

UNIVERSITY *of* NORTH CAROLINA  
PEMBROKE

**Drug-Free Schools and Campuses Regulation  
(EDGAR Part 86)**

**Biennial Review: Academic Years  
2021-2022 and 2022-2023**

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**Primary Oversight:**

Committee on Substance Use Prevention (CSUP)

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# Table of Contents

## Contents

Table of Contents.....	2
Executive Summary .....	4
Scope of Review .....	4
Committee on Substance Use Prevention.....	4
Biennial Review Contributors/CSUP Members .....	5
Annual DAAPP Notification Process .....	5
Email to All Students .....	6
Email to All Employees.....	7
Alcohol and Drug Data .....	8
Incidence Rate .....	9
Needs Assessment.....	10
Trend Data .....	10
Alcohol and Other Drug Policies and Compliance .....	10
Policies & Regulations.....	10
Enforcement and Compliance Inventory .....	10
Related Outcomes and Data .....	13
Alcohol and Other Drug Prevention & Intervention Efforts .....	16
Comprehensive Program & Intervention Inventory .....	16
Healthy Campus Climate Initiatives .....	17
Alcohol and Other Drug Screening .....	18
Everfi Online Educational Courses .....	18
CARE Team Case Management .....	20
Mandated-Counseling Services.....	20
Be Brave: Collegiate Recovery Community Grant .....	20
Academic Research, Presentations, and Programs.....	21
Employee Services.....	24
2021 Biennial Review Comprehensive Program Goals and Objectives .....	25
Review of Goals for 2021-2022 and 2022-2023.....	25
Goal and Objective Achievement for 2021-2022 and 2022-2023 .....	25
AOD SWOT Analysis .....	26
Program Strengths .....	26
Program Areas for Growth and Improvement .....	27
Recommendations .....	27

Introduction .....	27
Goals and Objectives for 2023-2024 and 2024-2025.....	28
General Conclusions .....	28
Appendices .....	29

## **Executive Summary**

The Drug-Free Schools and Campuses Regulations [EDGAR – Part 86] requires that an institution of higher education must certify that it has adopted and implemented a Drug and Alcohol Abuse Prevention Program (DAAPP) as a condition for receiving funds or financial assistance under any federal program. The DAAPP aims to prevent the unlawful possession, use, or distribution of alcohol and other drugs by university students and employees.

The University of North Carolina at Pembroke has conducted the following biennial review to assess the effectiveness of the current DAAPP at UNCP as well as to provide information regarding the current policies and enforcement of those policies on campus.

A printed copy of this biennial review can be accessed within the Division of Student Affairs Office in the University Center Annex and within Counseling and Psychological Services in the Brave Health Center as well as all Appendices. A printed copy of the report is available upon written request through contacting the Associate Vice Chancellor for Student Affairs and Dean of Students. All policies and/or additional reports discussed within the biennial review can be found by following the hyperlink on the electronic copy, or by requesting a hard copy of the report in which the documents will be included as appendices.

## **Scope of Review**

The biennial review examined the effectiveness of UNCP's DAAPP, the distribution of the DAAPP to the campus community, and the enforcement of alcohol- and drug-related policies for the academic years of 2021-2022 and 2022-2023. It also reviewed the resources available to prevent alcohol and other drug problems on campus as well as services available to treat alcohol and other drug problems for students and employees.

Members of the Committee on Substance Use Prevention gathered information from multiple campus departments including, but not limited to, Counseling and Psychological Services, Student Health Services, UNCP Athletics, Police and Public Safety, the Office of Student Conduct, Campus Engagement and Leadership, Housing and Residence Life, and the Office of Human Resources. Data has been collected in a variety of ways to assess the current DAAPP on campus. A summary of information collected from programs offered on campus is included in this document.

## **Committee on Substance Use Prevention**

The Committee on Substance Use Prevention (CSUP) is a comprehensive and interdisciplinary team of campus professionals that provides informed guidance and advises the university community with coordinated drug-related education, prevention, and intervention services. The CSUP defines itself as an advisory board for the prevention, intervention, and education policies and activities concerning the use and/or abuse of tobacco, alcohol, and other drugs. A staff member of Counseling and Psychological Services serves as chairperson of the CSUP. The CSUP is responsible for overseeing all changes related to UNCP's Drug and Alcohol Policy and for conducting this biennial review of the University's Drug and Alcohol Abuse Prevention Program (DAAPP) in compliance with the Drug-Free Schools and Campuses Act (DFSCA).

## Biennial Review Contributors/CSUP Members

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## Annual DAAPP Notification Process

The UNCP Drug and Alcohol Policy is disseminated in various university publications. It is contained with the university catalog, the Student Code of Conduct, the Faculty Handbook, and other relevant materials. Once per year, the UNCP Drug and Alcohol Prevention Program shall be emailed as a link or attachment in PDF format to each member of the university community, including all students, faculty, and staff. The most recent version of the UNCP Drug and Alcohol Program shall be emailed to all new employees during the on-boarding process.

The Office of the Vice Chancellor for Student Affairs will send the policy to all new students who enroll during spring and summer semesters. The Office of Human Resources will provide the UNCP Drug and Alcohol Policy to all persons accepting employment after the annual distribution date. The DAAPP is also located on UNCP's website for all community members to access at any time. All UNCP community members signing in to Braveweb for the first time in the academic year receive a prompt to review the document as well. Once per academic year, the UNCP Drug and Alcohol Prevention Program (DAAPP) is emailed as an attachment in PDF and MS Word formats to each member of the university community, to include all students and employees.

## Email to All Students

A copy of the email sent to all students on September 7, 2023 is included below:

### Kyle Smith

---

**From:** Kyle Smith  
**Sent:** Thursday, September 7, 2023 9:23 AM  
**To:** student\_all@listserv.uncp.edu  
**Subject:** UNCP Student Handbook and Drug and Alcohol Abuse Prevention Program (DAAPP)

UNC Pembroke students,

It is important that you familiarize yourself with the 2023-2024 Student Handbook as well as the UNCP Drug and Alcohol Abuse Prevention Program (DAAPP).

#### **Student Handbook**

The [Student Handbook](#) is your comprehensive guide to how to be a student at UNCP. You can refer to the Student Handbook to find important policies, procedures, and information.

#### **Drug and Alcohol Prevention Program (DAAPP)**

In accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, and the Higher Education Opportunity Act, adopted by Congress in 2008, UNCP prohibits the unlawful manufacture, possession, use or distribution of controlled substances or illicit drugs on campus and will take all necessary and lawful actions to eliminate illegal drugs from the university community.

UNCP offers drug and alcohol educational and counseling services through the Counseling Center, Student Health Services, Housing and Residence Life, and UNCP Police and Public Safety.

In accordance with the Drug-Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education's General Administrative Regulations UNCP is obligated to distribute its [Drug and Alcohol Abuse Prevention Program \(DAAPP\)](#) to all students and employees on an annual basis.

Contact the Dean of Student's office with any questions.

Thank you, and Geaux Braves!!

**Kyle D. Smith, Ed.D.**

Associate Vice Chancellor for Student Affairs & Dean of Students  
University Center Annex 220  
P.O. Box 1510  
Pembroke, NC 28372  
Office: 910.521.6304



## Email to All Employees

A copy of the email sent to all employees on September 13, 2023 is included below:

### **Kyle Smith**

---

**From:** Courtney Brayboy  
**Sent:** Wednesday, September 13, 2023 8:08 AM  
**Subject:** Annual Notification of UNCP's Drug and Alcohol Abuse Prevention Program (DAAPP) (Campus News)

Colleagues,

In accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, and the Higher Education Opportunity Act, adopted by Congress in 2008, UNCP prohibits the unlawful manufacture, possession, use or distribution of controlled substances or illicit drugs on campus and will take all necessary and lawful actions to eliminate illegal drugs from the university community. Also in accordance with the Drug-Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education's General Administrative Regulations UNCP is obligated to distribute its [Drug and Alcohol Abuse Prevention Program \(DAAPP\)](#) to all students and employees on an annual basis.

Please note, if you would like assistance, UNCP offers all faculty & staff drug and alcohol educational and counseling services through our Employee Assistance Program contracted with ComPsych. You may reach **confidential** services with ComPsych via:

**Telephone:** 877-848-2851

**TDD:** 800-697-0353

**Online:** [guidanceresources.com](https://guidanceresources.com)

**App:** GuidanceResources® Now

**Web ID:** UNCP

Regards,

*Nicolette*

Dr. Nicolette Campos, Ed.D., ACTCP

Director of Employee Relations and Workforce Development

1 University Drive | P.O. Box 1510 | Pembroke, NC 28372

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## Alcohol and Drug Data

### Prevalence Rate

#### CAPS Data

**CCAPS Data:** Counseling and Psychological Services at UNCP utilizes the Counseling Center Assessment of Psychological Symptoms (CCAPS) to formally assess students seeking services in the center. The CCAPS is a 62-item instrument with eight distinct subscales related to psychological symptoms and distress in college students (including substance use), and incorporates a general Distress Index.

Data from CCAPS scores between 7/1/2021 and 06/30/2023 reflect that distress resulting from substance use is lower for UNCP students seeking counseling services than the national average. The average score for UNCP CAPS was 0.39 for substance use distress while the national average score was 0.62.

Regarding client change, pre- and post-test levels of change on the CCAPS assessment indicate higher rates of change for substance use issues for students seeking services from CAPS when compared to other universities. From 7/1/2021 to 06/30/2023, CAPS clients reported an average score on the Alcohol Use subscale of 1.42. At post-treatment, clients reported an average score on the Alcohol Use subscale of 0.75, reflecting a decrease of .67 over the course of treatment. This reflects higher rates of improvement when compared to the national average for pre- and post-assessment scores of 1.54 and 0.96, respectively, with a decrease of .58 over the course of treatment. From 7/1/2021 to 06/30/2023, the CCAPS rate of improvement for students with moderate levels of distress in the area of alcohol use was 74.5%; CCAPS change results for clients with high levels of distress in the area of alcohol use was 78.2%, placing UNCP's CAPS in the 77th and 79th percentile, respectively, meaning that UNCP's CAPS average change on the Alcohol Use subscale is greater than the change achieved by 77% and 79% of counseling centers in the national sample (for clients who initial distress was at least moderate and/or elevated). Average change was calculated by subtracting each client's last scorable CCAPS administration from their first scorable CCAPS administration and then averaging these differences by subscale.



**Intake Data:** During intake, clients are asked about past and current substance use as well as current substance use consequences. Clinical staff assess severity of use and provide treatment recommendations. Intake data from 7/1/2021 to 06/30/2023 indicates that approximately 10.6% of CAPS clients report current significant use of at least one substance; 23.1% of clients who report some substance use endorse experiencing at least one negative consequence from substance use; 0.5% of all CAPS client reports experiencing at least one negative consequence from substance use. 66.5% of CAPS clients report current use of at least one substance—it should be noted that this percentage does not necessary reflect problematic use or a use disorder.

**AUDIT:** Counseling and Psychological Services at UNCP also utilizes the Alcohol Use Disorder Inventory Test (AUDIT) to screen students seeking services for alcohol-use related concerns. Data from this screener between 7/1/2021 and 06/30/2023 indicate that 89.1% of students seeking services scored between 0 and 7 on the screener—indicating low risk for alcohol use disorder. This percentage did not significantly increase or decrease from the previous review period.

**CUDIT:** Counseling and Psychological Services at UNCP began utilizing the Cannabis Use Disorder Inventory Test (CUDIT) to screen students seeking services for cannabis-use related concerns in 2019. Data from this screener between 7/1/2021 and 06/30/2023 indicate that 98% of students seeking services indicated no use or scored between 0 and 7 on the screener—indicating low risk for cannabis use disorder. Data indicates that less than 1% of students seeking services scored between 8 and 11 on the screener—indicating hazardous cannabis use. Data indicates that approximately 1.38% of students scored above 12 on the screener—indicating a possible cannabis use disorder. All CAPS clients who complete intake appointments complete the screener.

## Incidence Rate

Referrals involving alleged drug and/or alcohol violations reported to the Office of Student Conduct are reflected in the tables that follow. The number of drug and alcohol-related violations and fatalities that occur on campus or as part of the institution’s activities and are reported to the Vice Chancellor for Student Affairs Office. All sanctioning follows the minimum requirements in the UNCP Drug and Alcohol Policy based on the number of violations.

Reported Alleged **Drug Violations** by Type of Violation

Semester	Possession / Use	Sale/Distribution	Total
Fall 2021	8	0	8
Spring 2022	16	0	16
Fall 2022	8	0	8
Spring 2023	10	0	10

Reported Alleged Alcohol Violations by Type of Violation

Semester	Possession / Use	Sale/Distribution	Total
Fall 2021	4	0	4
Spring 2022	3	1	4
Fall 2022	6	0	6
Spring 2023	8	0	8

## Needs Assessment

UNCP needs more comprehensive data collection practices around alcohol and other drug use trends as well as student and employee perceptions about use. UNCP also needs to more thoroughly track repeat offenses to the UNCP Drug and Alcohol Policy. Recommendations include collaboration between Student Affairs, Academic Affairs, and Human Resources to survey the university community between 2023 and 2025.

## Trend Data

UNCP saw an increase in the number of alcohol-related violations from 2021-2023. Conversely, UNCP saw a decrease in the number of drug-related violations from 2021-2023. See the “Related Outcomes and Data” subsection for detailed statistics.

# Alcohol and Other Drug Policies and Compliance

## Policies & Regulations

POL 02.05.03 – Chemical Substance Abuse and Impairment Policy for Nursing Students  
POL 03.00.02 – Alcohol Use at University Events  
POL 04.05.03 – Tailgating Policy  
POL 04.10.01 – Campus Crime Reporting Policy  
POL 04.25.01 – Drug and Alcohol Policy  
POL 04.25.05 – Student Sexual Misconduct Policy  
POL 04.25.06 – University Smoking Policy  
POL 09.00.01 – UNC Pembroke Athletics Substance Education, Screening and Counseling Policy  
REG 11.30.01 – Student Code of Conduct Regulation  
REG 11.30.02 – Student Rights and Responsibilities Regulation  
REG 11.30.03 – Student Conduct Disciplinary Procedures

## Enforcement and Compliance Inventory

UNCP initiates a disciplinary proceeding against a student or employee whenever both of these requirements are met:

1. There is a reasonable basis for believing that the person has violated North Carolina law pertaining to controlled substances; and
2. The alleged conduct is deemed to harm the interests of UNCP.

The first requirement above can be satisfied by either of the following:

1. A conviction or a guilty plea resulting from criminal prosecution; or
2. Independent evidence obtained by UNCP officials, including police officers.

## Standards of Conduct for Employees

Faculty and staff provide guidance for students in the university community. In doing so, there is an expectation that faculty and staff model appropriate behavior and adhere to university policies as well as local, state and federal ordinances and laws that pertain to the use of alcohol and other drugs. The UNCP Drug and Alcohol Abuse Policy is published on the UNCP website and can be accessed via the link below. Each employee is expected to review and abide by all aspects of the policy as it pertains to employees.

UNCP employees are prohibited from manufacturing, using, dispensing, purchasing, possessing, distributing, or being under the influence of, or being a party to any illegal drug or controlled substance use on university premises. Additionally, employees are subject to federal, state and local laws and ordinances, as well as university rules, regulations and policies. Employees of the university are not entitled to greater immunities or privileges before the law than those enjoyed by other citizens generally.

In North Carolina, 21 years of age is the legal drinking age. It is also unlawful to purchase or possess alcoholic beverages until one reaches the age of 21. It is unlawful for any employee to sell or give any alcoholic beverage to a person under 21 years of age or to aid or abet such a person in selling, purchasing or possessing any alcoholic beverage. Any person 21 years or older who aids or abets an underage person in the violation of North Carolina law may be fined \$2,000, imprisoned for 2 years, or both (General Statute 18B-302). It is the policy of the university to cooperate with local law enforcement who may be investigating incidents where violations of this law have been committed on and off campus.

Penalties for employees who violate any applicable laws or university policies regarding illegal possession or use of alcohol or provision of alcohol to persons under 21 years of age will be determined on a case-by-case basis and will cover the entire range of penalties available to the university as an employer, including but not limited to suspension and discharge from employment.

If an employee is not discharged after the first violation, he or she may be discharged if there is a second violation. University action is not dependent upon and does not preclude criminal or civil action in the courts.

Penalties will be imposed by the university in accordance with procedural safeguards applicable to disciplinary actions against faculty members, administrators and other employees, as required by Section 502 D (3) and Section 603 of the University Code; by the Board of Governors policies applicable to other employees exempt from the State Human Resources Act (hereafter EHRA); and by regulations of the State Human Resources Commission.

Employees who are subject to the Human Resources Act (hereafter SHRA) should refer to the State Human Resources Manual, (available through the Human Resources Office or on the OSHR Website) Section 7, "Discipline, Appeals and Grievances" and UNCP's "SHRA Employee Grievance Policy."

The penalties to be imposed by the university shall range from written warnings to discharges from employment. Sanctions are dependent upon the frequency and severity of the policy violation. Multiple violations constitute grounds for termination.

## **Standards of Conduct for Students**

All students at UNCP are expected to comply with federal and state drug laws as well as the university's Drug and Alcohol Abuse Prevention Program (DAAPP). There are no local alcohol or drug laws. Though published on the UNCP website, (see <https://www.uncp.edu/campus-life/student-affairs/policies-regulations-and-student-handbook>), the DAAPP is emailed to each student each year as a link or PDF/Word document. All students are subject to federal, state and local laws as well as university rules, regulations and policies. Students are not entitled to greater immunities or privileges before the law than those enjoyed by other citizens generally.

Students are prohibited from possessing, manufacturing, trafficking, selling, transmitting, using, being under the influence or being a party to any illegal drug or controlled substance use on university premises, or at any of its activities, including but not limited to university-sponsored on or off-campus activities.

In North Carolina, 21 years of age is the legal drinking age. It is therefore unlawful to purchase or possess alcoholic beverages until one reaches the age of 21. It is also unlawful for anyone to sell or give any alcoholic beverage to a person under 21 years of age or to aid or abet such a person in selling, purchasing or possessing any alcoholic beverage. For additional information, see the UNCP DAAPP.

Conviction of state and federal laws that involve the possession or sale of controlled substances can have serious financial consequences. Section 483 of the Federal Higher Education Amendments of 1998 states: "A student who has been convicted of any offense under federal or state law involving the possession or sale of a controlled substance shall not be eligible to receive any grant, loan, or work assistance under this title during the period beginning on the date of such conviction" and lasting for one year, two years or indefinitely, depending on the offense.

Violations of the drug and/or alcohol policies published in the DAAPP can result in reprimand, education requirements, conduct probation, removal from residence halls, mandatory drug education and assessment, referral for treatment or rehabilitation at the student's own expense, suspension, and possibly expulsion from the university. Student-athletes may have additional sanctions including drug testing in accordance with NCAA rules and regulations.

The Office of the Vice Chancellor of Student Affairs at UNCP is responsible for complying with the Drug Free Schools and Communities Regulations component regarding the consistency of disciplinary sanctions for students. The Office annually reviews the charges, outcomes, and sanctions for the previous year and determines through this audit that sanctions are consistently enforced. In addition, the Office monitors students' completion of these sanctions through a collaborative effort between Counseling and Psychological Services and the Office of Student Conduct. Reviewing precedent during conduct sanctioning hearings is one way the Office strives for consistency in sanctioning. Panels are given an annual training that includes an overview of all relevant policy, honor code, code of conduct, sexual assault case issues and the

protocols for holding a hearing. The panel is trained in all sanction options and mandatory sanctions. Any appellate procedures also include a review of sanctioning precedents.

## **Policy and Regulation Oversight**

POL 02.05.03 – Chemical Substance Abuse and Impairment Policy for Nursing Students  
Provost and Vice Chancellor for Academic Affairs

POL 03.00.02 – Alcohol Use at University Events  
Advancement

POL 04.05.03 – Tailgating Policy  
Director of Athletics

POL 04.10.01 – Campus Crime Reporting Policy  
Director of Police and Public Safety

POL 04.25.01 – Drug and Alcohol Policy  
Vice Chancellor for Student Affairs

POL 04.25.05 – Student Sexual Misconduct Policy  
Title IX and Clery Compliance

POL 04.25.06 – University Smoking Policy  
Director Human Resources

POL 09.00.01 – UNC Pembroke Athletics Substance Education, Screening and Counseling  
Policy  
Director of Athletics

REG 11.30.01 – Student Code of Conduct Regulation  
Director of Student Conduct

REG 11.30.02 – Student Rights and Responsibilities Regulation  
Director of Student Conduct

REG 11.30.03 – Student Conduct Disciplinary Procedures  
Director of Student Conduct

## **Related Outcomes and Data**

### **Office of Student Conduct – UNCP Drug and Alcohol Policy Violations**

The table below reflects reported violations of UNCP’s Drug and Alcohol Policy and subsequent findings via the student conduct process. Students who violate policies related to alcohol and other drugs in addition to the Drug and Alcohol Policy are also subject to the student conduct process.

## DRUG SANCTIONS

### Reported Alleged Drug Violations by Type of Violation

Semester	Possession / Use	Sale/Distribution	Total
Fall 2021	8	0	8
Spring 2022	16	0	16
Fall 2022	8	0	8
Spring 2023	10	0	10

### Reported Alleged Drug Violations and Associated Findings

Semester	# of students reported with a drug violation not charged (insufficient evidence)	# students charged with a drug violation found responsible	# of students charged with a drug violation found not responsible	Total # of students reported with an alleged drug violation
Fall 2021	0	8	0	8
Spring 2022	3	10	3	16
Fall 2022	4	7	4	15
Spring 2023	1	7	0	8

### Sanctions for Students Found Responsible for 1<sup>st</sup> Offense Drug Use/Possession violations

Semester	Probation	Mandated Substance Abuse Counseling	Alcohol / Drug Fee	Parental Notification	Other Sanctions
Fall 2021	5	3	3	5	2
Spring 2022	10	10	10	10	2
Fall 2022	7	6	7	5	1
Spring 2023	7	7	7	6	2

### Sanctions for Students Found Responsible for 2<sup>nd</sup> Offense Use/Possession Violations

Semester	Probation	Mandated Substance Abuse Counseling	Alcohol / Drug Fee	Parental Notification	Other Sanctions
Fall 2021	1	1	1	1	1
Spring 2022	0	0	0	0	0
Fall 2022	0	0	0	0	0
Spring 2023	0	0	0	0	0

## ALCOHOL SANCTIONS

### Reported Alleged Alcohol Violations by Type of Violation

Semester	Possession / Use	Sale/Distribution	Total
Fall 2021	4	0	4
Spring 2022	3	1	4
Fall 2022	6	0	6
Spring 2023	8	0	8

### Reported Alleged Alcohol Violations and Associated Findings

Semester	# of students reported with an alcohol violation not charged (insufficient evidence)	# students charged with an alcohol violation found responsible	# of students charged with an alcohol violation found not responsible	Total # of students reported with an alleged alcohol violation
Fall 2021	0	3	0	3
Spring 2022	1	2	0	3
Fall 2022	2	6	0	8
Spring 2023	2	7	1	10

### Sanctions for Students Found Responsible for 1<sup>st</sup> Offense Alcohol possession/use Violations

Semester	Probation	Mandated Substance Abuse Counseling	Alcohol / Drug Fee	Parental Notification	Other Sanctions
Fall 2021	4	4	4	4	0
Spring 2022	2	2	2	2	2
Fall 2022	5	6	6	6	2
Spring 2023	7	7	5	7	2

### Sanctions for Students Found Responsible for 2<sup>nd</sup> Offense Alcohol possession/use violations

Semester	Probation	Mandated Substance Abuse Counseling	Alcohol / Drug Fee	Parental Notification	Other Sanctions
Fall 2021	0	0	0	0	0
Spring 2022	1	1	1	1	1
Fall 2022	0	0	0	0	0
Spring 2023	0	0	0	0	0

## UNCP Athletics – Athletics Substance Education, Screening, and Counseling Policy Violations

UNCP Athletics tests student athletes for drug use. The department reports that 20% of the student athlete population is randomly drug tested monthly during the academic year. The number of students tested will vary throughout the year as the total number of active student athletes changes throughout the semester (e.g., students graduating, voluntarily leaving their team, transfers to other universities). The table below reflects reported non-negative drug tests for UNCP athletes. UNCP athletes who test positive for drugs are offered counseling services through Counseling and Psychological Services. Student-athletes who are positive for amphetamine-type substances are not reported as long as they have an approved, physician-prescribed medication on file.

Academic Year	Non-Negative Drug Tests
2022-2023	4
2021-2022	2
2020-2021	1
2019-2020	2
2018-2019	4

## Alcohol and Other Drug Prevention & Intervention Efforts

### Comprehensive Program & Intervention Inventory

Alcohol and Other Drug programs are provided throughout many departments on campus to include Counseling and Psychological Services, Housing and Residence Life, Fraternity and Sorority Life, Police and Public Safety, and Student Health Services. The overall goals for these programs are to create awareness, promote responsibility, reduce harm, improve social norms, collect data, review alcohol and other drug policies, and inform students of resources on campus and in the community. Departments throughout campus conduct programming that increases student awareness of alcohol and other drug issues. Engaging and interactive programs are presented in residence halls, the university center, and other visible places on campus.

These programs include:

Comprehensive Program & Intervention Inventory	
Date	Description
12/06/2021	<b>Stress Management Presentation</b> Virtual presentation on stress management where alcohol was discussed. This was for employees only.



05/05/2022	<p><b>Stress &amp; Sleep Hygiene Presentation</b> Virtual presentation on stress management where alcohol and other drugs were discussed. This presentation was targeted towards graduate students.</p>
10/12/2022	<p><b>Braves Rave</b> Discussed substance misuse and recovery as well as sexual orientation and sexual behavior. Campus Engagement and Leadership partnered with Counseling and Psychological Services on this event. Attendance: 70.</p>

**Healthy Campus Climate Initiatives**

**Alcohol-Free Options on Campus**

- a) Alcohol-free events and activities are created and promoted through various departments.
- b) Student service learning or volunteer options are created, publicized, and promoted.
- c) UNCP offers a student center, fitness center, and other substance-free settings.
- d) Non-alcoholic beverages are promoted at UNCP events.

**Normative Environment Strategies**

- a) The academic schedule offers core classes on Thursdays and Fridays—days typically associated with higher rates of substance use.
- b) Exams/projects increasingly require class attendance and academic responsibility.
- c) UNCP admissions procedures promote a healthy environment (e.g., admissions fairs, immunization requirements, orientation).
- d) The campus encourages an increase in academic standards.
- e) Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to high-risk or illegal substance use.
- f) Faculty are encouraged to engage in a higher level of contact with students.
- g) Students are educated about misperceptions about substance-use norms.
- h) Student leadership (e.g., resident advisors, orientation leaders, Student Government Association) promotes positive health norms.
- i) Students have opportunities to advise and mentor peers.
- j) Pro-health messages are publicized through campus and community media channels.

**Alcohol Availability and Marketing on Campus**

- a) Alcohol is restricted on campus.
- b) Alcohol use is prohibited in public places with the exception of University-sanctioned tailgating events; UNCP Tailgating Policy is in place and enforced.
- c) Delivery or use of kegs or other common containers is prohibited on campus; exceptions must be approved by the Chancellor.
- d) Alcohol servers are required to be registered and trained; training programs are mandatory.
- e) UNCP Drug and Alcohol Policy applies to students whether they are on or off campus.
- f) NC State law limits when alcohol can be sold on Sundays.
- g) Alcohol advertising on campus is banned.

- h) Alcohol-industry sponsorship for on-campus events is banned.
- i) Campus attempts to limit promotions near campus that appeal to underage drinkers or show drinking in high-risk contexts.

## Alcohol and Other Drug Screening

Alcohol and other drug awareness screening days are conducted by Counseling and Psychological Services and are sometimes conducted in collaboration with Student Health Services and/or the Department of Counseling. Participation involves completing a voluntary survey designed to help individuals explore and understand their personal alcohol and drug use.

SASSI stands for Substance Abuse Subtle Screening Inventory. It's a self-report screening instrument that identifies adolescents and adults with a high probability of having a substance use disorder (SUD).

This screening is traditionally conducted at least once each semester.

Date	Event
11/10/2021	Mental Health Screening Day – substance use screeners included
04/06/2022	Mental Health Screening Day – substance use screeners included
10/26/2022	Mental Health Screening Day – substance use screeners included
04/06/2023	Health and Wellness Expo – substance use screeners included

## Everfi Online Educational Courses

As part of UNCP’s comprehensive prevention education program, all newly enrolled undergraduate students must complete AlcoholEdu for College and Sexual Assault Prevention for Undergraduate Students. Graduate students must complete Sexual Assault Prevention for Adult Learners. These online courses contain learning modules that empower students make well-informed decisions about alcohol and other drug use. The courses also provide education about best personal safety practices and the importance of bystander intervention.

### AlcoholEdu

AlcoholEdu is an evidenced-based online alcohol education program provided through Everfi. The program is administered to all newly enrolled UNCP students. This online course focuses on increasing students’ knowledge about the effects and consequences of consuming alcohol and encourages students to implement healthy practices. All UNCP policies concerning alcohol and other drugs are available through links throughout the course.

AlcoholEdu for College Impact Reports from 2021-2022 indicate that UNCP students overall have slightly decreased high-risk drinking behavior. UNCP students score significantly lower for high-risk drinking behavior overall than national averages collected through Everfi course surveys. A higher percentage of UNCP students identify themselves as abstainers or non-drinkers than the national average; UNCP students identifying themselves as moderate drinkers and heavy episodic drinkers is lower than the national average; however, students identifying themselves as problematic drinkers is significantly higher than national averages.

## Sexual Assault Prevention for Undergraduate Students

Sexual Assault Prevention for Undergraduates (SAPU) is an evidence-based online education program focusing on increasing student awareness of sexual assault. SAPU includes information about bystander intervention and discusses the link between substance use and sexual misconduct. All UNCP policies regarding sexual misconduct and concerning alcohol and other drugs are available through links in the course.

## Sexual Assault Prevention for Adult Learners

All newly enrolled graduate students are required to take Sexual Assault Prevention for Adult Learners (SAPAL). SAPAL is an evidence-based online education program focusing on increasing student awareness of sexual assault; the course expands on the content in Haven and includes a greater focus on community development and bystander intervention. SAPAL also addresses the link between sexual misconduct and substance use. All UNCP policies regarding sexual misconduct and concerning alcohol and other drugs are available through links in the course.

## Completion Rates

Prior to the current biennial review period, UNCP had consistently increased completion rates from the 2017-2018 year to the 2020-2021 year. However, due to turnover in staff who were primarily responsible for administering the prevention program course requirements, completion rates declined in the 2021-2022 year. The course completion requirements were not enforced for the 2022-2023 year.

	AlcoholEdu	Sexual Assault Prevention for Undergraduates	Sexual Assault Prevention for Adult Learners
2019-2020	2180	2342	375
2020-2021	2069	1643	382
2021-2022	1647	1681	601
2022-2023	12*	5*	3*

*\*Due to significant turnover in Counseling and Psychological Services as well as Division of Student Affairs administration, the AlcoholEdu and Sexual Assault Prevention module completion requirements were not communicated to students for the 2022-2023 year, resulting in near zero completion. The Director of Counseling and Psychological Services was primarily responsible for administering the course requirements. Between the spring 2022 semester and the fall 2023 semester, seven out of eight staff positions experienced turnover, including the Director and Associate Director roles. The Associate Vice Chancellor for Student Affairs and Dean of Students position, who oversaw CAPS, also vacated during the fall 2022 semester, and that position was filled in the spring 2023 semester.*

## **CARE Team Case Management**

The CARE Team is a multidisciplinary group of representatives from key areas across campus who meet weekly to review student of concern cases and decide upon appropriate interventions. The mission of the CARE Team is to promote a healthy, safe, and secure campus environment by implementing effective case management and threat assessment processes, coordinating appropriate interventions and behavior management plans, and educating the University community about the importance of identifying and reporting concerning behaviors.

The CARE Team serves to identify students who exhibit concerning behaviors and to investigate, assess, and manage these cases in support of the students' well-being, their mental health, and the safety and security of the campus community. The primary goals of the CARE Team are (a) to support students to remain positively engaged in the campus community and (b) to safeguard the campus community by mitigating and managing the risk of violence on campus.

In 2021-2022, there were a total of 433 CARE Team cases, and of those, 11 cases (2.5%) involved alcohol or drug abuse.

In 2022-2023, there were a total of 473 CARE Team cases, and of those, 8 cases (1.7%) involved alcohol or drug abuse.

## **Mandated-Counseling Services**

Students who violate the UNCP Drug and Alcohol Policy are required to receive counseling services as part of their sanctions from the Office of Student Conduct (OSC). Counseling and Psychological Services (CAPS) provides students with a mandated-counseling program. Students may also opt to complete mandated counseling services off-campus, at their own expense, with a provider approved by the OSC. CAPS provides clinical assessments, online alcohol/cannabis education programs, group counseling, and individual counseling as needed. If necessary, Counseling and Psychological Services works with the Accessibility Resource Center to create appropriate accommodations for students in recovery while they are participating in treatment (inpatient or outpatient clinics) to complete their academic work effectively. Additionally, CAPS has a licensed clinical addictions specialist (LCAS) on staff to meet with students displaying elevated distress around substance use concerns or high-risk use behavior.

## **Be Brave: Collegiate Recovery Community Grant**

UNCP received a \$90,000 federal grant, with the option for yearly renewal, to establish and maintain a Collegiate Recovery Community (CRC) on campus. With this funding, UNCP will be able increase outreach around AOD-related issues and improve treatment/support options for UNCP students struggling with substance use concerns. Funds are being used: (1) to employ graduate assistants to assist with outreach and group facilitation, (2) to create an inclusive relaxation/work space for students affiliated with the CRC, (3) to fund therapeutic excursions with activities that support physical and mental wellness. This grant was renewed for next two years for \$180,000.

## Academic Research, Presentations, and Programs

### Department of Social Work

#### **Research Project Title: Southeastern Prevention and Addiction Recovery Resource Center (SPARC)**

\$950,000 funded by Kate B. Reynolds from 2022-2024. SPARC works closely with the Robeson Rural Communities Opioid Response Program (RCORP) Consortium, which was established via Robeson County Health Care Corporation (RHCC). The Consortium is a group of multi-sector agencies supporting community members through prevention, treatment, and recovery for substance use disorder (SUD). The goal of the Consortium is to strengthen and expand SUD and Opioid Use Disorder (OUD) prevention, treatment, and recovery services in rural areas in order to enhance access to treatment and movement towards recovery among residents of Robeson County. The deliverables of SPARC include the expansion of existing coalitions through community mobilization to include housing, transportation, and employment providers, financial/resource mapping to address capacity concerns in rural Robeson County, data analysis to refine community interventions, and coordination, support, and tracking of students entering the qualified addiction professionals' workforce in Robeson County. SPARC will establish a model to demonstrate excellent collaboration, creative problem solving, and coordination within a county service area that can be replicated throughout the southeastern region of North Carolina. SPARC hires one paid MSW intern per academic year.

#### **Research Project Title: OPTIMISE Rural NC: Opportunities To Integrate Mental health In Southeastern Rural NC**

\$1,913,297 funded by the U.S. Health Resources and Services Administration's Behavioral Health Workforce Education and Training (BHWET) Program from 2021-2025. Supports 120 Master of Social Work and Master of Arts in Education in Counseling students over the funding period. The program emphasizes interdisciplinary collaboration by utilizing team-based care in integrated behavioral health and primary care settings and recruiting a workforce that reflects participation in the institutions' programs in rural, Southeastern NC. Some OPTIMISE trainees receive training in substance use and complete their internship in agencies that address substance use.

#### **Research Project Title: EMPOWER MSWs Scholarship: Expanding the Mental health Professional Workforce in Rural NC**

\$3,106,304 funded by the U.S. Health Resources and Services Administration (HRSA) under the Scholarships for Disadvantaged Students (SDS) program. This program provides scholarships to full-time students from disadvantaged backgrounds who also have a financial need enrolled in the Master of Social Work (MSW) program at UNCP.

Program Goals:

1. Increase number of graduates practicing clinical social work in primary care and in or with medically underserved communities
  2. Increase recruitment and retention of students from educationally, environmentally, and economically disadvantaged backgrounds
- EMPOWER participants receive training in substance use.

**Research Project Title: Evaluation of Medication-Assisted Treatment in the Robeson County Jail**

UNCP has received an approximately \$80,000 subaward from Robeson Health Care Corporation (RCHC) on a grant funded by the NC Department of Health and Human Services Division of Mental Health, Developmental Disabilities, and Substance Abuse Services (DMH/DD/SAS). The grant provides withdrawal management services for individuals at the local jail (Robeson County Detention Center) by offering Medication-Assisted Treatment (MAT) and then connects them to qualified providers in the community. UNCP provides evaluation services to the project and assigns paid student interns to the jail.

**Research Project Title: Recovery Courts of Robeson County**

UNCP received a \$1.9M 5-year grant from the Substance Abuse and Mental Health Services Administration to expand recovery courts in Robeson County. Direct services are provided via a subaward to Robeson Health Care Corporation. The aim of the Recovery Courts of Robeson County Expansion Project is to increase the capacity of recovery courts to incentivize treatment and recovery, resulting in healthy citizens, preservation of families, and reduced recidivism. This project will serve a total of 445 unduplicated individuals over a five-year period through the expansion of the Robeson County adult drug treatment court, family drug treatment court and DWI court. Faculty in the Department of Social Work serve as Project Director and Program Evaluator. This project funds one paid internship for an MSW student each year.

**Research Project Title: Law Enforcement Diversion and Adult Drug Treatment Court Program Evaluation**

UNCP Department of Social Work faculty served as the evaluator for the Robeson County Law Enforcement Assisted Diversion Program and the Robeson County Adult Drug Treatment Court. This project provided one paid internship for an MSW each year.

**Criteria C: Substance Use and Addictions Recovery Degree Pathway (MSW)**

The UNCP Department of Social Work provides a Criteria C: Substance Use and Addictions Recovery degree pathway to MSW students. This pathway is approved by the North Carolina Substance Use Professional Practice Board. The Criteria C Masters degree pathway functions as a prerequisite for applicants pursuing North Carolina Clinical Addictions Specialist (LCAS) licensure. Upon completion of the required coursework and clinical internship, graduates of the Criteria C program are eligible to enter the workforce as independent practitioners at a merely faster rate than those without the substance use disorder specialty curricula.

**Department of Mental Health Counseling**

**16th Annual Glen H. Walter Drive-In Counseling Workshop: The Professional Counselor**

Date: March 15, 2023

Number impacted: 190 clinicians in the community each earned 5 CEUs

Presentation related to substance use include: Psychedelics as Adjunctive Treatment for Mental Health Disorders: What Counselors Need to Know and Why

### **SAMHSA Addiction Treatment Immersion Initiative**

Two DoC faculty members were awarded a two-year SAMHSA Prac-Ed grant on September 28, 2020, in the amount of \$198,310 in an effort to “expand the integration of substance use disorder (SUD) education into the standard curriculum of relevant healthcare and health services education programs (FOA No. FG-20-001, pp. 6).” The SAMHSA-funded Prac-Ed grant expired on September 29, 2022.

During the project period (2020-2022), we were successful in creating the addiction-specific modules and integrating SUD focused education and training into the nine-core DoC courses that all CMHC and PSC students were required to complete. Three cohorts were established under the SAMHSA funded project. Cohort 1 (n=15) consisted of students admitted to the DoC in the summer or fall of 2019. Cohort 1 was our control group and created to establish a baseline for research purposes. Cohorts 2 (n=12; students admitted in fall of 2020) and Cohort 3 (n=13; students admitted in summer or fall of 2021) were the two treatment groups that received the addiction-specific content. Cohort 2 has received all addiction specific training. Cohort 3 received all addiction-specific training by October of 2023. The grant team members have submitted a proposal to NC Collaboratory continue the addiction-education immersion initiative through the 2024-2025 academic year.

### **Graduate Certificate in Addictions Counseling (GCAC)**

The Department of Counseling’s Graduate Certificate in Addiction Counseling (GCAC) is offered to currently enrolled UNCP graduate students from qualifying degree programs, graduates of qualifying UNCP graduate programs, and applicants with a master’s degree (or currently enrolled) in a human services field from an accredited educational institution. The GCAC began enrolling students during the 2019-2020 academic year. Enrollment is continuous and ongoing. The Graduate Certificate in Addictions Counseling (GCAC) program is designed to prepare students for addiction specific professional counseling careers, leadership roles, and advocacy positions. The 12-credit hour GCAC program prepares addiction professionals to meet the increasingly complex needs of individuals and families dealing with addictive use disorders. The curriculum includes coursework in areas of substance-related and addictive use disorders, comorbid disorders, methods, and theories of addiction specific assessments and interventions, psychopharmacology and addiction, family impact of substance disorders, and current issues and special populations in addiction.

The DoC will continue enrolling students into the GCAC. There are currently 35 CMHC students enrolled in the GCAC for the 2021-2022 academic year.

### **The North Carolina Governor’s Institute on Substance Abuse Scholarships**

The GCAC, housed within the DoC, received \$10,000 in scholarship funds in 2019, \$10,000 in 2020, \$13,700 in 2021, \$15,000 in 2022, \$25,000 in 2023, and \$18,750 for 2024, totaling \$92,450 in scholarship funds for UNCP’s DoC students over the past 6 years from the North Carolina Governor’s Institute on Substance Abuse. The scholarship funding received from the Governor’s Institute on Substance Abuse removes a financial barrier for the scholarship recipients and allows GCAC students to focus on completing their educational requirements and the meaningful ways they can provide mental health and addiction treatment to the underserved communities and individuals in NC.

### **Enriching Graduate Counseling**

The NCCA's Division Membership Grant. Students' Professional Identity through Experiential Engagement in the North Carolina Counseling Association. In April of 2022, three DoC faculty were awarded a Grant for Excellence in Teaching & Learning in the amount of \$2,649. This project supported every student in the DoC by providing them with a professional membership to the North Carolina Counseling Association (NCCA), which included membership to the North Carolina Addication and Offender Association (NCAOCA) for 25 graduate counseling students. This membership and the benefits associated provided DoC students with the most current research, trends, and topics in the field, further enhancing what is being taught in the classroom. Furthermore, this membership introduced all DoC students to professional counseling conversations, legislative initiatives that impact our profession and clients, and inventive and creative approaches to counseling individuals from diverse populations.

## **Employee Services**

UNCP Counseling and Psychological Services provides consultation services with UNCP employees with concerns surrounding alcohol, other drug use, or process addiction. Consultation visits are only used to coordinate care and support for ongoing treatment; consultations are limited to one per year at no cost to the employee.

### **Employee of Concern Team**

The UNCP employee of concern team is a multidisciplinary team that responds to all employee 'care' referrals. The team connects employees to relevant and appropriate resources and may investigate or elevate the concern as the need arises. Anyone concerned about an employee may notify the team by sending a notification to *employee.concerns@uncp.edu*.

### **Employee Assistance Program (EAP)**

UNCP values all employees and takes seriously their health and wellness. The Office of Human Resources facilitates UNCP's Employee Assistance Program (EAP) through ComPsych Guidance Resources. ComPsych offers services for personal issues, planning for life events, or simply managing day-to-day tasks that may affect employees' work life, health, and family. Services are confidential and at no cost to UNCP employees and their immediate family members.

### **Headspace Care**

UNCP also coordinates Headspace Care which is accessed via an app offering confidential, on-demand emotional and mental health support for employees' life challenges through coaching via text-based chats, self-care activities, and video-based therapy and psychiatry—all from the privacy of your smartphone.

Coaches are available to chat 24/7, 365 days per year. Private video sessions with a therapist or psychiatrist are available outside of business hours on evenings and weekends.



# 2021 Biennial Review Comprehensive Program Goals and Objectives

## Review of Goals for 2021-2022 and 2022-2023

1. Continue to improve data collection on trends, prevalence rates, and perceptions around substance use. UNCP should consider utilizing Core surveys and increasing collaboration with the UNCP Counseling Programs in implementation of this data collection.
2. Increase education and visibility of UNCP Drug and Alcohol Abuse Prevention Program (DAAPP) and university policies surrounding drug and alcohol use. UNCP may consider including this information during yearly compliance training (e.g., Braves Kick Off).
3. Improve clarity around the sanctioning process with policies other than UNCP Drug and Alcohol Policy.
4. Increase prevention education around cannabis (specifically edibles), opioids, prescription stimulants, and vaping.
5. Continue to improve distribution of DAAPP document to all UNCP community members annually.
6. Improve engagement and completion rates for student trainings without the use of registration holds or other punitive measures.

## Goal and Objective Achievement for 2021-2022 and 2022-2023

*1. Continue to improve data collection on trends, prevalence rates, and perceptions around substance use. UNCP should consider utilizing Core surveys and increasing collaboration with the UNCP Counseling Programs in implementation of this data collection.*

**This objective was not met.** The CORE survey was not administered during the biennial review period. UNCP is still in need of gathering better data to understand trends, prevalence rates, and perceptions around drug and alcohol use and abuse. This objective should be carried forward to ensure completion.

*2. Increase education and visibility of UNCP Drug and Alcohol Abuse Prevention Program (DAAPP) and university policies surrounding drug and alcohol use. UNCP may consider including this information during yearly compliance training (e.g., Braves Kick Off).*

**This objective was partially met.** The name of the committee charged with administering the DAAPP and ensuring compliance with the Drug and Alcohol Policy was renamed from the Committee for Substance Abuse Prevention to the Committee for Substance Use Prevention in 2022. This name change was intentional to support a more comprehensive approach to addressing alcohol and drug issues on campus. The name change was approved by the Cabinet and Chancellor. Additionally, the DAAPP was consistently distributed, not only annually, but to new employees and students who joined UNCP between the annual distributions.

*3. Improve clarity around the sanctioning process with policies other than UNCP Drug and Alcohol Policy.*

**This objective was met.** The sanctions for alcohol and drug violations were published in the University's Drug and Alcohol policy. To make these sanctions more accessible and more clear, the Office of Student Conduct worked with CSUP to move these sanctions into the DAAPP and to re-write the sanctions to be more easily read by making language more concise and eliminating redundancy in the content. Because the DAAPP is distributed directly to students and employees, this change will make the sanctioning process more clear.

*4. Increase prevention education around cannabis (specifically edibles), opioids, prescription stimulants, and vaping.*

**This objective was partially met.** There were several prevention initiatives that focused around educating the campus community on these issues. However, there does not seem to have been a concerted, intentional effort around ensuring completion of this objective.

*5. Continue to improve distribution of DAAPP document to all UNCP community members annually.*

**This objective was met.** The DAAPP was consistently distributed to all UNCP community members annually as well as after onboarding for new employees and students who joined the university between the annual distributions of the program.

*6. Improve engagement and completion rates for student trainings without the use of registration holds or other punitive measures.*

**This objective was not met.** Completion rates fell for the 2021-2022 year, and the course requirements were not enforced for the 2022-2023 year. This objective should be reinforced and carried forward into the next year.

## **AOD SWOT Analysis**

### **Program Strengths**

UNCP consistently distributed the DAAPP annually, as well as intermittently to all students and employees who joined between the annual distribution.

Policies, sanctions, and other aspects of the Drug and Alcohol Policy are clearly communicated in the DAAPP.

There were fewer drug violations from 2021-22 to 2022-23. Housing and Police and Public Safety collaborate to report and enforce violations consistently to ensure that residents understand the consequences of drug use on campus.

The Office of Student Conduct consistently enforced both alcohol and drug violations in alignment with predetermined uniform sanctions for first-offense and multiple-offense violations as published in the DAAPP.

There was a decrease in the number of drug violations from the 2021-22 year to the 2022-23 year.

## **Program Areas for Growth and Improvement**

The turnover in CAPS and in Student Affairs administration resulted in inconsistent administration of the mandatory alcohol and sexual violence prevention course completion requirements.

There was an increase in the number of alcohol violations from 2022-22 to 2022-23. There is a need to work more collaboratively with campus partners to decrease the number of alcohol violations through planning and implementing more robust comprehensive prevention efforts.

There is still a need to gather more data to better understand trends, prevalence rates, and perceptions around substance use and abuse.

Athletics is in need of updating its policies regarding screening athletes for drug misuse.

## **Recommendations**

### **Introduction**

This biennial review examined the effectiveness of UNCP's Drug and Alcohol Abuse Prevention Program (DAAPP), the distribution of the DAAPP to the campus community, and the enforcement of alcohol- and drug-related policies for the academic years 2021-2022 and 2022-2023. It also reviewed the resources available on campus to prevent alcohol and other drug problems on campus as well as services available to treat alcohol and other drug problems for students and employees.

Members of the Committee on Substance Use Prevention gathered information from multiple campus departments including, but not limited to, Counseling and Psychological Services, Student Health Services, UNCP Athletics, Police and Public Safety, the Office of Student Conduct, Fraternity and Sorority Life, Housing and Residence Life, and the Office of Human Resources. Data was collected in a variety of ways to assess the current DAAPP on campus. Specific goals for the 2023-2025 biennial review period and general conclusions are included below.

There was a significant amount of turnover in Counseling and Psychological Services as well as the Division of Student Affairs administration that led to the unsuccessful achievement of some

of the goals that were set following the previous biennial review. Many of the unsuccessfully achieved goals/objectives will be carried over into the 2023-24 and 2024-25 biennial review cycle. CSUP will meet regularly during this period to review these goals/objectives and discuss progress towards meeting them for more successful reporting for the next biennial review.

## **Goals and Objectives for 2023-2024 and 2024-2025**

1. Re-establish the mandatory course completion requirements for alcohol and sexual violence prevention courses for new and transfer undergraduate students and for only the sexual violence prevention courses for new and transfer graduate students. Consider moving to a different platform for course administration.
2. Implement a more strategic and targeted plan for implementing mandated courses to increase course completion rates for both alcohol and sexual violence prevention courses.
3. Work collaboratively with campus partners to decrease the number of alcohol violations through planning and implementing more robust comprehensive prevention efforts.
4. Increase the quantity of programs focusing on prevention and education of the negative effects of alcohol and drug abuse as well as availability of resources and services.
5. Collaborate with Student Affairs, Academic Affairs, and Human Resources to administer a comprehensive assessment to better understand trends, prevalence rates, and the needs of the campus community regarding alcohol and drug use.

## **General Conclusions**

The University of North Carolina at Pembroke continues to improve compliance with the Drug-Free School and Communities Regulations. Successes to note between 2021 and 2023 include increased visibility of UNCP's Drug and Alcohol Abuse Prevention Program (DAAPP), the continuation of a federal grant to support the development of a Collegiate Recovery Community on campus, consistent administration of student conduct sanctions for alcohol and drug violations, and a reduction in the number of reported alcohol violations.

Completion of specific goals and objectives for the biennial review period were partially met. A high degree of staff turnover in CAPS and Student Affairs administration was a major contributing factor to the partial achievement. As such, many of the 2021 biennial review targets will remain in place for the 2023-2025 review period. The Committee for Substance Use Prevention will continue to pursue improvement with DFSCA compliance.

SWOT analysis of UNCP's DAAPP shows that UNCP has strong prevention and intervention strategies in place to promote a healthy campus climate. UNCP's DAAPP has far greater strengths than weaknesses; areas for growth are known to campus stakeholders and efforts to improve these areas are ongoing. UNCP needs more comprehensive data collection practices around alcohol and other drug use trends as well as student and employee perceptions about use. UNCP also needs to ensure mandatory course completion requirements are more consistently administered and enforced. Recommendations include a more intentional effort to increase completion rates for alcohol and sexual violence prevention courses.

The University of North Carolina at Pembroke is committed to protecting the health and safety of students, faculty and staff. Through its various programs and policies regarding the possession, sale, consumption and distribution of alcoholic beverages and drugs, UNCP encourages each person in the university community to make safe and responsible decisions that are in accordance with all applicable existing state and federal laws and local ordinances. Consistent with its educational mission, UNCP provides programs that promote awareness of the various effects of alcohol consumption and drug use.

## **Appendices**

UNCP DAAPP

UNCP Drug and Alcohol Policy

Student Handbook

Employee Handbook

UNCP Policies and Regulations Page

Clery Report

AlcoholEdu for College, Sexual Assault Prevention for Undergraduates, and Sexual Assault Prevention for Adult Learners Impact Reports 2019-2020

AlcoholEdu for College, Sexual Assault Prevention for Undergraduates, and Sexual Assault Prevention for Adult Learners Impact Reports 2020-2021