

UNIVERSITY *of* NORTH CAROLINA
PEMBROKE

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

**Biennial Review: Academic Years
2023-2024 and 2024-2025**

Primary Author:

Kyle D. Smith, Ed.D.
Associate Vice Chancellor for Student Affairs and Dean of Students
Division of Student Affairs
University Center Annex, Room 221
Pembroke, NC 28372
Email: kyle.smith@uncp.edu
Phone: 910-521-6304

Primary Oversight:

Committee on Substance Use Prevention (CSUP)

Published Date:

December 31, 2025



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.....	6
Email to All Students.....	6
Email to All Employees.....	8
Alcohol and Drug Data	9
Prevalence Rate	9
Incidence Rate.....	10
Needs Assessment	10
Trend Data	10
Alcohol and Other Drug Policies and Compliance	11
Policies & Regulations.....	11
Enforcement and Compliance Inventory.....	11
Standards of Conduct for Employees.....	11
Standards of Conduct for Students.....	12
Policy and Regulation Oversight	13
Related Outcomes and Data	14
Drug Sanctions	14
Alcohol Sanctions.....	15
Alcohol and Other Drug Prevention & Intervention Efforts	17
Comprehensive Program & Intervention Inventory	17
JED Campus Implementation.....	19
Prevention Education and Life Skills Development	19
Identification of Students at Risk and Early Intervention	19
Increasing Help-Seeking Behavior and Reducing Stigma.....	20
Policy Alignment and Consistent Enforcement	20
Ongoing Assessment and Continuous Improvement	20
Healthy Campus Climate Initiatives	21
Alcohol-Free Options on Campus	21

Normative Environment Strategies	21
Alcohol Availability and Marketing on Campus	21
itMatters Online Educational Courses	21
itMatters: Alcohol	22
itMatters: Sexual Violence Prevention	22
Completion Rates	22
CARE Team Case Management	23
Mandated-Counseling Services	24
Be Brave: Collegiate Recovery Community Grant	24
Employee Services	24
Employee of Concern Team	24
Employee Assistance Program (EAP)	24
Headspace Care	25
Academic Research, Presentations, and Programs	25
Grants, Funded Research, and Facilitated Student Scholarships	25
Publications	25
Presentations	25
Dr. Stephanie Robinson: Professional Service and Leadership	26
Biennial Review Comprehensive Program Goals and Objectives	27
Review of Goals and Outcomes for 2023-2024 and 2024-2025	27
AOD SWOT Analysis	29
Program Strengths	29
Program Areas for Growth and Improvement	29
Recommendations	29
Introduction	29
Goals and Objectives for 2023-2024 and 2024-2025	30
General Conclusions	31

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 2023-2024 and 2024-2025. 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

Jeff Howard Vice Chancellor for Student Affairs University Center Annex, Room 207 Jeffery.howard@uncp.edu 910-521-6175	Kyle Smith Associate Vice Chancellor and Dean of Students University Center Annex, Room 220 Kyle.smith@uncp.edu 910.521.6304
Brittany Locklear, Chair Outreach Coordinator and Clinical Counselor Braves Health Center, 2 nd Floor brittany.locklear@uncp.edu 910.775.4043	Scott Billingsley Associate Provost Lumbee Hall, Room 427 scott.billingsley@uncp.edu 910-521-6224
Joshua Johnson Director of Student Health Services Brave Health Center joshua.johnson@uncp.edu 910.521.6219	Sandy Jacobs Director of Student Conduct University Center Annex, Room 226 sandy.jacobs@uncp.edu 910.775.4328
Evan Long Director of Housing and Residence Life Chavis Student Center, Room 210 evan.long@uncp.edu 910.775.4253	George Johnson Chief of Police Auxiliary Services Building George.johnson@uncp.edu 910.521.6235
Nicole Snipes Interim Director of Employee Relations and Workforce Development, Department of Human Resources Lumbee Hall nicole.snipes@uncp.edu 910.775.4341	Christina Chow Adjunct Faculty/Director for Compliance Affairs Jones Health and Physical Education Center, 1104 Christina.chow@uncp.edu 910.775.4246
Stephanie Robinson Assistant Professor, Clinical Mental Health Counseling School of Education, Room 341 Stephanie.robinson@uncp.edu 910.521.6663	Jaelyn Wynn Assistant Director of Health Promotion Brave Health Center, Room 114 Jaelyn.wynn@uncp.edu 910.775.4671

Annual DAAPP Notification Process

The UNCP Drug and Alcohol Policy is disseminated in various university publications. It is contained with the university catalog, the Code of Student 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.

Email to All Students

A copy of the email sent to all students on September 24, 2025 is included below:

Kyle Smith

From: Division of Student Affairs
Sent: Wednesday, September 24, 2025 8:28 AM
To: Student_All listserv
Subject: Important Student Resource and Policy Information

UNC Pembroke students,

It is important that you familiarize yourself with University resources and policies as well as the UNCP Drug and Alcohol Abuse Prevention Program (DAAPP).

The **Student Handbook no longer exists as a document has now been fully integrated into the 2025–2026 Academic Catalog**. This change streamlines access to important policies, procedures, and resources that support your academic and campus life.

We strongly encourage all students to **review and familiarize themselves with the Catalog** to ensure you are aware of your rights, responsibilities, and the standards that guide our community. You can access the 2025–2026 Academic Catalog [here](#).

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 Counseling and Psychological Services, 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 our [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

Email to All Employees

A copy of the email sent to all employees on February 12, 2025 is included below:

Kyle Smith

From: Courtney Brayboy
Sent: Wednesday, February 12, 2025 2:07 PM
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
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

O: 910.775.4341 | F: 910-521-6553 | uncp.edu | nicolette.campos@uncp.edu

Alcohol and Drug Data

Prevalence Rate

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 8/1/2023 and 06/30/2025 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 7/1/2023 to 06/30/2025, CAPS clients reported an average score on the Alcohol Use subscale of 1.22. At post-treatment, clients reported an average score on the Alcohol Use subscale of 0.69, reflecting a decrease of .55 over the course of treatment. This reflects higher rates of improvement when compared to the national average for pre- and post-assessment scores of 1.28 and 0.79, respectively, with a decrease of .48 over the course of treatment. From 7/1/2023 to 06/30/2025, the CCAPS rate of improvement for students with moderate levels of distress in the area of alcohol use was 63.1%; CCAPS change results for clients with high levels of distress in the area of alcohol use was 84.9%, 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 7/1/2023 to 06/30/2025 indicates that approximately 81% 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. Substances in that percentage include nicotine, alcohol, cannabis and prescriptions, among others. Over 54% of students report that they have never felt the need to reduce their alcohol or drug use.

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 7/1/2023 and 06/30/2025 indicate that 69% of students seeking services scored between 0 and 7 on the screener—indicating low risk for alcohol use disorder.

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 7/1/2023 and 06/30/2025 indicate that 66%

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, as well as less than 1% 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 Student Conduct office 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 Dean of Students 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 2023	5	0	5
Spring 2024	20	0	20
Fall 2024	22	0	22
Spring 2025	12	0	12

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

Semester	Possession / Use	Sale/Distribution	Total
Fall 2023	17	0	17
Spring 2024	14	0	14
Fall 2024	14	0	14
Spring 2025	2	0	2

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 2025 and 2027.

Trend Data

UNCP saw a **decrease** in the number of alcohol-related violations from 2023-2025. However, the number of drug-related violations from 2023-2025 varied with an increase from Fall 2023 to Fall 2024 and then a decrease in Spring 2025. 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 – Code of Student Conduct Regulation
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 2023	5	0	5
Spring 2024	20	0	20
Fall 2024	22	0	22
Spring 2025	12	0	12

Reported Alleged Drug Violation (Possession/Use) and Associated Findings

Semester	# of students reported with a drug violation not charged or dismissed (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 alcohol violation
Fall 2023	1	4	0	5
Spring 2024	4	13	3	20
Fall 2024	0	21	1	22
Spring 2025	3	8	1	12

Sanctions for Students Found Responsible for 1st Offense Drug Use/Possession violations

Semester	Probation	Mandated Substance Abuse Counseling	Alcohol / Drug Fee	Parental Notification	Other Sanctions
Fall 2023	2	2	2	1	2
Spring 2024	12	11	12	12	12
Fall 2024	21	21	21	17	20
Spring 2025	8	8	8	8	10

Sanctions for Students Found Responsible for 2nd Offense Drug Use/Possession Violations

Semester	Probation	Mandated Substance Abuse Counseling	Alcohol / Drug Fee	Parental Notification	Other Sanctions
Fall 2023	0	1	1	1	2*
Spring 2024	0	0	0	1	1**
Fall 2024	0	0	0	0	0
Spring 2025	0	0	0	0	0

*Fall 2023 Other Sanctions:

1 Suspension and 1 Deferred Suspension

**Spring 2024 Other Sanctions:

1 Suspension

Alcohol Sanctions

Reported Alleged Alcohol Violations by Type of Violation

Semester	Possession / Use	Sale/Distribution	Total
Fall 2023	17	0	17
Spring 2024	14	0	14
Fall 2024	14	0	14
Spring 2025	2	0	2

Reported Alleged Alcohol Violations and Associated Findings

Semester	# of students reported with an alcohol violation not charged or dismissed (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 2023	1	8	8	17
Spring 2024	1	5	8	14
Fall 2024	1	8	5	14
Spring 2025	0	1	1	2

Sanctions for Students Found Responsible for 1st Offense Alcohol possession/use Violations

Semester	Probation	Mandated Substance Abuse Counseling	Alcohol / Drug Fee	Parental Notification	Other Sanctions
Fall 2023	7	7	2	7	9
Spring 2024*	3	9	6	8	8
Fall 2024	8	8	8	7	8
Spring 2025	1	1	1	1	0

Sanctions for Students Found Responsible for 2nd Offense Alcohol possession/use violations

Semester	Probation	Mandated Substance Abuse Counseling	Alcohol / Drug Fee	Parental Notification	Other Sanctions
Fall 2023	0	0	0	0	0
Spring 2024	0	0	0	0	0
Fall 2024	0	0	0	0	0
Spring 2025	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
2024-2025	5
2023-2024	9
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
09/15/2023	Pony Palooza Student Health Services This annual wellness event offered students opportunities for stress reduction and connection while reinforcing healthy decision-making and awareness of campus support services. Attendance: 51
09/03/2024	Braves Wellness Fair Student Health Services The Braves Wellness Fair provided students with access to health education, screenings, and campus resources, including information on substance use prevention, harm reduction, and overall wellness. Attendance: 60
09/12/2024	Pony Palooza Student Health Services This annual wellness event offered students opportunities for stress reduction and connection while reinforcing healthy decision-making and awareness of campus support services. Attendance: 117
09/24/2024	Challenge Accepted: Art for Awareness Braves Resource Center Hosted by the Braves Resource Center, this creative engagement event used art as a platform to raise awareness around mental health, wellness, and personal challenges, encouraging self-expression and dialogue. Attendance: 56
10/08/2024	Affirmation Bracelets Center for Student Success

	<p>Students created affirmation bracelets as a mindfulness activity designed to promote positive self-talk, stress management, and resilience during the academic term.</p> <p>Attendance: 31</p>
10/23/2024	<p>Worry Dolls with SOAR Center for Student Success</p> <p>This interactive program introduced students to grounding techniques and stress-relief tools, emphasizing healthy coping strategies and help-seeking behaviors.</p> <p>Attendance: 26</p>
01/29/2025	<p>Sober Sips Counseling and Psychological Services</p> <p>CAPS hosted Sober Sips to promote alcohol-free social engagement, raise awareness of substance-free lifestyle options, and highlight campus recovery and support resources.</p> <p>Attendance: 39</p>
02/26/2025	<p>Academic Anxiety Check Center for Student Success</p> <p>This Center for Student Success event provided students with tools to manage academic stress and anxiety, reinforcing adaptive coping strategies and connections to support services.</p> <p>Attendance: 30</p>
02/20/2025	<p>Self-Care Housing and Residence Life (Cypress Hall)</p> <p>Housing and Residence Life facilitated a self-care program focused on stress reduction, emotional well-being, and healthy lifestyle habits within the residential community.</p> <p>Attendance: 13</p>
02/24/2025	<p>Love Your Body Week: Heart Health Event Student Health Services</p> <p>Student Health Services hosted a heart health awareness event that emphasized physical wellness, healthy behaviors, and preventive health education.</p> <p>Attendance: 48</p>
02/26/2025	<p>Love Your Body Week: Ask a Nurse Event Student Health Services</p> <p>This event offered students direct access to nursing staff to ask health-related questions and receive individualized wellness education.</p> <p>Attendance: 7</p>
03/24/2025	<p>Health and Wellness Expo Student Health Services</p> <p>The Health and Wellness Expo connected students with campus and community resources related to physical health, mental health, substance use prevention, and overall well-being.</p> <p>Attendance: 92</p>
04/03/2025	<p>Stand Together: Men and Women's Health Braves Resource Center</p> <p>This Braves Resource Center program addressed health topics relevant to men and women, promoting preventive care, awareness, and access to support resources.</p>

	Attendance: 24
04/28/2025	De-Stress Fest Student Health Services De-Stress Fest provided students with relaxation activities and stress-management tools during a high-pressure academic period, supporting healthy coping and well-being. Attendance: 23

JED Campus Implementation

The University of North Carolina at Pembroke (UNCP) launched participation in the JED Campus program in Fall 2023 and is currently in its third year of four years of implementation, concluding in the Spring 2027 semester. JED Campus provides a comprehensive, evidence-based framework designed to promote emotional well-being, prevent suicide, reduce substance misuse, and strengthen protective factors across the campus community. UNCP's Drug and Alcohol Abuse Prevention Program (DAAPP) is intentionally aligned with and supported by the JED Campus Strategic Plan, particularly in areas addressing prevention, early identification, intervention, and help-seeking behaviors related to alcohol and other drug use.

Through the work of the UNCP JED Task Force and cross-divisional collaboration, substance use prevention has been integrated across multiple JED Campus strategic domains rather than addressed in isolation. This integrated approach strengthens compliance with the Drug-Free School and Communities Act while advancing a holistic public-health model of prevention. JED Campus initiatives serve as a complementary framework that strengthens DAAPP prevention, early identification, and intervention strategies rather than operating as a separate or duplicative effort.

Prevention Education and Life Skills Development

Consistent with the Develop Life Skills domain of the JED Campus Strategic Plan, UNCP has expanded programming and educational initiatives that address decision-making, stress management, and healthy coping strategies—all of which are protective factors against high-risk alcohol and drug use. Prevention education related to alcohol misuse, cannabis (including edibles), prescription drug misuse, opioids, and vaping is incorporated into orientation programming, residence hall initiatives, campus campaigns, and targeted workshops.

JED-aligned educational campaigns emphasize harm reduction, policy awareness, and the connection between substance use, mental health, and academic success. These efforts complement the DAAPP by reinforcing consistent messaging and normalizing conversations around substance use and well-being.

Identification of Students at Risk and Early Intervention

UNCP's JED Campus Strategic Plan prioritizes early identification of students at risk through screening and referral processes. Within the Identify Students at Risk domain, UNCP has expanded screening opportunities and referral pathways that include substance use concerns. These efforts align with DAAPP objectives by improving the university's ability to recognize patterns of alcohol and drug misuse and intervene earlier through supportive, educational responses rather than solely disciplinary ones.

Collaboration among Counseling and Psychological Services, Student Health Services, CARE/Case Management, Student Conduct, and Housing and Residence Life supports a coordinated response to students exhibiting concerning behaviors related to substance use. This coordination ensures that students receive timely access to assessment, education, and support services.

Increasing Help-Seeking Behavior and Reducing Stigma

In alignment with the Increase Help-Seeking Behavior and Provide Mental Health and Substance Use Services domains of the JED Campus Strategic Plan, UNCP has worked to reduce stigma surrounding substance use concerns and promote awareness of available resources. JED Campus initiatives emphasize help-seeking as a sign of strength and encourage students and employees to access counseling, health services, and recovery-oriented supports.

DAAPP distribution and education efforts reinforce these messages by clearly outlining available campus and community resources for substance use treatment, counseling, and referral. This alignment supports a campus culture that prioritizes health, safety, and recovery.

Policy Alignment and Consistent Enforcement

JED Campus implementation has supported greater clarity and consistency in institutional policies and response protocols related to alcohol and other drug use. The DAAPP, Student Conduct processes, and JED-informed crisis response and referral procedures work together to ensure that sanctions, educational interventions, and support services are applied consistently and transparently.

This alignment strengthens UNCP's prevention infrastructure by ensuring that policy enforcement is paired with education, assessment, and support—consistent with both DFSCA requirements and JED Campus best practices.

Ongoing Assessment and Continuous Improvement

While UNCP continues to strengthen its data-informed approach to substance use prevention, the JED Campus Strategic Plan reinforces the need for comprehensive assessment of alcohol and other drug use trends and perceptions. Planning efforts during this biennial period focused on building capacity for improved screening and assessment practices that will inform future DAAPP goals, programming, and evaluation efforts.

Conclusion

UNCP's participation in JED Campus has significantly strengthened the institution's Drug and Alcohol Abuse Prevention Program by embedding substance use prevention within a broader, evidence-based framework for student well-being. Through aligned prevention education, early identification, supportive intervention, and coordinated policy implementation, UNCP continues to advance a comprehensive approach to reducing alcohol and other drug misuse while promoting a healthy, resilient campus community.

The integration of JED Campus initiatives into the DAAPP demonstrates UNCP's ongoing commitment to compliance with federal regulations and to the health, safety, and success of its students, faculty, and staff.

Healthy Campus Climate Initiatives

Alcohol-Free Options on Campus

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

Normative Environment Strategies

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

Alcohol Availability and Marketing on Campus

- Alcohol is restricted on campus.
- Alcohol use is prohibited in public places with the exception of University-sanctioned tailgating events; UNCP Tailgating Policy is in place and enforced.
- Delivery or use of kegs or other common containers is prohibited on campus; exceptions must be approved by the Chancellor.
- Alcohol servers are required to be registered and trained; training programs are mandatory.
- UNCP Drug and Alcohol Policy applies to students whether they are on or off campus.
- NC State law limits when alcohol can be sold on Sundays.
- Alcohol advertising on campus is banned.
- Alcohol-industry sponsorship for on-campus events is banned.
- Campus attempts to limit promotions near campus that appeal to underage drinkers or show drinking in high-risk contexts.

itMatters Online Educational Courses

Over the summer of 2023, UNCP shifted from the Everfi platform to the itMatters online education series as a core component of its alcohol and sexual violence prevention efforts. The itMatters: Alcohol and itMatters: Sexual Violence Prevention modules are evidence-informed, interactive programs designed to educate students about risk reduction, responsible decision-

making, consent, and bystander intervention while promoting a culture of care and accountability.

itMatters: Alcohol

The itMatters: Alcohol module focuses on increasing students' understanding of alcohol use, misuse, and its potential impacts on health, safety, academic success, and community well-being. The course addresses topics such as standard drink sizes, blood alcohol concentration, high-risk drinking behaviors, alcohol-related decision-making, and harm reduction strategies. Students are also educated on institutional policies, state laws, and campus resources related to alcohol use.

This module emphasizes personal responsibility while encouraging students to make informed choices and intervene when peers may be at risk. By normalizing conversations around alcohol use and providing practical strategies to reduce harm, itMatters: Alcohol supports UNCP's broader DAAPP goals of prevention, education, and early intervention.

itMatters: Sexual Violence Prevention

The itMatters: Sexual Violence Prevention module addresses issues of sexual violence, consent, healthy relationships, and bystander intervention. The course explores how alcohol and other substances can increase vulnerability to sexual violence and impair an individual's ability to give or interpret consent. Students learn to recognize warning signs, challenge harmful norms, and take action to support peers and prevent harm.

This module reinforces UNCP's commitment to creating a safe and respectful campus environment by clearly outlining institutional expectations, reporting options, and available support resources. The content aligns with trauma-informed practices and emphasizes shared responsibility for preventing sexual misconduct.

Completion Rates

Prior to the last 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. UNCP re-established administrative oversight of mandatory prevention education for the fall 2023 semester and is actively working toward stabilization and improvement of completion rates.

	itMatters: Alcohol	itMatters: Sexual Violence Prevention Series
2021-2022	1647	2282
2022-2023*	12	8
2023-2024**	972	1280
2024-2025	633	1653

**Last year Everfi was utilized prior to shifting to itMatters. 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.*

***First semester with the itMatters series of modules.*

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.

	Total CARE Cases	CARE Cases involving Drug or Alcohol Use/Abuse
2021-2022	433	11 (2.5%)
2022-2023	473	8 (1.7%)
2023-2024	740	7 (1.0%)
2024-2025	902	15 (1.7%)

Although the total number of CARE cases increased during the biennial period, the proportion involving alcohol or other drug use remained relatively low, suggesting that substance use concerns are being addressed early and through multiple intervention pathways.

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 to 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.

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.

Academic Research, Presentations, and Programs

Grants, Funded Research, and Facilitated Student Scholarships

- Robinson, S. (Principal Investigator), Akers, W., & Warren, J. (2023-2025). UNCP's Department of Counseling Addiction Education Immersion Initiative [Grant]. NC Collaboratory. Funded: \$92,000.
- Robinson, S. (2025, October). GCAC Student Scholarship. Secured funding from the North Carolina Governor's Institute on Substance Abuse to directly support Department of Counseling students in the GCAC. \$20,000.
- Robinson, S. (2024, October). GCAC Student Scholarship. Secured funding from the North Carolina Governor's Institute on Substance Abuse to directly support Department of Counseling students in the GCAC. \$20,000.
- Robinson, S. (2023, October). GCAC Student Scholarship. Secured funding from the North Carolina Governor's Institute on Substance Abuse to directly support Department of Counseling students in the GCAC. \$18,750.
- Robinson, S. (2023, March). GCAC Student Scholarship. Secured funding from the North Carolina Governor's Institute on Substance Abuse to directly support Department of Counseling students in the GCAC. \$25,000.

Publications

- Robinson, S. (2026). Clinical supervision models in practice. In A. Trogden (Ed.). Clinical Supervision of Substance Use and Addiction Counselors. Kendall Hunt Publishing.
- Robinson, S. R., Akers, W., & Warren, J. (2025). Integrating Addiction Counseling Competencies into CACREP's Foundational Curriculum: Addressing Gaps in Pedagogy. Conceptual article that addresses the lack of addiction-specific education integrated into CACREP accredited programs. Submitted to Journal of Counselor Preparation and Supervision (19)2, 1-17. <http://dx.doi.org/10.70013/savmmzlv>
- Brown, R. A. & Robinson, S. (2023). Exploring the use of wilderness therapy for the treatment of addictive use disorders. NAOCA News, Spring 2023, 27-31.

Presentations

- Robinson, S. Akers, W., & Warren, J. (2025, October). Enhancing counselor education and training through the integration of culturally responsive addiction counseling competencies into CACREP's foundational curriculum. Presented at the 2025 Association for Counselor Education and Supervision's National Conference. Philadelphia, PA.
- Robinson, S. Akers, W., & Warren, J. (2025, March). Enhancing counselor education and training through the integration of culturally responsive addiction counseling competencies into CACREP's foundational curriculum. Presented at the 2025 American Counseling Association Conference and Expo: IAAOC Research Symposium. In-person. Orlando, FL.
- Robinson, S. & Tibbetts, S. (2025, October). Addiction & adolescents: Recognizing the signs & symptoms. Presented to Harnett County school counselors and support staff. Virtual
- Rubinas, P. & Robinson, S. (2023, February). Cultivating client empowerment to ethically reduce the frequency and impact of addictive use disorders. Presented at the annual North Carolina Counseling Association Conference. Durham, NC
- Robinson, S. and Tibbetts, S. (2025, February). Childhood trauma, abandonment, & fractures in attachment: How these early childhood experiences can increase the development of addictive use disorders. Presented to Robeson County School Counselors. In-person. Pembroke, NC.
- Robinson, S. (2024, February). Addressing stigma in addiction. Presented to UNCP's Committee on Substance Use Prevention. Virtual
- Robinson, S. (2024, February) Impact of substance use on student mental health. Presented to Scotland County school counselors and support team members. Virtual
- Robinson, S. (2023, September) Vaping, substance use, and adolescent mental health. Presented to Robeson County school counselors and support team members. Virtual
- Robinson, S., Hoogland, I., & Hampton, A. (2023, March). Psychedelics as adjunctive treatment for mental health disorders: What counselors need to know and why. Presented at the 16th Annual Glen H. Walter Drive-in Counseling Workshop. Virtual.
- Robinson, S. (2023, June). Behavioral Addictions: Recognizing the Warning Signs & When to Seek Treatment. Expert guest speaker presentation to UNCP's Counseling and Psychological Services (CAPS). Pembroke, North Carolina.
- Robinson, S. (2023, April). Addiction and Trauma: Understanding the Connection. Expert guest speaker presentation to UNCP's Counseling and Psychological Services (CAPS). Pembroke, North Carolina.

Dr. Stephanie Robinson: Professional Service and Leadership

International Certification & Reciprocity Consortium (IC&RC)
 IC&RC Board of Directors
 Co-Lead for AADC Certification
 February 2023 - Present

International Certification & Reciprocity Consortium (IC&RC)
 Advanced Alcohol and Drug Counselor Subject Matter Expert
 January 2017 - Present

Opioid Response Network
 ORN Specialty Addiction Workforce Interest Group
 June 2024

SMART Recovery USA Behavioral Health Professionals
SMART Recovery USA Advisory Council
July 2023 - June 2024

North Carolina Addictions Specialist Professional Practice Board
Vice Chair
Standards Committee Chair
Quality Assurance Committee (Ad Hoc)
July 2022 - Present

North Carolina Addictions and Offender Counselor Association
Past-President
July 2023 - July 2024

North Carolina Addictions and Offender Counselor Association
President
July 2020 - July 2023

Robeson Rural Communities Opioid Response Program Consortium
Consortium Leadership Team
January 2022 - March 2024

UNCP's Committee on Substance Use Prevention
2019 - Present

Biennial Review Comprehensive Program Goals and Objectives

Review of Goals and Outcomes for 2023-2024 and 2024-2025

1. Re-establish mandatory course completion requirements for alcohol and sexual violence prevention courses for new and transfer undergraduate students and sexual violence prevention courses for new graduate students; consider moving to a different platform.

Status: Partially Met

During the 2023–2025 biennial review period, UNCP re-established mandatory prevention education expectations for new and transfer students through the implementation of itMatters modules by Prevention Strategies, Inc. Implementation efforts focused on clarifying institutional expectations, restoring administrative oversight, and re-engaging campus partners following significant turnover in Student Affairs and Counseling and Psychological Services during the prior reporting cycle. While course requirements were formally re-established, completion rates varied by term, and full consistency has not yet been achieved. Evaluation of alternative platforms for course administration occurred during this period to improve accessibility, tracking, and completion outcomes. Continued refinement is needed to fully meet this objective.

2. Implement a more strategic and targeted plan for administering mandated courses to increase completion rates.

Status: Partially Met

UNCP made progress toward a more strategic approach to administering mandated prevention courses by clarifying timelines, improving communication with students, and strengthening coordination between the Dean of Students office, Counseling and Psychological Services, New Student Programs (orientation), and the Graduate School. While completion rates improved from the 2021-2022 year when there was a noted lapse of implementation of this requirement, completion rates did not consistently meet desired benchmarks across all student populations. While improvements were observed in outreach and tracking, the absence of enforcement mechanisms and platform limitations continued to impact outcomes. This objective remains an area for continued focus in the next review cycle.

3. Work collaboratively with campus partners to decrease the number of alcohol violations through comprehensive prevention efforts.

Status: Met

UNCP strengthened collaboration among Housing and Residence Life, Police and Public Safety, Student Conduct, Athletics, Fraternity and Sorority Life, and Counseling and Psychological Services to address alcohol-related behaviors through coordinated prevention and enforcement strategies. These efforts included increased educational programming, clearer sanction communication, and consistent enforcement of policies. As a result, the university observed stabilization and, in some areas, reductions in alcohol-related violations during the biennial period, demonstrating progress toward this objective. Specifically, there was only one alcohol violation for the Spring 2025 semester, which is noteworthy and significant.

4. Increase the quantity of prevention and education programs addressing alcohol and drug misuse and available resources.

Status: Met

During the 2023–2025 review period, UNCP increased the number and visibility of prevention and education programs focused on alcohol, cannabis (including edibles), prescription drugs, opioids, and vaping. Programming emphasized harm reduction, policy awareness, and access to support services. These efforts were delivered through collaborations with campus partners and integrated into orientation programs, residence hall initiatives, and targeted outreach efforts. The expansion of programming reflects progress toward building a more comprehensive prevention framework.

5. Collaborate across divisions to administer a comprehensive assessment to better understand trends, prevalence rates, and campus needs related to substance use.

Status: Not Fully Met

While planning and cross-divisional discussions occurred during the biennial period, UNCP did not fully implement a comprehensive assessment (such as the CORE survey) to evaluate

alcohol and drug use trends, prevalence rates, and community perceptions. Capacity constraints and competing priorities delayed full implementation. This objective remains critical and will be carried forward to guide future prevention planning and data-informed decision-making.

AOD SWOT Analysis

Program Strengths

- Consistent annual and interim distribution of the DAAPP to students and employees.
- Clear communication of policies, sanctions, and institutional expectations within the DAAPP.
- Improved collaboration among Student Conduct, Housing and Residence Life, and Police and Public Safety.
- Consistent enforcement of alcohol and drug sanctions aligned with published standards.
- Expansion of prevention and education programming addressing emerging substance use trends.
- Continued institutional commitment to recovery-oriented and supportive approaches to substance use prevention.

Program Areas for Growth and Improvement

- Need for comprehensive, recurring assessment data to inform prevention strategies.
- Inconsistent completion rates for mandatory prevention courses.
- Continued reliance on limited platforms for course administration and tracking.
- Need for stronger alignment with Athletics regarding substance misuse screening and prevention practices.
- Opportunity to further integrate prevention education into academic and co-curricular environments.

Recommendations

Introduction

Based on findings from the 2023–2025 biennial review, the University of North Carolina at Pembroke makes the following recommendations to strengthen the effectiveness of its Drug and

Alcohol Abuse Prevention Program (DAAPP) and ensure continued compliance with the Drug-Free Schools and Communities Act:

Implement a recurring, campus-wide alcohol and other drug assessment.

UNCP should administer a comprehensive assessment instrument (e.g., CORE Alcohol and Drug Survey or a comparable tool) on a recurring basis to assess prevalence rates, trends, and perceptions among students and employees. Results should be used to inform prevention priorities, targeted interventions, and evaluation of program effectiveness.

Strengthen administration and accountability for mandatory prevention education.

UNCP should finalize adoption of a centralized platform and standardized administrative process for mandatory alcohol and sexual violence prevention education to improve communication, tracking, and completion rates while maintaining a non-punitive, educational approach.

Expand targeted prevention strategies based on conduct and CARE data.

Prevention efforts should increasingly focus on high-risk populations, substances, and environments identified through Student Conduct trends, CARE Team data, and CAPS screening tools, with particular attention to cannabis use, alcohol misuse, and polysubstance risk.

Formalize cross-divisional coordination and policy alignment.

The Committee on Substance Use Prevention should continue to serve as the coordinating body for aligning policies, prevention messaging, enforcement practices, and referral processes across Student Affairs, Academic Affairs, Athletics, Human Resources, and Public Safety.

Increase visibility of support, intervention, and recovery resources.

UNCP should continue expanding outreach related to counseling services, mandated interventions, recovery supports, and the Collegiate Recovery Community to reduce stigma, promote help-seeking behaviors, and ensure students and employees understand how to access assistance.

Goals and Objectives for 2023-2024 and 2024-2025

Goal 1: Establish a Sustainable, Data-Informed Prevention Framework

Implement and maintain a recurring assessment process to evaluate alcohol and other drug use prevalence, trends, and perceptions among students and employees. Assessment data will be reviewed annually by the Committee on Substance Use Prevention and used to guide programming, policy review, and resource allocation.

Goal 2: Improve Consistency and Completion of Mandatory Prevention Education

Strengthen the administration, communication, and oversight of mandatory alcohol and sexual violence prevention education to achieve consistent and improved completion rates across undergraduate and graduate student populations, while preserving a non-punitive, educational approach.

Goal 3: Reduce Alcohol and Other Drug Violations Through Targeted Prevention

Utilize conduct trends, CARE Team data, and campus climate indicators to implement targeted prevention and harm-reduction initiatives aimed at reducing alcohol and drug violations, particularly related to high-risk behaviors, substances, and settings.

Goal 4: Strengthen Cross-Divisional Coordination and Policy Integration

Enhance coordination among Student Affairs, Academic Affairs, Athletics, Human Resources, and Public Safety to ensure consistent implementation of alcohol and other drug policies, aligned prevention messaging, and clear referral and intervention pathways.

Goal 5: Expand Awareness of Support, Intervention, and Recovery Resources

Increase campus-wide awareness of counseling services, mandated interventions, recovery supports, and employee assistance resources, with an emphasis on reducing stigma, promoting early help-seeking, and supporting long-term student and employee well-being.

General Conclusions

The University of North Carolina at Pembroke continues to demonstrate a strong commitment to compliance with the Drug-Free School and Communities Act and to fostering a healthy, supportive campus environment. During the 2023–2025 biennial review period, UNCP made meaningful progress in restoring prevention education expectations, expanding programming, improving collaboration, and maintaining consistent policy enforcement.

While some objectives were only partially met—particularly those related to assessment and course completion—these challenges are well-documented, understood by campus stakeholders, and actively being addressed. The Committee for Substance Use Prevention will continue to monitor progress and guide improvements to ensure stronger outcomes in the next biennial review cycle.

UNCP remains committed to protecting the health and safety of students, faculty, and staff through comprehensive education, prevention, intervention, and recovery-support efforts consistent with its educational mission and all applicable federal, state, and local regulations.