisory Board.

Strategic Initiative 3: *To increase the use of programs that use research based, theory driven prevention models from one to three; (UH 2,4; DSAES 4)*

UH Wellness staff several years ago developed a program called IMAGE. IMAGE an alcohol prevention program targets cohorts in high risk groups as well as the campus at large. This prevention program is a model that comes from sound theory and research in the field. It is based on National Institute of Alcoholism and Alcohol Abuse (NIAAA) strategy recommendations for comprehensive programs. The IMAGE program has also been recognized by NASADAD (National Association of Substance Abuse and other Drug Abuse Directors) as an Exemplary Program. Its success has also resulted in presentations at the Texas Alcoholic Beverage Commission Symposium, the U. S. Department of Education National Conference on Alcohol and Other Drug and Violence Prevention, and the NASPA Substance Abuse and Mental Health Conference.

In 2011, the government sent out the Dear Colleague Letter regarding sexual violence on college campuses. In response to this letter UHW is participating in a university wide to develop strategies, programs and policies to adhere to the new guidelines for colleges responding to sexual violence. UHW is researching education programs regarding sexual violence that are face-to-face and computer based. Graduate assistants compiled those programs as well as a list of programs currently at other universities. In FY15, UHW staff will initiate the next phase in developing a Sexual Violence Prevention program.

Strategic Initiative 4: *To promote comprehensive campus wellness by offering a variety of programs and services that seek to educate and develop the mind, body and soul; (UH 2; DSAES 5.c)*

UH Wellness implements a myriad of education and preventative programs that address an array of health topics. As the result of decrease staff, the programming effort were decreased reaching less students than the previous year.

Outreach events were decreased by two per semester and the workshops by five. The staff streamlined the efforts of programming by focusing on two large events both semesters. The workshops were reconfigured as series to garner more interest from students.

Strategic Initiative 5: *To promote professional and student staff progression toward advanced professional competencies by maintaining a culture of assessment before, during and after employment; (UH 1,6; DSAES 2.c)*

Staff at UH Wellness are not only evaluated in part for their overall performance of their essential jobs, but also the ten NASPA/ACPA competencies which have been developed as core to the function of student affairs professionals in higher education. These competencies are linked to each staff member's individual objectives as well professional development activities and programs conducted through the division.

4. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/ or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons served by each of your programs, and any assessment measures and/or learning outcomes used to evaluate program success. Please provide the method for collecting these data.

Overall Evaluation of UH Wellness

The success of UH Wellness is evaluated through:

- Campus contacts (the number of students, faculty and staff making use of our services)
- Student evaluations and feedback on information, programs, services, and resources
- Annual campus trend data on health and wellness habits, behaviors, and perceptions

Campus Contacts:

Accountability —Wellness implemented an internal system of collecting contact data.

	FY 15
<i>Outreach</i>	
Workshops/Trainings	6.690
Informational & Events	2.872
<i>Special Programs</i>	
(Alcohol 101, MIP, nutrition counseling, Stress mgt, computer based, well coaching)	110
<i>Walk-In/Consultation</i>	
Walk Ins	4,290
Consults	551
Total	14,513

Outreach

This past year has seen a shift to larger numbers in outreach done by UH Wellness. This shift has been intentional as a way for us to promote our programs and services to populations of students who may not visit the Campus Recreation and Wellness Center. Not only have we expanded the number of events we are holding each year, we have increased the number of partner events that we have a presence at. Examples include small group discussions in the residence halls, presenting at the inaugural Cub Camp this past summer, and successful new programming like Sexual Assault Awareness Week and Unwind with Wellness as part of Stress Free Finals.

Walk-In/Consultations

Clearly, our walk-in numbers have remained high – but our main priority has been outreach. These high walk-in numbers are due in part to the high visibility of the office in the Campus Recreation and Wellness Center and a renewed effort to increase our signage – this past year has seen brand new outdoor, window, and LCD signage to attract visitors. Students are able to use our lobby and computer lab area to relax, study, and work on other school work. In addition, UH Wellness has

become a site location for CAPS's "Let's Talk" program, where a professional counselor is available once a week in our space for drop-in hours. In addition, we are in conversations with the new campus dietician to potentially provide dietary counseling and nutrition information on an on-going basis in our space. Finally, professional staff within UH Wellness are also available to offer additional consultation and referrals on a variety of issues – from time management, to sleep, to relationship management.

Assessment of Programs and Services

Minor In Possession— UH Wellness is an official education site for the Minors in Possession (MIP) course. The course follows a standardized curriculum from the state of Texas and covers social values, advertising, alcohol and young people, accidents, laws, drinking patterns and decision-making. 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 local authorities, to learn why their involvement with alcohol underage is problematic and a risk. Additionally, through the educational pieces presented, another goal of MIP seeks to prevent such behavior from happening again. The course is offered twice a semester to both University of Houston students who are sanctioned for a conduct violation and local community members who may be sanctioned by the local courts. The course is six hours and includes a required exit exam, as well as an individual exit interview. 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 resources in the community.

Students are given a pre- and post-test to assess improvement in knowledge regarding alcohol. They are also given evaluations for the course and instructor. For FY14, the average percent of increase in knowledge from pre-test to post-test was 68%. The overall evaluation for FY14 for the instructor and the course were again high, with a 9.7 (on a 10 point scale) instructor rating and a 9.6 course rating. Each year we are required to submit a report to the Texas Department of State Health Services as this is a program requiring State certification and renewal.

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. UH Wellness provides the exit interviews for disciplinary referrals to Marijuana 101. We have received follow up assessment data from 3rd Millennium Classroom regarding the impact on UH students. Among UH students who completed a one month follow up, there was not a significant change in hours spent under the influence or dollars spent but negative behavior did not change. Significance was also found regarding impact on classwork, motivation, and injuries.

Outcome data—UH Wellness tracks its effectiveness by focusing on student learning and behavior change that results from participating in workshops, IMAGE, campus wide events, and other UH Wellness activities. We are, as a result, to determine if our programs are having an impact and/or

what adjustments we need to make in terms of programming. This has mainly been done through paper surveys at the conclusion of our activities.

In Fall 2015, UH Wellness will be moving towards utilizing Fusion card swipe technology as a way to track office access, but also to capture who is attending our programs via mobile card swipes. Online assessments via Baseline and/or Campus Labs will be used to send out evaluations via email to students that attend our workshops and trainings.

Trend data—The past several years, UH Wellness has collected data on alcohol and other drug (AOD) use, sexual health, mental health, as well as on other wellness related items.

This past spring semester, UH Wellness coordinated the administration of the National College Health Assessment (NCHA), a national benchmarking and needs assessment survey through the American College Health Association (ACHA). This survey sampled students habits, behaviors and perceptions of a wide variety of health and wellness issues including: alcohol, tobacco and other drugs, sexual health, mental health, nutrition and exercise. This survey will be administered in early spring 2015. Data is being used to identify areas of concern, allocate resources, and design evidence-based programs. Data is also be shared with partner health and wellness offices, as well as being used as part of our pilot “Potty Talks” campaign in the Student Center restrooms. Data from the national NCHA sample will be available in October 2015, giving us a chance to see where UH fares on a variety of health and wellness issues compared to schools across the nation.

Moving forward, UH Wellness is committed to collecting trend data each spring semester. Due to the cost of the National College Health Assessment, we will be conducting it every two years – thus the next time we will use it will be spring 2017. In the off years of the NCHA, UH Wellness will be conducting its own Campus-Wide survey to assess similar habits, behaviors and perceptions on health and wellness issues. These two surveys will be able to give us more direct and consistent longitudinal data over time, as well as the opportunity to keep up with national trends in collegiate health and wellness.

5. Please discuss any budget or organizational changes experienced since your last (FY2016) SFAC request, their impact on your programs, and your reason for implementing them. SFAC recognizes that some programs did not receive the funds that they requested, that some programs were impacted by additional expenses after the conclusion of the budget cycle, and that some programs may be ahead of or behind their self-generated income projections. In addition, if your unit concluded FY2015 with a Fund 3 addition to Fund Equity, please describe the conditions which caused the addition.

Organizational Changes

With the start of a new Director in summer 2014, the staff hired two Graduate Assistants to complement the Director and then Program Coordinator for FY15 where previously a third full-time position had been allocated. In Fall 2014, Reuben Parrish was reclassified to be the Assistant Director of Health Education. In summer 2015, UH Wellness lost two student assistants and hired a graduate intern to assist with data analysis of the National College Health Assessment.

Starting FY16 in Fall 2015, UH Wellness housed two full-time positions (Director and Assistant Director), and is in the final process of hiring our third full-time position, the Sexual Violence Prevention and Education Program Manager with an anticipated start date of December 2015. It should be noted as mentioned above, UH Wellness has budgeted for three full-time positions since Fall 2013 - though only two full-time positions were filled. In addition to the three professional staff positions, UH Wellness retained its two Graduate Assistants (one who will be leaving mid-year), a graduate intern, and two student assistants. We are also in the process of searching for two additional work-study student assistants.

Budget Changes

With the reclassification of Reuben Parrish to an Assistant Director role, his salary increased in the Fall of 2015. Additionally, UH Wellness asked the Division of Student Affairs & Enrollment Services for a one-time fund equity extension leftover from FY14 in the amount of \$25,000. This request was primarily used to cover the administration, distribution, and incentives cost for the first ever National College Health Assessment. Funds were also used to cover travel expenses for the American College Health Association annual meeting in May 2015.

Looking forward, we are also asking for a base augmentation for the first time in several years. Starting in December 2015, UH Wellness will be joined by a third professional staff member in a new role – the Sexual Violence Prevention and Education Program Manager. This is a brand new position that will seek to coordinate all education around this topic, and work with various campus entities to enhance communication and marketing around this issue. Sexual violence is a significant issue within higher education, and more attention has been paid nationally to preventing it and educating the community. For FY17, UH Wellness is asking for a base augmentation of \$19,000 that is directly connected to this new role. With an expansion into a brand new area, we are seeking to offset the cost of the salary and benefits for this additional position and provide professional development (including association memberships and conference travel) to enhance their skills and abilities. Additionally, part of our base augmentation seeks to provide funding for larger and enhanced programming, workshops, educational campaigns, and trainings on this topic.

6. Please list your 2016-2017 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs and Enrollment Services Strategic Initiatives and University of Houston Strategic initiatives to which they relate. Larger units may wish to group responses by subprogram. Under each strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.

Strategic Initiative 1: To facilitate student development and the student learning process through IMAGE, our workshop series, and new sexual violence outreach efforts; (UH 1,2; DSAES 1.c)

Action Step 1: Utilize the results of the Spring 2015 National College Health Assessment to identify areas of expansion for program and services.

Action Step 2: Continue to deliver high performance presentations with IMAGE across campus, while reaching out to new audiences for the program.

Action Step 3: Strategize with new Sexual Violence Prevention and Education Program Manager to design a campus-wide curriculum around issues of violence prevention and bystander intervention.

Action Step 4: Collaborate with campus partners to deliver workshops across the dimensions of wellness (mental health, nutrition, body image, time management), and host workshops in a variety of new spaces across campus (classrooms, residence halls, etc)

Action Step 5: Consistently track data from workshops, programs and activities to assess student learning and development.

Strategic Initiative 2: Expand collaboration and networking within the university and surrounding community by expanding the message of who UH Wellness is and what we offer through increased programming, campus involvement and that appeal to a wider audience (UH 2,5; DSAES 6.a, 6.b).

Action Step 1: Continue our outreach to campus offices that UH Wellness has traditionally not worked with before) to spread the message of who we are. Look for collaboration areas or opportunities to do targeted programs.

Action Step 2: Explore existing partnerships to find ways to expand the presence of UH Wellness. For example, Resident Assistant Training, new student organization training, etc.

Strategic Initiative 3: Increase the use of programs that use research based, theory driven prevention model (UH 2,4; DSAES 4.c).

Action Step 1: Utilize the results of the Spring 2015 NCHA survey and student feedback to identify areas of need.

Action Step 2: Starting in December 2015, work with campus partners to build new sexual violence prevention and response education curriculums based on research and theory.

Strategic Initiative 4: *Promote comprehensive campus wellness by offering a variety of programs and services that seek to educate and develop the mind, body and soul. (UH 2,3; DSAES 5.c)*

Action Step 1: Evaluate current programming and its effectiveness. Emphasize our dedication to education within all nine dimensions of wellness.

Action Step 2: Continue to collaborate with CAPS, the Bruce A.D. Religion Center, and other offices on opportunities to expand programming around mental and emotional health and spirituality.

Action Step 3: Utilize multi-tiered programming (including universal, selective, and indicated prevention).

Strategic Initiative 5: *Promote professional and student staff progression toward advanced professional competencies by maintaining a culture of assessment before, during and after employment (UH 6, DSAES 2.c).*

Action Step 1: Encourage participation in professional networking and development opportunities, such as webinars or conferences.

Action Step 2: Maintain open communication during staff meetings and one-on-one check-ins to increase development opportunities within our office.

Action Step 2: Continue with our assessment for all student workers, interns and Graduate Assistants throughout their time with UH Wellness. This assists in targeting professional competencies and measuring development.

Evaluation:

UH Wellness engages in strategic planning each year with consultants from the Division of Student Affairs & Enrollment Services, and as a result, develops a comprehensive assessment plan. This plan includes needs assessment, program assessment, and an assessment of student learning and student development. The upcoming 2016 assessment plan continues includes targeted assessment for programming, services, the spring Campus-Wide Survey, and the development of student workers and Graduate Assistants.

7. **What are the other possible sources of funding available to your unit and what efforts are being made to access them (e.g. grants, donations, etc.)? If you receive funds from other sources, please briefly describe the source, purpose, and duration of the funding and report the amounts received in the appropriate rows/columns on the SFAC Spreadsheet**

UH Wellness continues to seek other appropriate external funding opportunities, including grant funding and alumni or other giving to support the wellness program. With the start of our new Sexual Violence Prevention and Education Program Manager position, we expect to look at additional external funding options with renewed interest. In addition, UH Wellness receives some monies from self-generated income received as a result of offering the Alcohol Education Program for Minors (MIP).

8. Please describe any services that are similar to yours and/or any overlap between your unit and any other unit(s) providing services to students and the rationale for the overlap.

UH Wellness is currently one of six units within the Health and Wellness area of the Division of Student Affairs & Enrollment Services. These units include Counseling and Psychological Services (CAPS), University Health Services, the Department of Campus Recreation, Center for Students with Disabilities, and Cougars in Recovery.

Of all these units, UH Wellness is primarily focused on comprehensive prevention and education around a variety of health and wellness issues. We seek to be the clearing house for health information at the University of Houston by offering wellness programs, wellness materials, and other information across all nine dimensions of wellness. UH Wellness is a comprehensive and collaborative force in promoting healthier choices and a safer, healthier environment to promote student learning. When looking at departments that may slightly overlap, Counseling and Psychological Services (CAPS) is an office where some mental health education (workshops, QPR: Suicide Prevention) may occur. Seeing that they are the experts on-campus in many of these mental health topics, it makes sense for those educational pieces to have a home in CAPS. However, due to staff shortages, CAPS has scaled back some of their outreach while UH Wellness has been able to expand ours. Historically, CAPS and UH Wellness had worked alongside each other to provide mental health screenings and other outreach events – it is the home of UH Wellness that those sorts of collaborations will become commonplace again.

Outside of our work with CAPS, UH Wellness does collaborate with multiple units within the Division of Student Affairs & Enrollment Services and across the entire university. The message of health and wellness should be pervasive throughout campus, and we realize that our campus partners are critical to that. UH Wellness has and will actively continue to collaborate with such units as Student Housing and Residential Life, UH Health Services, Campus Recreation, University Center, the Center for Fraternity and Sorority Life, Learning Support Services, the Athletics Department, UH Department of Public Safety, Women's Resource Center, the LGBTQ Resource Center, and many academic departments and student organizations.

This past year, UH Wellness has expanded partnerships with several new offices, including: the First Year Residential Experience (FYRE) as part of Residential Life, the Office of International Student and Scholar Services, the Center for Diversity & Inclusion, Bruce A.D. Religion Center, and UH Veterans Services. This past summer, UH Wellness participated in the inaugural Cub Camp – a brand new extended orientation program within the Provost's Office, as well as created a new leadership track with the Center for Student Involvements' new LeadUH program entitled "LeadWELL". Both of these new opportunities further expand our reach on-campus to communities we have not worked in-depth with before.